



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

CHRISTMAS ISLAND ADMINISTRATION ENTERPRISE AWARD
2016
[MA000149]

Christmas Island

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

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 10.4 and inserting the following:

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Administrative Service Officers (ASO)		
ASO 1	44,688	23.31
ASO 2	48,388	25.24
ASO 3	52,510	27.39
ASO 4	55,884	29.15
ASO 5	60,351	31.48

Draft determination amended 23 June 2022 to correct rates in item A.13 on pages 27–30.

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
ASO 6	63,687	33.22
Senior Officers Grade (SOG)		
SOG C	72,415	36.53
SOG B	78,540	39.62
SOG A	90,256	45.53
General Service Officers (GSO)		
GSO 2	42,977	21.68
GSO 3	44,959	22.68
GSO 4	46,010	23.21
GSO 5	47,893	24.16
GSO 6	49,638	25.04
GSO 7	52,195	26.33
GSO 8	54,891	27.69
GSO 9	57,547	29.03
GSO 10	63,891	32.23
Hospital employees		
Director of Nursing (RN 5)	91,802	46.31
Registered Nurses (RN)		
RN1.1	51,977	26.22
RN1.2	53,622	27.05
RN1.3	54,930	27.71
RN1.4	56,160	28.33
RN1.5	57,825	29.17
RN1.6	59,450	29.99
RN1.7	61,056	30.80
RN2.1	62,602	31.58
RN2.2	63,692	32.13
RN2.3	64,743	32.66
RN2.4	65,714	33.15
RN3.1	67,756	34.18
RN3.2	68,985	34.80

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
RN3.3	70,234	35.43
RN3.4	71,404	36.02
RN3B	73,564	37.11
RN4.1	77,985	39.34
RN4.2	82,762	41.75
RN4.3	87,540	44.16
RN5	91,802	46.31
Enrolled Nurses (EN)		
EN (Level 1)	47,417	23.92
EN (Level 2)	48,210	24.32
EN (Level 3)	48,884	24.66
EN (Level 4)	49,539	24.99
EN (Level 5)	50,193	25.32
Hospital Service Employees (HSE)		
HSE (Level 1)	42,937	21.66
HSE (Level 2)	44,939	22.67
HSE (Level 3)	45,990	23.20
HSE (Level 4)	47,893	24.16
HSE (Level 5)	49,638	25.04
HSE (Level 6)	52,215	26.34
HSE (Level 7)	54,950	27.72
HSE (Level 8)	57,626	29.07
HSE (Level 9)	60,897	30.72
Hospital Technical Employees (HTE)		
HTE (Level 1)	46,050	23.23
HTE (Level 2)	53,364	26.92
HTE (Level 3)	58,558	29.54
HTE (Level 4)	65,159	32.87
HTE (Level 5)	71,681	36.16
HTE (Level 6)	77,529	39.11
Hospital Professional Employees (HPE)		

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
HPE (Level 1)	51,105	25.78
HPE (Level 2)	63,970	32.27
HPE (Level 3)	77,529	39.11
HPE (Level 4)	84,765	42.76
Hospital Administrative Officers (HAO)		
HAO (Level 1)	44,959	22.68
HAO (Level 2)	48,686	24.56

2. By deleting the amount "\$927.87" appearing in clause 11.10(b) and inserting "\$970.55".
3. By deleting the table appearing in clause B.1 and inserting the following:

	Ordinary hourly rate
	\$
Administrative Service Officers (ASO)	
ASO 1	23.31
ASO 2	25.24
ASO 3	27.39
ASO 4	29.15
ASO 5	31.48
ASO 6	33.22
Senior Officers Grade (SOG)	
SOG C	36.53
SOG B	39.62
SOG A	45.53
General Service Officers (GSO)	
GSO 2	21.68
GSO 3	22.68
GSO 4	23.21
GSO 5	24.16
GSO 6	25.04

	Ordinary hourly rate
	\$
GSO 7	26.33
GSO 8	27.69
GSO 9	29.03
GSO 10	32.23
Hospital employees	
Director of Nursing (RN 5)	46.31
Registered Nurses (RN)	
RN1.1	26.22
RN1.2	27.05
RN1.3	27.71
RN1.4	28.33
RN1.5	29.17
RN1.6	29.99
RN1.7	30.80
RN2.1	31.58
RN2.2	32.13
RN2.3	32.66
RN2.4	33.15
RN3.1	34.18
RN3.2	34.80
RN3.3	35.43
RN3.4	36.02
RN3B	37.11
RN4.1	39.34
RN4.2	41.75
RN4.3	44.16
RN5	46.31
Enrolled Nurses (EN)	
EN (Level 1)	23.92
EN (Level 2)	24.32
EN (Level 3)	24.66

	Ordinary hourly rate
	\$
EN (Level 4)	24.99
EN (Level 5)	25.32
Hospital Service Employees (HSE)	
HSE (Level 1)	21.66
HSE (Level 2)	22.67
HSE (Level 3)	23.20
HSE (Level 4)	24.16
HSE (Level 5)	25.04
HSE (Level 6)	26.34
HSE (Level 7)	27.72
HSE (Level 8)	29.07
HSE (Level 9)	30.72
Hospital Technical Employees (HTE)	
HTE (Level 1)	23.23
HTE (Level 2)	26.92
HTE (Level 3)	29.54
HTE (Level 4)	32.87
HTE (Level 5)	36.16
HTE (Level 6)	39.11
Hospital Professional Employees (HPE)	
HPE (Level 1)	25.78
HPE (Level 2)	32.27
HPE (Level 3)	39.11
HPE (Level 4)	42.76
Hospital Administrative Officers (HAO)	
HAO (Level 1)	22.68
HAO (Level 2)	24.56

4. By deleting the table appearing in clause B.2 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	34.97	46.62	46.62	34.97	46.62
ASO 2	37.86	50.48	50.48	37.86	50.48
ASO 3	41.09	54.78	54.78	41.09	54.78
ASO 4	43.73	58.30	58.30	43.73	58.30
ASO 5	47.22	62.96	62.96	47.22	62.96
ASO 6	49.83	66.44	66.44	49.83	66.44
Senior Officers Grade (SOG)					
SOG C	54.80	73.06	73.06	54.80	73.06
SOG B	59.43	79.24	79.24	59.43	79.24
SOG A	68.30	91.06	91.06	68.30	91.06
General Service Officers (GSO)					
GSO 2	32.52	43.36	43.36	32.52	43.36
GSO 3	34.02	45.36	45.36	34.02	45.36
GSO 4	34.82	46.42	46.42	34.82	46.42
GSO 5	36.24	48.32	48.32	36.24	48.32
GSO 6	37.56	50.08	50.08	37.56	50.08
GSO 7	39.50	52.66	52.66	39.50	52.66
GSO 8	41.54	55.38	55.38	41.54	55.38
GSO 9	43.55	58.06	58.06	43.55	58.06
GSO 10	48.35	64.46	64.46	48.35	64.46
Hospital employees					
Director of Nursing (RN 5)	69.47	92.62	92.62	69.47	92.62

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Registered Nurses (RN)					
RN1.1	39.33	52.44	52.44	39.33	52.44
RN1.2	40.58	54.10	54.10	40.58	54.10
RN1.3	41.57	55.42	55.42	41.57	55.42
RN1.4	42.50	56.66	56.66	42.50	56.66
RN1.5	43.76	58.34	58.34	43.76	58.34
RN1.6	44.99	59.98	59.98	44.99	59.98
RN1.7	46.20	61.60	61.60	46.20	61.60
RN2.1	47.37	63.16	63.16	47.37	63.16
RN2.2	48.20	64.26	64.26	48.20	64.26
RN2.3	48.99	65.32	65.32	48.99	65.32
RN2.4	49.73	66.30	66.30	49.73	66.30
RN3.1	51.27	68.36	68.36	51.27	68.36
RN3.2	52.20	69.60	69.60	52.20	69.60
RN3.3	53.15	70.86	70.86	53.15	70.86
RN3.4	54.03	72.04	72.04	54.03	72.04
RN3B	55.67	74.22	74.22	55.67	74.22
RN4.1	59.01	78.68	78.68	59.01	78.68
RN4.2	62.63	83.50	83.50	62.63	83.50
RN4.3	66.24	88.32	88.32	66.24	88.32
RN5	69.47	92.62	92.62	69.47	92.62
Enrolled Nurses (EN)					
EN (Level 1)	35.88	47.84	47.84	35.88	47.84
EN (Level 2)	36.48	48.64	48.64	36.48	48.64
EN (Level 3)	36.99	49.32	49.32	36.99	49.32
EN (Level 4)	37.49	49.98	49.98	37.49	49.98
EN (Level 5)	37.98	50.64	50.64	37.98	50.64

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Hospital Service Employees (HSE)					
HSE (Level 1)	32.49	43.32	43.32	32.49	43.32
HSE (Level 2)	34.01	45.34	45.34	34.01	45.34
HSE (Level 3)	34.80	46.40	46.40	34.80	46.40
HSE (Level 4)	36.24	48.32	48.32	36.24	48.32
HSE (Level 5)	37.56	50.08	50.08	37.56	50.08
HSE (Level 6)	39.51	52.68	52.68	39.51	52.68
HSE (Level 7)	41.58	55.44	55.44	41.58	55.44
HSE (Level 8)	43.61	58.14	58.14	43.61	58.14
HSE (Level 9)	46.08	61.44	61.44	46.08	61.44
Hospital Technical Employees (HTE)					
HTE (Level 1)	34.85	46.46	46.46	34.85	46.46
HTE (Level 2)	40.38	53.84	53.84	40.38	53.84
HTE (Level 3)	44.31	59.08	59.08	44.31	59.08
HTE (Level 4)	49.31	65.74	65.74	49.31	65.74
HTE (Level 5)	54.24	72.32	72.32	54.24	72.32
HTE (Level 6)	58.67	78.22	78.22	58.67	78.22
Hospital Professional Employees (HPE)					
HPE (Level 1)	38.67	51.56	51.56	38.67	51.56
HPE (Level 2)	48.41	64.54	64.54	48.41	64.54
HPE (Level 3)	58.67	78.22	78.22	58.67	78.22
HPE (Level 4)	64.14	85.52	85.52	64.14	85.52
Hospital Administrative Officers (HAO)					
HAO (Level 1)	34.02	45.36	45.36	34.02	45.36
HAO (Level 2)	36.84	49.12	49.12	36.84	49.12

