



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21 (C2021/1)

NURSES AND MIDWIVES (VICTORIA) STATE REFERENCE PUBLIC SECTOR AWARD 2015 [MA000125]

Health and welfare services

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 14.8(a)(i) and inserting the following:

	\$ per week
In their second year	9.98
In their third year	34.81
In their fourth year	63.82

2. By deleting the table appearing in clause 14.8(a)(ii) and inserting the following:

	\$ per week
In their first year	97.08
In their second year	125.54
In their third year	152.86
In their fourth year	180.05

3. By deleting the amounts “\$0.94” and “\$11.66” appearing in clause 14.8(b) and inserting “\$0.96” and “\$11.95” respectively.

4. By deleting the table appearing in clause A.1 and inserting the following:

	Minimum weekly rate
	\$
Registered Nurse/Midwife Grade 2:	
Year 1 (Graduate Year and standard rate for shift allowances)	968.00
Year 2	1005.50
Year 3 (standard rate for other allowances)	1043.00
Year 4	1080.80
Year 5	1118.30
Year 6	1155.90
Year 7	1193.30
Year 8	1222.70
Year 9	1252.30
Year 10	1281.30
Clinical Nurse/Midwife Specialist	1318.90
Registered Nurse Grade 3A:	
Year 1	1334.60
Year 2	1347.80
Registered Nurse/Midwife Grade 3B:	
Year 1	1369.00
Year 2	1387.90
Associate Nurse Unit Manager (ANUM)	
Year 1	1395.30
Year 2	1425.80
Registered Nurse/Midwife Grade 4A:	
Year 1	1461.10
Year 2	1490.40
Registered Nurse/Midwife Grade 4B:	
Year 1	1525.40
Year 2	1556.30
Nurse/Midwife Unit Manager (NUM)	
Year 1	1632.90
Year 2	1673.10
Year 3	1712.50
Registered Nurse/Midwife Grade 5:	
13-50 beds	1556.10

	Minimum weekly rate
	\$
51-200 beds	1587.20
201-400 beds	1649.90
401-600 beds	1712.70
601 and over beds	1775.60
Nurse/Midwife Practitioner	
Year 1	1712.70
Year 2	1775.60
Registered Nurse/Midwife Grade 6:	
51-100 beds	1587.20
101-200 beds	1649.90
201-300 beds	1712.70
301-400 beds	1775.60
401- 500 beds	1859.40
501-700 beds	1939.10
701 and over beds	2044.00
Registered Nurse/Midwife Grade 7:	
less than 13 beds	1587.20
13-24 beds	1649.90
25-50 beds	1712.70
51-100 beds	1775.60
101-200 beds	1859.40
201-300 beds	1939.10
301-400 beds	2044.00
401-500 beds	2148.50
501-600 beds	2253.20
601-700 beds	2378.70
701 and over beds	2510.80

5. By deleting the table appearing in clause A.2 and inserting the following:

	Minimum weekly rate
	\$
Trainee Enrolled Nurse	
Year 1	780.70
Year 2	821.40
Enrolled Nurse Level 1	
Level 1.1	915.80
Level 1.2	934.90

	Minimum weekly rate
	\$
Level 1.3	953.90
EN Level 1.4	973.10
EN Level 1.5	1011.00
EN Level 1.6	1042.80
Enrolled Nurse Level 2	
Level 2.1	984.70
Level 2.2	1007.20
Level 2.3	1029.70
Level 2.4	1052.00
Level 2.5	1074.30
Level 2.6	1085.60
Level 2.7	1096.60
Enrolled Nurse Level 3	
Level 3.1	1152.50
Level 3.2	1194.50
Level 3.3	1214.20

B. This determination comes into operation on 1 July 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2021.

PRESIDENT