

Nurses Award 2020



Minimum Award Rates of Pay

Operative Date: From the first full pay period to commence on or after 1 July 2023

Percentage Increase: 5.75% increase to the award minimum rates of pay.

Employers need to ensure that all staff wages are above the minimum rates and that appropriate payments are made for allowances and loadings.

Members with any questions should call the AMAV Workplace Relations Unit on 9280 8722.

Classification	Weekly (F/T)	Hourly (FT/PT)	Casual (Weekday)
<ul style="list-style-type: none"> Progression through pay points will be by annual movement or in the case of part-time/casual employees; 1786 hours of experience. Progression to the next pay point for all classifications for which there is more than one pay point will have regard to: the acquisition and use of skills described in the definitions contained in Schedule A—Classification Definitions; and knowledge gained through experience in the practice settings over such a period. Refer to Schedule A – Classification Definitions for a summary of each classification. Minimum Pay Rates listed are for classifications other than aged care employees 			
NURSING ASSISTANTS			
1st Year of service	\$934.20	\$24.58	\$30.73
2nd Year of Service	\$948.80	\$24.97	\$31.21
3rd Year of service and thereafter	\$964.00	\$25.37	\$31.71
Experienced (Cert. III)	\$995.00	\$26.18	\$32.73
ENROLLED NURSES			
Student < 21 years old	\$867.90	\$22.84	\$28.55
Student > 21 years & older	\$910.90	\$23.97	\$29.96
Pay point 1	\$1,013.40	\$26.67	\$33.34
Pay point 2	\$1,026.80	\$27.02	\$33.78
Pay point 3	\$1,040.50	\$27.38	\$34.23
Pay point 4	\$1,055.50	\$27.78	\$34.72
Pay point 5	\$1,066.10	\$28.06	\$35.07
REGISTERED NURSES			
Minimum entry rate for:			
(a) 4 Year Degree	\$1,132.10	\$29.79	\$37.24
(b) Master's Degree	\$1,171.10	\$30.82	\$38.52
Progression from entry rates listed in (a) and (b) will be to Level 1 - Registered Nurse, Year 4 & 5 respectively			
REGISTERED NURSE LEVEL 1			
Pay point 1	\$1,084.10	\$28.53	\$35.66
Pay point 2	\$1,106.40	\$29.12	\$36.39
Pay point 3	\$1,133.50	\$29.83	\$37.29
Pay point 4	\$1,163.70	\$30.62	\$38.28
Pay point 5	\$1,199.40	\$31.56	\$39.45
Pay point 6	\$1,234.10	\$32.48	\$40.60
Pay point 7	\$1,269.80	\$33.42	\$41.77
Pay point 8+	\$1,302.80	\$34.28	\$42.86
REGISTERED NURSE LEVEL 2			
Pay point 1	\$1,337.40	\$35.19	\$43.99
Pay point 2	\$1,358.70	\$35.76	\$44.69
Pay point 3	\$1,382.30	\$36.38	\$45.47
Pay point 4+	\$1,404.90	\$36.97	\$46.21

REGISTERED NURSE LEVEL 3			
Pay point 1	\$1,450.10	\$38.16	\$47.70
Pay point 2	\$1,476.80	\$38.86	\$48.58
Pay point 3	\$1,502.30	\$39.53	\$49.42
Pay point 4+	\$1,529.30	\$40.24	\$50.31
REGISTERED NURSE LEVEL 4			
Grade 1	\$1,655.10	\$43.56	\$54.44
Grade 2	\$1,773.70	\$46.68	\$58.35
Grade 3	\$1,877.20	\$49.40	\$61.75
REGISTERED NURSE LEVEL 5			
Grade 1	\$1,670.20	\$43.95	\$54.94
Grade 2	\$1,758.80	\$46.28	\$57.86
Grade 3	\$1,877.20	\$49.40	\$61.75
Grade 4	\$1,994.20	\$52.48	\$65.60
Grade 5	\$2,199.50	\$57.88	\$72.35
Grade 6	\$2,406.60	\$63.33	\$79.16
NURSE PRACTITIONER			
1st Year	\$1,668.70	\$43.91	\$54.89
2nd Year	\$1,718.30	\$45.22	\$56.52
OCCUPATIONAL HEALTH NURSE LEVEL 1			
Pay point 1	\$1,163.70	\$30.62	\$38.28
Pay point 2	\$1,199.40	\$31.56	\$39.45
Pay point 3	\$1,234.10	\$32.48	\$40.60
Pay point 4	\$1,269.80	\$33.42	\$41.77
Pay point 5	\$1,302.80	\$34.28	\$42.86
OCCUPATIONAL HEALTH NURSE LEVEL 2			
Pay point 1	\$1,337.40	\$35.19	\$43.99
Pay point 2	\$1,358.70	\$35.76	\$44.69
Pay point 3	\$1,382.30	\$36.38	\$45.47
Pay point 4	\$1,404.90	\$36.97	\$46.21
SENIOR OCCUPATIONAL HEALTH CLINICAL NURSE			
	\$1,404.90	\$36.97	\$46.21
OCCUPATIONAL HEALTH NURSE LEVEL 3			
Pay point 1	\$1,450.10	\$38.16	\$47.70
Pay point 2	\$1,476.80	\$38.86	\$48.58
Pay point 3	\$1,502.30	\$39.53	\$49.42
Pay point 4+	\$1,529.30	\$40.24	\$50.31

Please Note – Where you have rounded the base rate to two decimal places, you may identify a one cent discrepancy (up or down). The information contained in this document has been prepared by AMAV in this format for the convenience and benefit of its members and is based on material originating from third parties. AMAV does not accept responsibility for the accuracy of the information. The information does not constitute, and should not be relied on, as legal or other professional advice about the content and does not reflect the opinion of AMAV its employees or agents. AMAV does not accept responsibility for loss or damage suffered as a result of reliance on this information. If you are uncertain about the application of this information in your own circumstances, you should obtain specific advice.