5. By deleting the table appearing in clause B.3 and inserting the following:

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	23.31	26.81	34.97	46.62	58.28
ASO 2	25.24	29.03	37.86	50.48	63.10
ASO 3	27.39	31.50	41.09	54.78	68.48
ASO 4	29.15	33.52	43.73	58.30	72.88
ASO 5	31.48	36.20	47.22	62.96	78.70
ASO 6	33.22	38.20	49.83	66.44	83.05
Senior Officers Grade (SOG)					
SOG C	36.53	42.01	54.80	73.06	91.33
SOG B	39.62	45.56	59.43	79.24	99.05
SOG A	45.53	52.36	68.30	91.06	113.83
General Service Officers (GSO)					
GSO 2	21.68	24.93	32.52	43.36	54.20
GSO 3	22.68	26.08	34.02	45.36	56.70
GSO 4	23.21	26.69	34.82	46.42	58.03
GSO 5	24.16	27.78	36.24	48.32	60.40
GSO 6	25.04	28.80	37.56	50.08	62.60
GSO 7	26.33	30.28	39.50	52.66	65.83
GSO 8	27.69	31.84	41.54	55.38	69.23
GSO 9	29.03	33.38	43.55	58.06	72.58
GSO 10	32.23	37.06	48.35	64.46	80.58
Hospital employees					
Director of Nursing (RN 5)	46.31	53.26	69.47	92.62	115.78
Registered Nurses (RN)					
RN1.1	26.22	30.15	39.33	52.44	65.55
RN1.2	27.05	31.11	40.58	54.10	67.63
RN1.3	27.71	31.87	41.57	55.42	69.28

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
RN1.4	28.33	32.58	42.50	56.66	70.83
RN1.5	29.17	33.55	43.76	58.34	72.93
RN1.6	29.99	34.49	44.99	59.98	74.98
RN1.7	30.80	35.42	46.20	61.60	77.00
RN2.1	31.58	36.32	47.37	63.16	78.95
RN2.2	32.13	36.95	48.20	64.26	80.33
RN2.3	32.66	37.56	48.99	65.32	81.65
RN2.4	33.15	38.12	49.73	66.30	82.88
RN3.1	34.18	39.31	51.27	68.36	85.45
RN3.2	34.80	40.02	52.20	69.60	87.00
RN3.3	35.43	40.74	53.15	70.86	88.58
RN3.4	36.02	41.42	54.03	72.04	90.05
RN3B	37.11	42.68	55.67	74.22	92.78
RN4.1	39.34	45.24	59.01	78.68	98.35
RN4.2	41.75	48.01	62.63	83.50	104.38
RN4.3	44.16	50.78	66.24	88.32	110.40
RN5	46.31	53.26	69.47	92.62	115.78
Enrolled Nurses (EN)					
EN (Level 1)	23.92	27.51	35.88	47.84	59.80
EN (Level 2)	24.32	27.97	36.48	48.64	60.80
EN (Level 3)	24.66	28.36	36.99	49.32	61.65
EN (Level 4)	24.99	28.74	37.49	49.98	62.48
EN (Level 5)	25.32	29.12	37.98	50.64	63.30
Hospital Service Employees (HSE)					
HSE (Level 1)	21.66	24.91	32.49	43.32	54.15
HSE (Level 2)	22.67	26.07	34.01	45.34	56.68
HSE (Level 3)	23.20	26.68	34.80	46.40	58.00
HSE (Level 4)	24.16	27.78	36.24	48.32	60.40
HSE (Level 5)	25.04	28.80	37.56	50.08	62.60

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
HSE (Level 6)	26.34	30.29	39.51	52.68	65.85
HSE (Level 7)	27.72	31.88	41.58	55.44	69.30
HSE (Level 8)	29.07	33.43	43.61	58.14	72.68
HSE (Level 9)	30.72	35.33	46.08	61.44	76.80
Hospital Technical Employees (HTE)					
HTE (Level 1)	23.23	26.71	34.85	46.46	58.08
HTE (Level 2)	26.92	30.96	40.38	53.84	67.30
HTE (Level 3)	29.54	33.97	44.31	59.08	73.85
HTE (Level 4)	32.87	37.80	49.31	65.74	82.18
HTE (Level 5)	36.16	41.58	54.24	72.32	90.40
HTE (Level 6)	39.11	44.98	58.67	78.22	97.78
Hospital Professional Employees (HPE)					
HPE (Level 1)	25.78	29.65	38.67	51.56	64.45
HPE (Level 2)	32.27	37.11	48.41	64.54	80.68
HPE (Level 3)	39.11	44.98	58.67	78.22	97.78
HPE (Level 4)	42.76	49.17	64.14	85.52	106.90
Hospital Administrative Officers (HAO)					
HAO (Level 1)	22.68	26.08	34.02	45.36	56.70
HAO (Level 2)	24.56	28.24	36.84	49.12	61.40

6. By deleting the table appearing in clause B.4 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	34.97	46.62	46.62	34.97	46.62
ASO 2	37.86	50.48	50.48	37.86	50.48
ASO 3	41.09	54.78	54.78	41.09	54.78
ASO 4	43.73	58.30	58.30	43.73	58.30
ASO 5	47.22	62.96	62.96	47.22	62.96
ASO 6	49.83	66.44	66.44	49.83	66.44
Senior Officers Grade (SOG)					
SOG C	54.80	73.06	73.06	54.80	73.06
SOG B	59.43	79.24	79.24	59.43	79.24
SOG A	68.30	91.06	91.06	68.30	91.06
General Service Officers (GSO)					
GSO 2	32.52	43.36	43.36	32.52	43.36
GSO 3	34.02	45.36	45.36	34.02	45.36
GSO 4	34.82	46.42	46.42	34.82	46.42
GSO 5	36.24	48.32	48.32	36.24	48.32
GSO 6	37.56	50.08	50.08	37.56	50.08
GSO 7	39.50	52.66	52.66	39.50	52.66
GSO 8	41.54	55.38	55.38	41.54	55.38
GSO 9	43.55	58.06	58.06	43.55	58.06
GSO 10	48.35	64.46	64.46	48.35	64.46
Hospital employees					
Director of Nursing (RN 5)	69.47	92.62	92.62	69.47	92.62
Registered Nurses (RN)					
RN1.1	39.33	52.44	52.44	39.33	52.44

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN1.2	40.58	54.10	54.10	40.58	54.10
RN1.3	41.57	55.42	55.42	41.57	55.42
RN1.4	42.50	56.66	56.66	42.50	56.66
RN1.5	43.76	58.34	58.34	43.76	58.34
RN1.6	44.99	59.98	59.98	44.99	59.98
RN1.7	46.20	61.60	61.60	46.20	61.60
RN2.1	47.37	63.16	63.16	47.37	63.16
RN2.2	48.20	64.26	64.26	48.20	64.26
RN2.3	48.99	65.32	65.32	48.99	65.32
RN2.4	49.73	66.30	66.30	49.73	66.30
RN3.1	51.27	68.36	68.36	51.27	68.36
RN3.2	52.20	69.60	69.60	52.20	69.60
RN3.3	53.15	70.86	70.86	53.15	70.86
RN3.4	54.03	72.04	72.04	54.03	72.04
RN3B	55.67	74.22	74.22	55.67	74.22
RN4.1	59.01	78.68	78.68	59.01	78.68
RN4.2	62.63	83.50	83.50	62.63	83.50
RN4.3	66.24	88.32	88.32	66.24	88.32
RN5	69.47	92.62	92.62	69.47	92.62
Enrolled Nurses (EN)					
EN (Level 1)	35.88	47.84	47.84	35.88	47.84
EN (Level 2)	36.48	48.64	48.64	36.48	48.64
EN (Level 3)	36.99	49.32	49.32	36.99	49.32
EN (Level 4)	37.49	49.98	49.98	37.49	49.98
EN (Level 5)	37.98	50.64	50.64	37.98	50.64

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Hospital Service Employees (HSE)					
HSE (Level 1)	32.49	43.32	43.32	32.49	43.32
HSE (Level 2)	34.01	45.34	45.34	34.01	45.34
HSE (Level 3)	34.80	46.40	46.40	34.80	46.40
HSE (Level 4)	36.24	48.32	48.32	36.24	48.32
HSE (Level 5)	37.56	50.08	50.08	37.56	50.08
HSE (Level 6)	39.51	52.68	52.68	39.51	52.68
HSE (Level 7)	41.58	55.44	55.44	41.58	55.44
HSE (Level 8)	43.61	58.14	58.14	43.61	58.14
HSE (Level 9)	46.08	61.44	61.44	46.08	61.44
Hospital Technical Employees (HTE)					
HTE (Level 1)	34.85	46.46	46.46	34.85	46.46
HTE (Level 2)	40.38	53.84	53.84	40.38	53.84
HTE (Level 3)	44.31	59.08	59.08	44.31	59.08
HTE (Level 4)	49.31	65.74	65.74	49.31	65.74
HTE (Level 5)	54.24	72.32	72.32	54.24	72.32
HTE (Level 6)	58.67	78.22	78.22	58.67	78.22
Hospital Professional Employees (HPE)					
HPE (Level 1)	38.67	51.56	51.56	38.67	51.56
HPE (Level 2)	48.41	64.54	64.54	48.41	64.54
HPE (Level 3)	58.67	78.22	78.22	58.67	78.22
HPE (Level 4)	64.14	85.52	85.52	64.14	85.52
Hospital Administrative Officers (HAO)					
HAO (Level 1)	34.02	45.36	45.36	34.02	45.36
HAO (Level 2)	36.84	49.12	49.12	36.84	49.12

7. By deleting the table appearing in clause B.5 and inserting the following:

	% of ordinary hourly rate
	125%
	\$
Administrative Service Officers (ASO)	
ASO 1	29.14
ASO 2	31.55
ASO 3	34.24
ASO 4	36.44
ASO 5	39.35
ASO 6	41.53
Senior Officers Grade (SOG)	
SOG C	45.66
SOG B	49.53
SOG A	56.91
General Service Officers (GSO)	
GSO 2	27.10
GSO 3	28.35
GSO 4	29.01
GSO 5	30.20
GSO 6	31.30
GSO 7	32.91
GSO 8	34.61
GSO 9	36.29
GSO 10	40.29
Hospital employees	
Director of Nursing (RN 5)	57.89
Registered Nurses (RN)	
RN1.1	32.78
RN1.2	33.81
RN1.3	34.64
RN1.4	35.41

	% of ordinary hourly rate
	125%
	\$
RN1.5	36.46
RN1.6	37.49
RN1.7	38.50
RN2.1	39.48
RN2.2	40.16
RN2.3	40.83
RN2.4	41.44
RN3.1	42.73
RN3.2	43.50
RN3.3	44.29
RN3.4	45.03
RN3B	46.39
RN4.1	49.18
RN4.2	52.19
RN4.3	55.20
RN5	57.89
Enrolled Nurses (EN)	
EN (Level 1)	29.90
EN (Level 2)	30.40
EN (Level 3)	30.83
EN (Level 4)	31.24
EN (Level 5)	31.65
Hospital Service Employees (HSE)	
HSE (Level 1)	27.08
HSE (Level 2)	28.34
HSE (Level 3)	29.00
HSE (Level 4)	30.20
HSE (Level 5)	31.30
HSE (Level 6)	32.93
HSE (Level 7)	34.65

	% of ordinary hourly rate
	125%
	\$
HSE (Level 8)	36.34
HSE (Level 9)	38.40
Hospital Technical Employees (HTE)	
HTE (Level 1)	29.04
HTE (Level 2)	33.65
HTE (Level 3)	36.93
HTE (Level 4)	41.09
HTE (Level 5)	45.20
HTE (Level 6)	48.89
Hospital Professional Employees (HPE)	
HPE (Level 1)	32.23
HPE (Level 2)	40.34
HPE (Level 3)	48.89
HPE (Level 4)	53.45
Hospital Administrative Officers (HAO)	
HAO (Level 1)	28.35
HAO (Level 2)	30.70

8. By deleting the table appearing in clause B.6 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	34.97	46.62	46.62	34.97	46.62
ASO 2	37.86	50.48	50.48	37.86	50.48

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
ASO 3	41.09	54.78	54.78	41.09	54.78
ASO 4	43.73	58.30	58.30	43.73	58.30
ASO 5	47.22	62.96	62.96	47.22	62.96
ASO 6	49.83	66.44	66.44	49.83	66.44
Senior Officers Grade (SOG)					
SOG C	54.80	73.06	73.06	54.80	73.06
SOG B	59.43	79.24	79.24	59.43	79.24
SOG A	68.30	91.06	91.06	68.30	91.06
General Service Officers (GSO)					
GSO 2	32.52	43.36	43.36	32.52	43.36
GSO 3	34.02	45.36	45.36	34.02	45.36
GSO 4	34.82	46.42	46.42	34.82	46.42
GSO 5	36.24	48.32	48.32	36.24	48.32
GSO 6	37.56	50.08	50.08	37.56	50.08
GSO 7	39.50	52.66	52.66	39.50	52.66
GSO 8	41.54	55.38	55.38	41.54	55.38
GSO 9	43.55	58.06	58.06	43.55	58.06
GSO 10	48.35	64.46	64.46	48.35	64.46
Hospital employees					
Director of Nursing (RN 5)	69.47	92.62	92.62	69.47	92.62
Registered Nurses (RN)					
RN1.1	39.33	52.44	52.44	39.33	52.44
RN1.2	40.58	54.10	54.10	40.58	54.10
RN1.3	41.57	55.42	55.42	41.57	55.42
RN1.4	42.50	56.66	56.66	42.50	56.66
RN1.5	43.76	58.34	58.34	43.76	58.34
RN1.6	44.99	59.98	59.98	44.99	59.98
RN1.7	46.20	61.60	61.60	46.20	61.60
RN2.1	47.37	63.16	63.16	47.37	63.16

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN2.2	48.20	64.26	64.26	48.20	64.26
RN2.3	48.99	65.32	65.32	48.99	65.32
RN2.4	49.73	66.30	66.30	49.73	66.30
RN3.1	51.27	68.36	68.36	51.27	68.36
RN3.2	52.20	69.60	69.60	52.20	69.60
RN3.3	53.15	70.86	70.86	53.15	70.86
RN3.4	54.03	72.04	72.04	54.03	72.04
RN3B	55.67	74.22	74.22	55.67	74.22
RN4.1	59.01	78.68	78.68	59.01	78.68
RN4.2	62.63	83.50	83.50	62.63	83.50
RN4.3	66.24	88.32	88.32	66.24	88.32
RN5	69.47	92.62	92.62	69.47	92.62
Enrolled Nurses (EN)					
EN (Level 1)	35.88	47.84	47.84	35.88	47.84
EN (Level 2)	36.48	48.64	48.64	36.48	48.64
EN (Level 3)	36.99	49.32	49.32	36.99	49.32
EN (Level 4)	37.49	49.98	49.98	37.49	49.98
EN (Level 5)	37.98	50.64	50.64	37.98	50.64
Hospital Service Employees (HSE)					
HSE (Level 1)	32.49	43.32	43.32	32.49	43.32
HSE (Level 2)	34.01	45.34	45.34	34.01	45.34
HSE (Level 3)	34.80	46.40	46.40	34.80	46.40
HSE (Level 4)	36.24	48.32	48.32	36.24	48.32
HSE (Level 5)	37.56	50.08	50.08	37.56	50.08
HSE (Level 6)	39.51	52.68	52.68	39.51	52.68
HSE (Level 7)	41.58	55.44	55.44	41.58	55.44
HSE (Level 8)	43.61	58.14	58.14	43.61	58.14
HSE (Level 9)	46.08	61.44	61.44	46.08	61.44

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Hospital Technical Employees (HTE)					
HTE (Level 1)	34.85	46.46	46.46	34.85	46.46
HTE (Level 2)	40.38	53.84	53.84	40.38	53.84
HTE (Level 3)	44.31	59.08	59.08	44.31	59.08
HTE (Level 4)	49.31	65.74	65.74	49.31	65.74
HTE (Level 5)	54.24	72.32	72.32	54.24	72.32
HTE (Level 6)	58.67	78.22	78.22	58.67	78.22
Hospital Professional Employees (HPE)					
HPE (Level 1)	38.67	51.56	51.56	38.67	51.56
HPE (Level 2)	48.41	64.54	64.54	48.41	64.54
HPE (Level 3)	58.67	78.22	78.22	58.67	78.22
HPE (Level 4)	64.14	85.52	85.52	64.14	85.52
Hospital Administrative Officers (HAO)					
HAO (Level 1)	34.02	45.36	45.36	34.02	45.36
HAO (Level 2)	36.84	49.12	49.12	36.84	49.12

9. By deleting the table appearing in clause B.7 and inserting the following:

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	29.14	32.63	40.79	52.45	64.10
ASO 2	31.55	35.34	44.17	56.79	69.41
ASO 3	34.24	38.35	47.93	61.63	75.32
ASO 4	36.44	40.81	51.01	65.59	80.16
ASO 5	39.35	44.07	55.09	70.83	86.57

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
ASO 6	41.53	46.51	58.14	74.75	91.36
Senior Officers Grade (SOG)					
SOG C	45.66	51.14	63.93	82.19	100.46
SOG B	49.53	55.47	69.34	89.15	108.96
SOG A	56.91	63.74	79.68	102.44	125.21
General Service Officers (GSO)					
GSO 2	27.10	30.35	37.94	48.78	59.62
GSO 3	28.35	31.75	39.69	51.03	62.37
GSO 4	29.01	32.49	40.62	52.22	63.83
GSO 5	30.20	33.82	42.28	54.36	66.44
GSO 6	31.30	35.06	43.82	56.34	68.86
GSO 7	32.91	36.86	46.08	59.24	72.41
GSO 8	34.61	38.77	48.46	62.30	76.15
GSO 9	36.29	40.64	50.80	65.32	79.83
GSO 10	40.29	45.12	56.40	72.52	88.63
Hospital employees					
Director of Nursing (RN 5)	57.89	64.83	81.04	104.20	127.35
Registered Nurses (RN)					
RN1.1	32.78	36.71	45.89	59.00	72.11
RN1.2	33.81	37.87	47.34	60.86	74.39
RN1.3	34.64	38.79	48.49	62.35	76.20
RN1.4	35.41	39.66	49.58	63.74	77.91
RN1.5	36.46	40.84	51.05	65.63	80.22
RN1.6	37.49	41.99	52.48	67.48	82.47
RN1.7	38.50	43.12	53.90	69.30	84.70
RN2.1	39.48	44.21	55.27	71.06	86.85
RN2.2	40.16	44.98	56.23	72.29	88.36
RN2.3	40.83	45.72	57.16	73.49	89.82
RN2.4	41.44	46.41	58.01	74.59	91.16
RN3.1	42.73	47.85	59.82	76.91	94.00
RN3.2	43.50	48.72	60.90	78.30	95.70
RN3.3	44.29	49.60	62.00	79.72	97.43

