



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

## Annual Wage Review 2023–24 (C2024/1)

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

Health and welfare services

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
DEPUTY PRESIDENT O'NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 14.9(a)(i) and inserting the following:

	<b>\$ per week</b>	<b>% of standard rate</b>
In their second year	11.46	1.09
In their third year	39.96	3.802
In their fourth year	73.24	6.969

- By deleting the table appearing in clause 14.9(a)(ii) and inserting the following:

	<b>\$ per week</b>	<b>% of standard rate</b>
In their first year	111.43	10.602
In their second year	144.09	13.71
In their third year	175.45	16.694
In their fourth year	206.66	19.663

3. By deleting the amounts “\$1.05” and “\$13.22” appearing in clause 14.9(b) and inserting “\$1.09” and “\$13.72” respectively.

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

	<b>Minimum weekly rate \$</b>
<b>Registered Nurse/Midwife Grade 2:</b>	
Year 1 (Graduate Year and standard rate for shift allowances)	1110.90
Year 2	1154.00
Year 3 (standard rate for other allowances)	1197.00
Year 4	1240.30
Year 5	1283.40
Year 6	1326.50
Year 7	1369.50
Year 8	1403.10
Year 9	1437.10
Year 10	1470.40
<b>Clinical Nurse/Midwife Specialist</b>	1513.60
<b>Registered Nurse Grade 3A:</b>	
Year 1	1531.70
Year 2	1546.80
<b>Registered Nurse/Midwife Grade 3B:</b>	
Year 1	1571.10
Year 2	1592.80
<b>Associate Nurse Unit Manager (ANUM)</b>	
Year 1	1601.30
Year 2	1636.30
<b>Registered Nurse/Midwife Grade 4A:</b>	
Year 1	1676.80
Year 2	1710.40
<b>Registered Nurse/Midwife Grade 4B:</b>	
Year 1	1750.60
Year 2	1786.10
<b>Nurse/Midwife Unit Manager (NUM)</b>	

	<b>Minimum weekly rate \$</b>
Year 1	1873.90
Year 2	1920.10
Year 3	1965.30
<b>Registered Nurse/Midwife Grade 5:</b>	
13-50 beds	1785.80
51-200 beds	1821.50
201-400 beds	1893.40
401-600 beds	1965.50
601 and over beds	2037.80
<b>Nurse/Midwife Practitioner</b>	
Year 1	1965.50
Year 2	2037.80
<b>Registered Nurse/Midwife Grade 6:</b>	
51-100 beds	1821.50
101-200 beds	1893.40
201-300 beds	1965.50
301-400 beds	2037.80
401-500 beds	2133.80
501-700 beds	2225.30
701 and over beds	2345.70
<b>Registered Nurse/Midwife Grade 7:</b>	
less than 13 beds	1821.50
13-24 beds	1893.40
25-50 beds	1965.50
51-100 beds	2037.80
101-200 beds	2133.80
201-300 beds	2225.30
301-400 beds	2345.70
401-500 beds	2465.60
501-600 beds	2585.80
601-700 beds	2729.90
701 and over beds	2881.40

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

	<b>Minimum weekly rate \$</b>
<b>Trainee Enrolled Nurse</b>	
Year 1	900.40
Year 2	945.10
<b>Enrolled Nurse Level 1</b>	
Level 1.1	1051.00
Level 1.2	1072.90
Level 1.3	1094.80
EN Level 1.4	1116.80
EN Level 1.5	1160.20
EN Level 1.6	1196.80
<b>Enrolled Nurse Level 2</b>	
Level 2.1	1130.00
Level 2.2	1155.90
Level 2.3	1181.70
Level 2.4	1207.30
Level 2.5	1232.90
Level 2.6	1245.80
Level 2.7	1258.50
<b>Enrolled Nurse Level 3</b>	
Level 3.1	1322.60
Level 3.2	1370.70
Level 3.3	1393.50

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT