



Fair Work
OMBUDSMAN

Pay Guide - Nurses Award

[MA000034]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

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Rates of pay

Adult

Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Nursing assistant, 1st year	\$883.40	\$23.25	\$46.50	\$46.50	\$52.31
Nursing assistant, 2nd year	\$897.20	\$23.61	\$47.22	\$47.22	\$53.12
Nursing assistant, 3rd year and thereafter	\$911.60	\$23.99	\$47.98	\$47.98	\$53.98
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$940.90	\$24.76	\$49.52	\$49.52	\$55.71
Student enrolled nurse - less than 21 years of age	\$820.70	\$21.60	\$43.20	\$43.20	\$48.60
Student enrolled nurse - 21 years of age and over	\$861.40	\$22.67	\$45.34	\$45.34	\$51.01
Enrolled nurse - pay point 1	\$958.30	\$25.22	\$50.44	\$50.44	\$56.75
Enrolled nurse - pay point 2	\$971.00	\$25.55	\$51.10	\$51.10	\$57.49
Enrolled nurse - pay point 3	\$983.90	\$25.89	\$51.78	\$51.78	\$58.25
Enrolled nurse - pay point 4	\$998.10	\$26.27	\$52.54	\$52.54	\$59.11
Enrolled nurse - pay point 5	\$1,008.10	\$26.53	\$53.06	\$53.06	\$59.69
Registered nurse with a 4 year degree	\$1,070.50	\$28.17	\$56.34	\$56.34	\$63.38
Registered nurse with a masters degree	\$1,107.40	\$29.14	\$58.28	\$58.28	\$65.57
Registered nurse - level 1, pay point 1	\$1,025.20	\$26.98	\$53.96	\$53.96	\$60.71
Registered nurse - level 1, pay point 2	\$1,046.20	\$27.53	\$55.06	\$55.06	\$61.94
Registered nurse - level 1, pay point 3	\$1,071.90	\$28.21	\$56.42	\$56.42	\$63.47
Registered nurse - level 1, pay point 4	\$1,100.40	\$28.96	\$57.92	\$57.92	\$65.16
Registered nurse - level 1, pay point 5	\$1,134.20	\$29.85	\$59.70	\$59.70	\$67.16
Registered nurse - level 1, pay point 6	\$1,167.00	\$30.71	\$61.42	\$61.42	\$69.10
Registered nurse - level 1, pay point 7	\$1,200.80	\$31.60	\$63.20	\$63.20	\$71.10
Registered nurse - level 1, pay point 8 and thereafter	\$1,232.00	\$32.42	\$64.84	\$64.84	\$72.95
Registered nurse - level 2, pay point 1	\$1,264.70	\$33.28	\$66.56	\$66.56	\$74.88
Registered nurse - level 2, pay point 2	\$1,284.80	\$33.81	\$67.62	\$67.62	\$76.07
Registered nurse - level 2, pay point 3	\$1,307.10	\$34.40	\$68.80	\$68.80	\$77.40
Registered nurse - level 2, pay point 4 and thereafter	\$1,328.50	\$34.96	\$69.92	\$69.92	\$78.66

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday
Registered nurse - level 3, pay point 1	\$1,371.30	\$36.09	\$72.18	\$72.18	\$81.20
Registered nurse - level 3, pay point 2	\$1,396.50	\$36.75	\$73.50	\$73.50	\$82.69
Registered nurse - level 3, pay point 3	\$1,420.60	\$37.38	\$74.76	\$74.76	\$84.11
Registered nurse - level 3, pay point 4 and thereafter	\$1,446.10	\$38.06	\$76.12	\$76.12	\$85.64
Registered nurse - level 4, grade 1	\$1,565.10	\$41.19	\$82.38	\$82.38	\$92.68
Registered nurse - level 4, grade 2	\$1,677.30	\$44.14	\$88.28	\$88.28	\$99.32
Registered nurse - level 4, grade 3	\$1,775.10	\$46.71	\$93.42	\$93.42	\$105.10
Registered nurse - level 5, grade 1	\$1,579.40	\$41.56	\$83.12	\$83.12	\$93.51
Registered nurse - level 5, grade 2	\$1,663.20	\$43.77	\$87.54	\$87.54	\$98.48
Registered nurse - level 5, grade 3	\$1,775.10	\$46.71	\$93.42	\$93.42	\$105.10
Registered nurse - level 5, grade 4	\$1,885.80	\$49.63	\$99.26	\$99.26	\$111.67
Registered nurse - level 5, grade 5	\$2,079.90	\$54.73	\$109.46	\$109.46	\$123.14
Registered nurse - level 5, grade 6	\$2,275.70	\$59.89	\$119.78	\$119.78	\$134.75
Nurse practitioner, 1st year	\$1,578.00	\$41.53	\$83.06	\$83.06	\$93.44
Nurse practitioner, 2nd year	\$1,624.90	\$42.76	\$85.52	\$85.52	\$96.21
Occupational health nurse - level 1, pay point 1	\$1,100.40	\$28.96	\$57.92	\$57.92	\$65.16
Occupational health nurse - level 1, pay point 2	\$1,134.20	\$29.85	\$59.70	\$59.70	\$67.16
Occupational health nurse - level 1, pay point 3	\$1,167.00	\$30.71	\$61.42	\$61.42	\$69.10
Occupational health nurse - level 1, pay point 4	\$1,200.80	\$31.60	\$63.20	\$63.20	\$71.10
Occupational health nurse - level 1, pay point 5	\$1,232.00	\$32.42	\$64.84	\$64.84	\$72.95
Occupational health nurse - level 2, pay point 1	\$1,264.70	\$33.28	\$66.56	\$66.56	\$74.88
Occupational health nurse - level 2, pay point 2	\$1,284.80	\$33.81	\$67.62	\$67.62	\$76.07
Occupational health nurse - level 2, pay point 3	\$1,307.10	\$34.40	\$68.80	\$68.80	\$77.40
Occupational health nurse - level 2, pay point 4	\$1,328.50	\$34.96	\$69.92	\$69.92	\$78.66
Senior occupational health clinical nurse	\$1,328.50	\$34.96	\$69.92	\$69.92	\$78.66
Occupational health nurse - level 3, pay point 1	\$1,371.30	\$36.09	\$72.18	\$72.18	\$81.20
Occupational health nurse - level 3, pay point 2	\$1,396.50	\$36.75	\$73.50	\$73.50	\$82.69
Occupational health nurse - level 3, pay point 3	\$1,420.60	\$37.38	\$74.76	\$74.76	\$84.11
Occupational health nurse - level 3, pay point 4 and thereafter	\$1,446.10	\$38.06	\$76.12	\$76.12	\$85.64

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours
Nursing assistant, 1st year	\$26.16	\$26.74	\$34.88	\$40.69	\$34.88
Nursing assistant, 2nd year	\$26.56	\$27.15	\$35.42	\$41.32	\$35.42
Nursing assistant, 3rd year and thereafter	\$26.99	\$27.59	\$35.99	\$41.98	\$35.99
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$27.86	\$28.47	\$37.14	\$43.33	\$37.14
Student enrolled nurse - less than 21 years of age	\$24.30	\$24.84	\$32.40	\$37.80	\$32.40
Student enrolled nurse - 21 years of age and over	\$25.50	\$26.07	\$34.01	\$39.67	\$34.01
Enrolled nurse - pay point 1	\$28.37	\$29.00	\$37.83	\$44.14	\$37.83
Enrolled nurse - pay point 2	\$28.74	\$29.38	\$38.33	\$44.71	\$38.33
Enrolled nurse - pay point 3	\$29.13	\$29.77	\$38.84	\$45.31	\$38.84
Enrolled nurse - pay point 4	\$29.55	\$30.21	\$39.41	\$45.97	\$39.41
Enrolled nurse - pay point 5	\$29.85	\$30.51	\$39.80	\$46.43	\$39.80
Registered nurse with a 4 year degree	\$31.69	\$32.40	\$42.26	\$49.30	\$42.26
Registered nurse with a masters degree	\$32.78	\$33.51	\$43.71	\$51.00	\$43.71
Registered nurse - level 1, pay point 1	\$30.35	\$31.03	\$40.47	\$47.22	\$40.47
Registered nurse - level 1, pay point 2	\$30.97	\$31.66	\$41.30	\$48.18	\$41.30
Registered nurse - level 1, pay point 3	\$31.74	\$32.44	\$42.32	\$49.37	\$42.32
Registered nurse - level 1, pay point 4	\$32.58	\$33.30	\$43.44	\$50.68	\$43.44
Registered nurse - level 1, pay point 5	\$33.58	\$34.33	\$44.78	\$52.24	\$44.78
Registered nurse - level 1, pay point 6	\$34.55	\$35.32	\$46.07	\$53.74	\$46.07
Registered nurse - level 1, pay point 7	\$35.55	\$36.34	\$47.40	\$55.30	\$47.40
Registered nurse - level 1, pay point 8 and thereafter	\$36.47	\$37.28	\$48.63	\$56.74	\$48.63
Registered nurse - level 2, pay point 1	\$37.44	\$38.27	\$49.92	\$58.24	\$49.92
Registered nurse - level 2, pay point 2	\$38.04	\$38.88	\$50.72	\$59.17	\$50.72
Registered nurse - level 2, pay point 3	\$38.70	\$39.56	\$51.60	\$60.20	\$51.60
Registered nurse - level 2, pay point 4 and thereafter	\$39.33	\$40.20	\$52.44	\$61.18	\$52.44
Registered nurse - level 3, pay point 1	\$40.60	\$41.50	\$54.14	\$63.16	\$54.14
Registered nurse - level 3, pay point 2	\$41.34	\$42.26	\$55.13	\$64.31	\$55.13
Registered nurse - level 3, pay point 3	\$42.05	\$42.99	\$56.07	\$65.42	\$56.07
Registered nurse - level 3, pay point 4 and thereafter	\$42.82	\$43.77	\$57.09	\$66.61	\$57.09
Registered nurse - level 4, grade 1	N/A	N/A	\$61.79	\$72.08	N/A

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours
Registered nurse - level 4, grade 2	N/A	N/A	\$66.21	\$77.25	N/A
Registered nurse - level 4, grade 3	N/A	N/A	\$70.07	\$81.74	N/A
Registered nurse - level 5, grade 1	N/A	N/A	\$62.34	\$72.73	N/A
Registered nurse - level 5, grade 2	N/A	N/A	\$65.66	\$76.60	N/A
Registered nurse - level 5, grade 3	N/A	N/A	\$70.07	\$81.74	N/A
Registered nurse - level 5, grade 4	N/A	N/A	\$74.45	\$86.85	N/A
Registered nurse - level 5, grade 5	N/A	N/A	\$82.10	\$95.78	N/A
Registered nurse - level 5, grade 6	N/A	N/A	\$89.84	\$104.81	N/A
Nurse practitioner, 1st year	\$46.72	\$47.76	\$62.30	\$72.68	\$62.30
Nurse practitioner, 2nd year	\$48.11	\$49.17	\$64.14	\$74.83	\$64.14
Occupational health nurse - level 1, pay point 1	\$32.58	\$33.30	\$43.44	\$50.68	\$43.44
Occupational health nurse - level 1, pay point 2	\$33.58	\$34.33	\$44.78	\$52.24	\$44.78
Occupational health nurse - level 1, pay point 3	\$34.55	\$35.32	\$46.07	\$53.74	\$46.07
Occupational health nurse - level 1, pay point 4	\$35.55	\$36.34	\$47.40	\$55.30	\$47.40
Occupational health nurse - level 1, pay point 5	\$36.47	\$37.28	\$48.63	\$56.74	\$48.63
Occupational health nurse - level 2, pay point 1	\$37.44	\$38.27	\$49.92	\$58.24	\$49.92
Occupational health nurse - level 2, pay point 2	\$38.04	\$38.88	\$50.72	\$59.17	\$50.72
Occupational health nurse - level 2, pay point 3	\$38.70	\$39.56	\$51.60	\$60.20	\$51.60
Occupational health nurse - level 2, pay point 4	\$39.33	\$40.20	\$52.44	\$61.18	\$52.44
Senior occupational health clinical nurse	\$39.33	\$40.20	\$52.44	\$61.18	\$52.44
Occupational health nurse - level 3, pay point 1	\$40.60	\$41.50	\$54.14	\$63.16	\$54.14
Occupational health nurse - level 3, pay point 2	\$41.34	\$42.26	\$55.13	\$64.31	\$55.13
Occupational health nurse - level 3, pay point 3	\$42.05	\$42.99	\$56.07	\$65.42	\$56.07
Occupational health nurse - level 3, pay point 4 and thereafter	\$42.82	\$43.77	\$57.09	\$66.61	\$57.09

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Nursing assistant, 1st year	\$46.50	\$46.50	\$58.13	\$46.50	\$46.50
Nursing assistant, 2nd year	\$47.22	\$47.22	\$59.03	\$47.22	\$47.22
Nursing assistant, 3rd year and thereafter	\$47.98	\$47.98	\$59.98	\$47.98	\$47.98
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$49.52	\$49.52	\$61.90	\$49.52	\$49.52
Student enrolled nurse - less than 21 years of age	\$43.20	\$43.20	\$54.00	\$43.20	\$43.20
Student enrolled nurse - 21 years of age and over	\$45.34	\$45.34	\$56.68	\$45.34	\$45.34
Enrolled nurse - pay point 1	\$50.44	\$50.44	\$63.05	\$50.44	\$50.44
Enrolled nurse - pay point 2	\$51.10	\$51.10	\$63.88	\$51.10	\$51.10
Enrolled nurse - pay point 3	\$51.78	\$51.78	\$64.73	\$51.78	\$51.78
Enrolled nurse - pay point 4	\$52.54	\$52.54	\$65.68	\$52.54	\$52.54
Enrolled nurse - pay point 5	\$53.06	\$53.06	\$66.33	\$53.06	\$53.06
Registered nurse with a 4 year degree	\$56.34	\$56.34	\$70.43	\$56.34	\$56.34
Registered nurse with a masters degree	\$58.28	\$58.28	\$72.85	\$58.28	\$58.28
Registered nurse - level 1, pay point 1	\$53.96	\$53.96	\$67.45	\$53.96	\$53.96
Registered nurse - level 1, pay point 2	\$55.06	\$55.06	\$68.83	\$55.06	\$55.06
Registered nurse - level 1, pay point 3	\$56.42	\$56.42	\$70.53	\$56.42	\$56.42
Registered nurse - level 1, pay point 4	\$57.92	\$57.92	\$72.40	\$57.92	\$57.92
Registered nurse - level 1, pay point 5	\$59.70	\$59.70	\$74.63	\$59.70	\$59.70
Registered nurse - level 1, pay point 6	\$61.42	\$61.42	\$76.78	\$61.42	\$61.42
Registered nurse - level 1, pay point 7	\$63.20	\$63.20	\$79.00	\$63.20	\$63.20
Registered nurse - level 1, pay point 8 and thereafter	\$64.84	\$64.84	\$81.05	\$64.84	\$64.84
Registered nurse - level 2, pay point 1	\$66.56	\$66.56	\$83.20	\$66.56	\$66.56
Registered nurse - level 2, pay point 2	\$67.62	\$67.62	\$84.53	\$67.62	\$67.62
Registered nurse - level 2, pay point 3	\$68.80	\$68.80	\$86.00	\$68.80	\$68.80
Registered nurse - level 2, pay point 4 and thereafter	\$69.92	\$69.92	\$87.40	\$69.92	\$69.92
Registered nurse - level 3, pay point 1	\$72.18	\$72.18	\$90.23	\$72.18	\$72.18
Registered nurse - level 3, pay point 2	\$73.50	\$73.50	\$91.88	\$73.50	\$73.50
Registered nurse - level 3, pay point 3	\$74.76	\$74.76	\$93.45	\$74.76	\$74.76
Registered nurse - level 3, pay point 4 and thereafter	\$76.12	\$76.12	\$95.15	\$76.12	\$76.12
Registered nurse - level 4, grade 1	N/A	N/A	N/A	\$82.38	\$82.38

Classification	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Registered nurse - level 4, grade 2	N/A	N/A	N/A	\$88.28	\$88.28
Registered nurse - level 4, grade 3	N/A	N/A	N/A	\$93.42	\$93.42
Registered nurse - level 5, grade 1	N/A	N/A	N/A	\$83.12	\$83.12
Registered nurse - level 5, grade 2	N/A	N/A	N/A	\$87.54	\$87.54
Registered nurse - level 5, grade 3	N/A	N/A	N/A	\$93.42	\$93.42
Registered nurse - level 5, grade 4	N/A	N/A	N/A	\$99.26	\$99.26
Registered nurse - level 5, grade 5	N/A	N/A	N/A	\$109.46	\$109.46
Registered nurse - level 5, grade 6	N/A	N/A	N/A	\$119.78	\$119.78
Nurse practitioner, 1st year	\$83.06	\$83.06	\$103.83	\$83.06	\$83.06
Nurse practitioner, 2nd year	\$85.52	\$85.52	\$106.90	\$85.52	\$85.52
Occupational health nurse - level 1, pay point 1	\$57.92	\$57.92	\$72.40	\$57.92	\$57.92
Occupational health nurse - level 1, pay point 2	\$59.70	\$59.70	\$74.63	\$59.70	\$59.70
Occupational health nurse - level 1, pay point 3	\$61.42	\$61.42	\$76.78	\$61.42	\$61.42
Occupational health nurse - level 1, pay point 4	\$63.20	\$63.20	\$79.00	\$63.20	\$63.20
Occupational health nurse - level 1, pay point 5	\$64.84	\$64.84	\$81.05	\$64.84	\$64.84
Occupational health nurse - level 2, pay point 1	\$66.56	\$66.56	\$83.20	\$66.56	\$66.56
Occupational health nurse - level 2, pay point 2	\$67.62	\$67.62	\$84.53	\$67.62	\$67.62
Occupational health nurse - level 2, pay point 3	\$68.80	\$68.80	\$86.00	\$68.80	\$68.80
Occupational health nurse - level 2, pay point 4	\$69.92	\$69.92	\$87.40	\$69.92	\$69.92
Senior occupational health clinical nurse	\$69.92	\$69.92	\$87.40	\$69.92	\$69.92
Occupational health nurse - level 3, pay point 1	\$72.18	\$72.18	\$90.23	\$72.18	\$72.18
Occupational health nurse - level 3, pay point 2	\$73.50	\$73.50	\$91.88	\$73.50	\$73.50
Occupational health nurse - level 3, pay point 3	\$74.76	\$74.76	\$93.45	\$74.76	\$74.76
Occupational health nurse - level 3, pay point 4 and thereafter	\$76.12	\$76.12	\$95.15	\$76.12	\$76.12

Casual

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Nursing assistant, 1st year	\$29.06	\$58.12	\$58.12	\$65.39	\$31.97
Nursing assistant, 2nd year	\$29.51	\$59.02	\$59.02	\$66.40	\$32.46
Nursing assistant, 3rd year and thereafter	\$29.99	\$59.98	\$59.98	\$67.48	\$32.99
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$30.95	\$61.90	\$61.90	\$69.64	\$34.05
Student enrolled nurse - less than 21 years of age	\$27.00	\$54.00	\$54.00	\$60.75	\$29.70
Student enrolled nurse - 21 years of age and over	\$28.34	\$56.68	\$56.68	\$63.77	\$31.17
Enrolled nurse - pay point 1	\$31.53	\$63.06	\$63.06	\$70.94	\$34.68
Enrolled nurse - pay point 2	\$31.94	\$63.88	\$63.88	\$71.87	\$35.13
Enrolled nurse - pay point 3	\$32.36	\$64.72	\$64.72	\$72.81	\$35.60
Enrolled nurse - pay point 4	\$32.84	\$65.68	\$65.68	\$73.89	\$36.12
Enrolled nurse - pay point 5	\$33.16	\$66.32	\$66.32	\$74.61	\$36.48
Registered nurse with a 4 year degree	\$35.21	\$70.42	\$70.42	\$79.22	\$38.73
Registered nurse with a masters degree	\$36.43	\$72.86	\$72.86	\$81.97	\$40.07
Registered nurse - level 1, pay point 1	\$33.73	\$67.46	\$67.46	\$75.89	\$37.10
Registered nurse - level 1, pay point 2	\$34.41	\$68.82	\$68.82	\$77.42	\$37.85
Registered nurse - level 1, pay point 3	\$35.26	\$70.52	\$70.52	\$79.34	\$38.79
Registered nurse - level 1, pay point 4	\$36.20	\$72.40	\$72.40	\$81.45	\$39.82
Registered nurse - level 1, pay point 5	\$37.31	\$74.62	\$74.62	\$83.95	\$41.04
Registered nurse - level 1, pay point 6	\$38.39	\$76.78	\$76.78	\$86.38	\$42.23
Registered nurse - level 1, pay point 7	\$39.50	\$79.00	\$79.00	\$88.88	\$43.45
Registered nurse - level 1, pay point 8 and thereafter	\$40.53	\$81.06	\$81.06	\$91.19	\$44.58
Registered nurse - level 2, pay point 1	\$41.60	\$83.20	\$83.20	\$93.60	\$45.76
Registered nurse - level 2, pay point 2	\$42.26	\$84.52	\$84.52	\$95.09	\$46.49
Registered nurse - level 2, pay point 3	\$43.00	\$86.00	\$86.00	\$96.75	\$47.30
Registered nurse - level 2, pay point 4 and thereafter	\$43.70	\$87.40	\$87.40	\$98.33	\$48.07
Registered nurse - level 3, pay point 1	\$45.11	\$90.22	\$90.22	\$101.50	\$49.62
Registered nurse - level 3, pay point 2	\$45.94	\$91.88	\$91.88	\$103.37	\$50.53
Registered nurse - level 3, pay point 3	\$46.73	\$93.46	\$93.46	\$105.14	\$51.40
Registered nurse - level 3, pay point 4 and thereafter	\$47.58	\$95.16	\$95.16	\$107.06	\$52.33

Classification	Hourly pay rate	Public holiday	Christmas Day on Saturday	Christmas Day on Sunday	Afternoon shift - Monday to Friday
Registered nurse - level 4, grade 1	\$51.49	\$102.98	\$102.98	\$115.85	N/A
Registered nurse - level 4, grade 2	\$55.18	\$110.36	\$110.36	\$124.16	N/A
Registered nurse - level 4, grade 3	\$58.39	\$116.78	\$116.78	\$131.38	N/A
Registered nurse - level 5, grade 1	\$51.95	\$103.90	\$103.90	\$116.89	N/A
Registered nurse - level 5, grade 2	\$54.71	\$109.42	\$109.42	\$123.10	N/A
Registered nurse - level 5, grade 3	\$58.39	\$116.78	\$116.78	\$131.38	N/A
Registered nurse - level 5, grade 4	\$62.04	\$124.08	\$124.08	\$139.59	N/A
Registered nurse - level 5, grade 5	\$68.41	\$136.82	\$136.82	\$153.92	N/A
Registered nurse - level 5, grade 6	\$74.86	\$149.72	\$149.72	\$168.44	N/A
Nurse practitioner, 1st year	\$51.91	\$103.82	\$103.82	\$116.80	\$57.10
Nurse practitioner, 2nd year	\$53.45	\$106.90	\$106.90	\$120.26	\$58.80
Occupational health nurse - level 1, pay point 1	\$36.20	\$72.40	\$72.40	\$81.45	\$39.82
Occupational health nurse - level 1, pay point 2	\$37.31	\$74.62	\$74.62	\$83.95	\$41.04
Occupational health nurse - level 1, pay point 3	\$38.39	\$76.78	\$76.78	\$86.38	\$42.23
Occupational health nurse - level 1, pay point 4	\$39.50	\$79.00	\$79.00	\$88.88	\$43.45
Occupational health nurse - level 1, pay point 5	\$40.53	\$81.06	\$81.06	\$91.19	\$44.58
Occupational health nurse - level 2, pay point 1	\$41.60	\$83.20	\$83.20	\$93.60	\$45.76
Occupational health nurse - level 2, pay point 2	\$42.26	\$84.52	\$84.52	\$95.09	\$46.49
Occupational health nurse - level 2, pay point 3	\$43.00	\$86.00	\$86.00	\$96.75	\$47.30
Occupational health nurse - level 2, pay point 4	\$43.70	\$87.40	\$87.40	\$98.33	\$48.07
Senior occupational health clinical nurse	\$43.70	\$87.40	\$87.40	\$98.33	\$48.07
Occupational health nurse - level 3, pay point 1	\$45.11	\$90.22	\$90.22	\$101.50	\$49.62
Occupational health nurse - level 3, pay point 2	\$45.94	\$91.88	\$91.88	\$103.37	\$50.53
Occupational health nurse - level 3, pay point 3	\$46.73	\$93.46	\$93.46	\$105.14	\$51.40
Occupational health nurse - level 3, pay point 4 and thereafter	\$47.58	\$95.16	\$95.16	\$107.06	\$52.33

Table 2 of 3

Classification	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Nursing assistant, 1st year	\$32.55	\$43.59	\$50.86	\$43.59	\$58.12
Nursing assistant, 2nd year	\$33.05	\$44.27	\$51.64	\$44.27	\$59.02
Nursing assistant, 3rd year and thereafter	\$33.59	\$44.99	\$52.48	\$44.99	\$59.98
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$34.66	\$46.43	\$54.16	\$46.43	\$61.90
Student enrolled nurse - less than 21 years of age	\$30.24	\$40.50	\$47.25	\$40.50	\$54.00
Student enrolled nurse - 21 years of age and over	\$31.74	\$42.51	\$49.60	\$42.51	\$56.68
Enrolled nurse - pay point 1	\$35.31	\$47.30	\$55.18	\$47.30	\$63.06
Enrolled nurse - pay point 2	\$35.77	\$47.91	\$55.90	\$47.91	\$63.88
Enrolled nurse - pay point 3	\$36.25	\$48.54	\$56.63	\$48.54	\$64.72
Enrolled nurse - pay point 4	\$36.78	\$49.26	\$57.47	\$49.26	\$65.68
Enrolled nurse - pay point 5	\$37.14	\$49.74	\$58.03	\$49.74	\$66.32
Registered nurse with a 4 year degree	\$39.44	\$52.82	\$61.62	\$52.82	\$70.42
Registered nurse with a masters degree	\$40.80	\$54.65	\$63.75	\$54.65	\$72.86
Registered nurse - level 1, pay point 1	\$37.77	\$50.60	\$59.03	\$50.60	\$67.46
Registered nurse - level 1, pay point 2	\$38.54	\$51.62	\$60.22	\$51.62	\$68.82
Registered nurse - level 1, pay point 3	\$39.49	\$52.89	\$61.71	\$52.89	\$70.52
Registered nurse - level 1, pay point 4	\$40.54	\$54.30	\$63.35	\$54.30	\$72.40
Registered nurse - level 1, pay point 5	\$41.79	\$55.97	\$65.29	\$55.97	\$74.62
Registered nurse - level 1, pay point 6	\$42.99	\$57.59	\$67.18	\$57.59	\$76.78
Registered nurse - level 1, pay point 7	\$44.24	\$59.25	\$69.13	\$59.25	\$79.00
Registered nurse - level 1, pay point 8 and thereafter	\$45.39	\$60.80	\$70.93	\$60.80	\$81.06
Registered nurse - level 2, pay point 1	\$46.59	\$62.40	\$72.80	\$62.40	\$83.20
Registered nurse - level 2, pay point 2	\$47.33	\$63.39	\$73.96	\$63.39	\$84.52
Registered nurse - level 2, pay point 3	\$48.16	\$64.50	\$75.25	\$64.50	\$86.00
Registered nurse - level 2, pay point 4 and thereafter	\$48.94	\$65.55	\$76.48	\$65.55	\$87.40
Registered nurse - level 3, pay point 1	\$50.53	\$67.67	\$78.94	\$67.67	\$90.22
Registered nurse - level 3, pay point 2	\$51.45	\$68.91	\$80.40	\$68.91	\$91.88
Registered nurse - level 3, pay point 3	\$52.33	\$70.10	\$81.78	\$70.10	\$93.46
Registered nurse - level 3, pay point 4 and thereafter	\$53.28	\$71.37	\$83.27	\$71.37	\$95.16
Registered nurse - level 4, grade 1	N/A	\$77.24	\$90.11	N/A	N/A

Classification	Night shift - Monday to Friday	Saturday - shiftworkers	Sunday - shiftworkers	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Registered nurse - level 4, grade 2	N/A	\$82.77	\$96.57	N/A	N/A
Registered nurse - level 4, grade 3	N/A	\$87.59	\$102.18	N/A	N/A
Registered nurse - level 5, grade 1	N/A	\$77.93	\$90.91	N/A	N/A
Registered nurse - level 5, grade 2	N/A	\$82.07	\$95.74	N/A	N/A
Registered nurse - level 5, grade 3	N/A	\$87.59	\$102.18	N/A	N/A
Registered nurse - level 5, grade 4	N/A	\$93.06	\$108.57	N/A	N/A
Registered nurse - level 5, grade 5	N/A	\$102.62	\$119.72	N/A	N/A
Registered nurse - level 5, grade 6	N/A	\$112.29	\$131.01	N/A	N/A
Nurse practitioner, 1st year	\$58.14	\$77.87	\$90.84	\$77.87	\$103.82
Nurse practitioner, 2nd year	\$59.86	\$80.18	\$93.54	\$80.18	\$106.90
Occupational health nurse - level 1, pay point 1	\$40.54	\$54.30	\$63.35	\$54.30	\$72.40
Occupational health nurse - level 1, pay point 2	\$41.79	\$55.97	\$65.29	\$55.97	\$74.62
Occupational health nurse - level 1, pay point 3	\$42.99	\$57.59	\$67.18	\$57.59	\$76.78
Occupational health nurse - level 1, pay point 4	\$44.24	\$59.25	\$69.13	\$59.25	\$79.00
Occupational health nurse - level 1, pay point 5	\$45.39	\$60.80	\$70.93	\$60.80	\$81.06
Occupational health nurse - level 2, pay point 1	\$46.59	\$62.40	\$72.80	\$62.40	\$83.20
Occupational health nurse - level 2, pay point 2	\$47.33	\$63.39	\$73.96	\$63.39	\$84.52
Occupational health nurse - level 2, pay point 3	\$48.16	\$64.50	\$75.25	\$64.50	\$86.00
Occupational health nurse - level 2, pay point 4	\$48.94	\$65.55	\$76.48	\$65.55	\$87.40
Senior occupational health clinical nurse	\$48.94	\$65.55	\$76.48	\$65.55	\$87.40
Occupational health nurse - level 3, pay point 1	\$50.53	\$67.67	\$78.94	\$67.67	\$90.22
Occupational health nurse - level 3, pay point 2	\$51.45	\$68.91	\$80.40	\$68.91	\$91.88
Occupational health nurse - level 3, pay point 3	\$52.33	\$70.10	\$81.78	\$70.10	\$93.46
Occupational health nurse - level 3, pay point 4 and thereafter	\$53.28	\$71.37	\$83.27	\$71.37	\$95.16

Table 3 of 3

Classification	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Nursing assistant, 1st year	\$58.12	\$72.65	\$58.12	\$58.12
Nursing assistant, 2nd year	\$59.02	\$73.78	\$59.02	\$59.02
Nursing assistant, 3rd year and thereafter	\$59.98	\$74.98	\$59.98	\$59.98
Nursing assistant, experienced (the holder of a relevant certificate III qualification)	\$61.90	\$77.38	\$61.90	\$61.90
Student enrolled nurse - less than 21 years of age	\$54.00	\$67.50	\$54.00	\$54.00
Student enrolled nurse - 21 years of age and over	\$56.68	\$70.85	\$56.68	\$56.68
Enrolled nurse - pay point 1	\$63.06	\$78.83	\$63.06	\$63.06
Enrolled nurse - pay point 2	\$63.88	\$79.85	\$63.88	\$63.88
Enrolled nurse - pay point 3	\$64.72	\$80.90	\$64.72	\$64.72
Enrolled nurse - pay point 4	\$65.68	\$82.10	\$65.68	\$65.68
Enrolled nurse - pay point 5	\$66.32	\$82.90	\$66.32	\$66.32
Registered nurse with a 4 year degree	\$70.42	\$88.03	\$70.42	\$70.42
Registered nurse with a masters degree	\$72.86	\$91.08	\$72.86	\$72.86
Registered nurse - level 1, pay point 1	\$67.46	\$84.33	\$67.46	\$67.46
Registered nurse - level 1, pay point 2	\$68.82	\$86.03	\$68.82	\$68.82
Registered nurse - level 1, pay point 3	\$70.52	\$88.15	\$70.52	\$70.52
Registered nurse - level 1, pay point 4	\$72.40	\$90.50	\$72.40	\$72.40
Registered nurse - level 1, pay point 5	\$74.62	\$93.28	\$74.62	\$74.62
Registered nurse - level 1, pay point 6	\$76.78	\$95.98	\$76.78	\$76.78
Registered nurse - level 1, pay point 7	\$79.00	\$98.75	\$79.00	\$79.00
Registered nurse - level 1, pay point 8 and thereafter	\$81.06	\$101.33	\$81.06	\$81.06
Registered nurse - level 2, pay point 1	\$83.20	\$104.00	\$83.20	\$83.20
Registered nurse - level 2, pay point 2	\$84.52	\$105.65	\$84.52	\$84.52
Registered nurse - level 2, pay point 3	\$86.00	\$107.50	\$86.00	\$86.00
Registered nurse - level 2, pay point 4 and thereafter	\$87.40	\$109.25	\$87.40	\$87.40
Registered nurse - level 3, pay point 1	\$90.22	\$112.78	\$90.22	\$90.22
Registered nurse - level 3, pay point 2	\$91.88	\$114.85	\$91.88	\$91.88
Registered nurse - level 3, pay point 3	\$93.46	\$116.83	\$93.46	\$93.46
Registered nurse - level 3, pay point 4 and thereafter	\$95.16	\$118.95	\$95.16	\$95.16
Registered nurse - level 4, grade 1	N/A	N/A	\$102.98	\$102.98
Registered nurse - level 4, grade 2	N/A	N/A	\$110.36	\$110.36

Classification	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts
Registered nurse - level 4, grade 3	N/A	N/A	\$116.78	\$116.78
Registered nurse - level 5, grade 1	N/A	N/A	\$103.90	\$103.90
Registered nurse - level 5, grade 2	N/A	N/A	\$109.42	\$109.42
Registered nurse - level 5, grade 3	N/A	N/A	\$116.78	\$116.78
Registered nurse - level 5, grade 4	N/A	N/A	\$124.08	\$124.08
Registered nurse - level 5, grade 5	N/A	N/A	\$136.82	\$136.82
Registered nurse - level 5, grade 6	N/A	N/A	\$149.72	\$149.72
Nurse practitioner, 1st year	\$103.82	\$129.78	\$103.82	\$103.82
Nurse practitioner, 2nd year	\$106.90	\$133.63	\$106.90	\$106.90
Occupational health nurse - level 1, pay point 1	\$72.40	\$90.50	\$72.40	\$72.40
Occupational health nurse - level 1, pay point 2	\$74.62	\$93.28	\$74.62	\$74.62
Occupational health nurse - level 1, pay point 3	\$76.78	\$95.98	\$76.78	\$76.78
Occupational health nurse - level 1, pay point 4	\$79.00	\$98.75	\$79.00	\$79.00
Occupational health nurse - level 1, pay point 5	\$81.06	\$101.33	\$81.06	\$81.06
Occupational health nurse - level 2, pay point 1	\$83.20	\$104.00	\$83.20	\$83.20
Occupational health nurse - level 2, pay point 2	\$84.52	\$105.65	\$84.52	\$84.52
Occupational health nurse - level 2, pay point 3	\$86.00	\$107.50	\$86.00	\$86.00
Occupational health nurse - level 2, pay point 4	\$87.40	\$109.25	\$87.40	\$87.40
Senior occupational health clinical nurse	\$87.40	\$109.25	\$87.40	\$87.40
Occupational health nurse - level 3, pay point 1	\$90.22	\$112.78	\$90.22	\$90.22
Occupational health nurse - level 3, pay point 2	\$91.88	\$114.85	\$91.88	\$91.88
Occupational health nurse - level 3, pay point 3	\$93.46	\$116.83	\$93.46	\$93.46
Occupational health nurse - level 3, pay point 4 and thereafter	\$95.16	\$118.95	\$95.16	\$95.16

Allowances

The following allowances do not apply to employees classified as a level 4 or 5 registered nurse.

Allowances	Rate
Laundry allowance	\$0.32 per shift up to a maximum of \$1.49 per week
Meal allowance	\$14.10 for the first meal and \$12.71 for an extra meal after every 4 hours
On call allowance - Monday to Friday	\$24.09 for each on call period of up to 24 hours
On call allowance - Saturday	\$36.29 for each on call period of up to 24 hours
On call allowance - Sunday, public holidays and rostered days off	\$42.34 for each on call period of up to 24 hours
Travel expenses reimbursement	reimbursement for the cost of reasonable fares, meals and accommodation
Vehicle allowance	\$0.92 per km
Uniform allowance	\$1.23 per shift up to a maximum of \$6.24 per week

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