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
RN3.4	45.03	50.43	63.04	81.05	99.06
RN3B	46.39	51.95	64.94	83.50	102.05
RN4.1	49.18	55.08	68.85	88.52	108.19
RN4.2	52.19	58.45	73.06	93.94	114.81
RN4.3	55.20	61.82	77.28	99.36	121.44
RN5	57.89	64.83	81.04	104.20	127.35
Enrolled Nurses (EN)					
EN (Level 1)	29.90	33.49	41.86	53.82	65.78
EN (Level 2)	30.40	34.05	42.56	54.72	66.88
EN (Level 3)	30.83	34.52	43.16	55.49	67.82
EN (Level 4)	31.24	34.99	43.73	56.23	68.72
EN (Level 5)	31.65	35.45	44.31	56.97	69.63
Hospital Service Employees (HSE)					
HSE (Level 1)	27.08	30.32	37.91	48.74	59.57
HSE (Level 2)	28.34	31.74	39.67	51.01	62.34
HSE (Level 3)	29.00	32.48	40.60	52.20	63.80
HSE (Level 4)	30.20	33.82	42.28	54.36	66.44
HSE (Level 5)	31.30	35.06	43.82	56.34	68.86
HSE (Level 6)	32.93	36.88	46.10	59.27	72.44
HSE (Level 7)	34.65	38.81	48.51	62.37	76.23
HSE (Level 8)	36.34	40.70	50.87	65.41	79.94
HSE (Level 9)	38.40	43.01	53.76	69.12	84.48
Hospital Technical Employees (HTE)					
HTE (Level 1)	29.04	32.52	40.65	52.27	63.88
HTE (Level 2)	33.65	37.69	47.11	60.57	74.03
HTE (Level 3)	36.93	41.36	51.70	66.47	81.24
HTE (Level 4)	41.09	46.02	57.52	73.96	90.39
HTE (Level 5)	45.20	50.62	63.28	81.36	99.44
HTE (Level 6)	48.89	54.75	68.44	88.00	107.55
Hospital Professional Employees (HPE)					

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
HPE (Level 1)	32.23	36.09	45.12	58.01	70.90
HPE (Level 2)	40.34	45.18	56.47	72.61	88.74
HPE (Level 3)	48.89	54.75	68.44	88.00	107.55
HPE (Level 4)	53.45	59.86	74.83	96.21	117.59
Hospital Administrative Officers (HAO)					
HAO (Level 1)	28.35	31.75	39.69	51.03	62.37
HAO (Level 2)	30.70	34.38	42.98	55.26	67.54

10. By deleting the table appearing in clause B.8 and inserting the following:

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Administrative Service Officers (ASO)					
ASO 1	34.97	46.62	46.62	34.97	46.62
ASO 2	37.86	50.48	50.48	37.86	50.48
ASO 3	41.09	54.78	54.78	41.09	54.78
ASO 4	43.73	58.30	58.30	43.73	58.30
ASO 5	47.22	62.96	62.96	47.22	62.96
ASO 6	49.83	66.44	66.44	49.83	66.44
Senior Officers Grade (SOG)					
SOG C	54.80	73.06	73.06	54.80	73.06
SOG B	59.43	79.24	79.24	59.43	79.24
SOG A	68.30	91.06	91.06	68.30	91.06
General Service Officers (GSO)					
GSO 2	32.52	43.36	43.36	32.52	43.36
GSO 3	34.02	45.36	45.36	34.02	45.36

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
GSO 4	34.82	46.42	46.42	34.82	46.42
GSO 5	36.24	48.32	48.32	36.24	48.32
GSO 6	37.56	50.08	50.08	37.56	50.08
GSO 7	39.50	52.66	52.66	39.50	52.66
GSO 8	41.54	55.38	55.38	41.54	55.38
GSO 9	43.55	58.06	58.06	43.55	58.06
GSO 10	48.35	64.46	64.46	48.35	64.46
Hospital employees					
Director of Nursing (RN 5)	69.47	92.62	92.62	69.47	92.62
Registered Nurses (RN)					
RN1.1	39.33	52.44	52.44	39.33	52.44
RN1.2	40.58	54.10	54.10	40.58	54.10
RN1.3	41.57	55.42	55.42	41.57	55.42
RN1.4	42.50	56.66	56.66	42.50	56.66
RN1.5	43.76	58.34	58.34	43.76	58.34
RN1.6	44.99	59.98	59.98	44.99	59.98
RN1.7	46.20	61.60	61.60	46.20	61.60
RN2.1	47.37	63.16	63.16	47.37	63.16
RN2.2	48.20	64.26	64.26	48.20	64.26
RN2.3	48.99	65.32	65.32	48.99	65.32
RN2.4	49.73	66.30	66.30	49.73	66.30
RN3.1	51.27	68.36	68.36	51.27	68.36
RN3.2	52.20	69.60	69.60	52.20	69.60
RN3.3	53.15	70.86	70.86	53.15	70.86
RN3.4	54.03	72.04	72.04	54.03	72.04
RN3B	55.67	74.22	74.22	55.67	74.22
RN4.1	59.01	78.68	78.68	59.01	78.68
RN4.2	62.63	83.50	83.50	62.63	83.50

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
RN4.3	66.24	88.32	88.32	66.24	88.32
RN5	69.47	92.62	92.62	69.47	92.62
Enrolled Nurses (EN)					
EN (Level 1)	35.88	47.84	47.84	35.88	47.84
EN (Level 2)	36.48	48.64	48.64	36.48	48.64
EN (Level 3)	36.99	49.32	49.32	36.99	49.32
EN (Level 4)	37.49	49.98	49.98	37.49	49.98
EN (Level 5)	37.98	50.64	50.64	37.98	50.64
Hospital Service Employees (HSE)					
HSE (Level 1)	32.49	43.32	43.32	32.49	43.32
HSE (Level 2)	34.01	45.34	45.34	34.01	45.34
HSE (Level 3)	34.80	46.40	46.40	34.80	46.40
HSE (Level 4)	36.24	48.32	48.32	36.24	48.32
HSE (Level 5)	37.56	50.08	50.08	37.56	50.08
HSE (Level 6)	39.51	52.68	52.68	39.51	52.68
HSE (Level 7)	41.58	55.44	55.44	41.58	55.44
HSE (Level 8)	43.61	58.14	58.14	43.61	58.14
HSE (Level 9)	46.08	61.44	61.44	46.08	61.44
Hospital Technical Employees (HTE)					
HTE (Level 1)	34.85	46.46	46.46	34.85	46.46
HTE (Level 2)	40.38	53.84	53.84	40.38	53.84
HTE (Level 3)	44.31	59.08	59.08	44.31	59.08
HTE (Level 4)	49.31	65.74	65.74	49.31	65.74
HTE (Level 5)	54.24	72.32	72.32	54.24	72.32
HTE (Level 6)	58.67	78.22	78.22	58.67	78.22
Hospital Professional Employees (HPE)					

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00am - 6:00pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
HPE (Level 1)	38.67	51.56	51.56	38.67	51.56
HPE (Level 2)	48.41	64.54	64.54	48.41	64.54
HPE (Level 3)	58.67	78.22	78.22	58.67	78.22
HPE (Level 4)	64.14	85.52	85.52	64.14	85.52
Hospital Administrative Officers (HAO)					
HAO (Level 1)	34.02	45.36	45.36	34.02	45.36
HAO (Level 2)	36.84	49.12	49.12	36.84	49.12

11. By deleting the amount “\$24.13” appearing in clause C.1.1 and inserting “\$25.24”.

12. By deleting the table appearing in clause C.1 and inserting the following:

Allowance	Payable	\$	% of standard rate
Interpreting allowance	Per annum	970.55	3845.3

13. By deleting clause E.5.1 and inserting the following:

E.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	363.40	11.95	400.10	13.16	475.90	15.65
Plus 1 year out of school	400.10	13.16	475.90	15.65	553.90	18.22

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
Plus 2 years out of school	475.90	15.65	553.90	18.22	644.50	21.20
Plus 3 years out of school	553.90	18.22	644.50	21.20	738.00	24.28
Plus 4 years out of school	644.50	21.20	738.00	24.28		
Plus 5 or more years out of school	738.00	24.28				

(b) Wage Level B

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	363.40	11.95	400.10	13.16	463.80	15.26
Plus 1 year out of school	400.10	13.16	463.80	15.26	533.50	17.55
Plus 2 years out of school	463.80	15.26	533.50	17.55	625.80	20.59
Plus 3 years out of school	533.50	17.55	625.80	20.59	713.70	23.48
Plus 4 years out of school	625.80	20.59	713.70	23.48		
Plus 5 or more years out of school	713.70	23.48				

(c) Wage Level C

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III

traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	363.40	11.95	400.10	13.16	463.80	15.26
Plus 1 year out of school	400.10	13.16	463.80	15.26	524.50	17.25
Plus 2 years out of school	463.80	15.26	524.50	17.25	586.00	19.28
Plus 3 years out of school	524.50	17.25	586.00	19.28	652.70	21.47
Plus 4 years out of school	586.00	19.28	652.70	21.47		
Plus 5 or more years out of school	652.70	21.47				

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking an AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship		Second and subsequent years of traineeship	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	766.00	25.20	795.10	26.15
Wage Level B	740.80	24.37	769.00	25.30
Wage Level C	677.50	22.29	703.20	23.13

(e) School-based traineeships

Subject to clauses E.5.2 and E.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
11.95	13.16

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT