



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

CHRISTMAS ISLAND ADMINISTRATION ENTERPRISE AWARD
2016
[MA000149]

Christmas Island

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:

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	49,021	25.57
ASO 2	53,085	27.69
ASO 3	57,610	30.05
ASO 4	61,329	31.99
ASO 5	66,217	34.54
ASO 6	69,879	36.45

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Senior Officers Grade (SOG)		
SOG C	79,452	40.08
SOG B	86,172	43.47
SOG A	99,037	49.96
General Service Officers (GSO)		
GSO 2	47,160	23.79
GSO 3	49,320	24.88
GSO 4	50,470	25.46
GSO 5	52,552	26.51
GSO 6	54,455	27.47
GSO 7	57,250	28.88
GSO 8	60,223	30.38
GSO 9	63,137	31.85
GSO 10	70,095	35.36
Hospital employees		
Director of Nursing (RN 5)	100,722	50.81
Registered Nurses (RN)		
RN1.1	57,032	28.77
RN1.2	58,836	29.68
RN1.3	60,263	30.40
RN1.4	61,611	31.08
RN1.5	63,454	32.01
RN1.6	65,219	32.90
RN1.7	66,983	33.79
RN2.1	68,688	34.65
RN2.2	69,877	35.25
RN2.3	71,047	35.84
RN2.4	72,097	36.37
RN3.1	74,357	37.51
RN3.2	75,685	38.18
RN3.3	77,073	38.88

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
RN3.4	78,342	39.52
RN3B	80,701	40.71
RN4.1	85,558	43.16
RN4.2	90,811	45.81
RN4.3	96,044	48.45
RN5	100,722	50.81
Enrolled Nurses (EN)		
EN (Level 1)	52,036	26.25
EN (Level 2)	52,889	26.68
EN (Level 3)	53,642	27.06
EN (Level 4)	54,356	27.42
EN (Level 5)	55,069	27.78
Hospital Service Employees (HSE)		
HSE (Level 1)	47,120	23.77
HSE (Level 2)	49,301	24.87
HSE (Level 3)	50,450	25.45
HSE (Level 4)	52,552	26.51
HSE (Level 5)	54,455	27.47
HSE (Level 6)	57,270	28.89
HSE (Level 7)	60,283	30.41
HSE (Level 8)	63,217	31.89
HSE (Level 9)	66,824	33.71
Hospital Technical Employees (HTE)		
HTE (Level 1)	50,530	25.49
HTE (Level 2)	58,558	29.54
HTE (Level 3)	64,247	32.41
HTE (Level 4)	71,483	36.06
HTE (Level 5)	78,639	39.67
HTE (Level 6)	85,062	42.91
Hospital Professional Employees (HPE)		
HPE (Level 1)	56,060	28.28

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
HPE (Level 2)	70,194	35.41
HPE (Level 3)	85,062	42.91
HPE (Level 4)	93,011	46.92
Hospital Administrative Officers (HAO)		
HAO (Level 1)	49,320	24.88
HAO (Level 2)	53,404	26.94

2. By deleting the amount “\$1026.31” appearing in clause 11.10(b) and inserting “\$1064.76”.

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

	Ordinary hourly rate
	\$
Administrative Service Officers (ASO)	
ASO 1	25.57
ASO 2	27.69
ASO 3	30.05
ASO 4	31.99
ASO 5	34.54
ASO 6	36.45
Senior Officers Grade (SOG)	
SOG C	40.08
SOG B	43.47
SOG A	49.96
General Service Officers (GSO)	
GSO 2	23.79
GSO 3	24.88
GSO 4	25.46
GSO 5	26.51
GSO 6	27.47

	Ordinary hourly rate
	\$
GSO 7	28.88
GSO 8	30.38
GSO 9	31.85
GSO 10	35.36
Hospital employees	
Director of Nursing (RN 5)	50.81
Registered Nurses (RN)	
RN1.1	28.77
RN1.2	29.68
RN1.3	30.40
RN1.4	31.08
RN1.5	32.01
RN1.6	32.90
RN1.7	33.79
RN2.1	34.65
RN2.2	35.25
RN2.3	35.84
RN2.4	36.37
RN3.1	37.51
RN3.2	38.18
RN3.3	38.88
RN3.4	39.52
RN3B	40.71
RN4.1	43.16
RN4.2	45.81
RN4.3	48.45
RN5	50.81
Enrolled Nurses (EN)	
EN (Level 1)	26.25
EN (Level 2)	26.68
EN (Level 3)	27.06

	Ordinary hourly rate
	\$
EN (Level 4)	27.42
EN (Level 5)	27.78
Hospital Service Employees (HSE)	
HSE (Level 1)	23.77
HSE (Level 2)	24.87
HSE (Level 3)	25.45
HSE (Level 4)	26.51
HSE (Level 5)	27.47
HSE (Level 6)	28.89
HSE (Level 7)	30.41
HSE (Level 8)	31.89
HSE (Level 9)	33.71
Hospital Technical Employees (HTE)	
HTE (Level 1)	25.49
HTE (Level 2)	29.54
HTE (Level 3)	32.41
HTE (Level 4)	36.06
HTE (Level 5)	39.67
HTE (Level 6)	42.91
Hospital Professional Employees (HPE)	
HPE (Level 1)	28.28
HPE (Level 2)	35.41
HPE (Level 3)	42.91
HPE (Level 4)	46.92
Hospital Administrative Officers (HAO)	
HAO (Level 1)	24.88
HAO (Level 2)	26.94

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	38.36	51.14	51.14	38.36	51.14
ASO 2	41.54	55.38	55.38	41.54	55.38
ASO 3	45.08	60.10	60.10	45.08	60.10
ASO 4	47.99	63.98	63.98	47.99	63.98
ASO 5	51.81	69.08	69.08	51.81	69.08
ASO 6	54.68	72.90	72.90	54.68	72.90
Senior Officers Grade (SOG)					
SOG C	60.12	80.16	80.16	60.12	80.16
SOG B	65.21	86.94	86.94	65.21	86.94
SOG A	74.94	99.92	99.92	74.94	99.92
General Service Officers (GSO)					
GSO 2	35.69	47.58	47.58	35.69	47.58
GSO 3	37.32	49.76	49.76	37.32	49.76
GSO 4	38.19	50.92	50.92	38.19	50.92
GSO 5	39.77	53.02	53.02	39.77	53.02
GSO 6	41.21	54.94	54.94	41.21	54.94
GSO 7	43.32	57.76	57.76	43.32	57.76
GSO 8	45.57	60.76	60.76	45.57	60.76
GSO 9	47.78	63.70	63.70	47.78	63.70
GSO 10	53.04	70.72	70.72	53.04	70.72

	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 employees					
Director of Nursing (RN 5)	76.22	101.62	101.62	76.22	101.62
Registered Nurses (RN)					
RN1.1	43.16	57.54	57.54	43.16	57.54
RN1.2	44.52	59.36	59.36	44.52	59.36
RN1.3	45.60	60.80	60.80	45.60	60.80
RN1.4	46.62	62.16	62.16	46.62	62.16
RN1.5	48.02	64.02	64.02	48.02	64.02
RN1.6	49.35	65.80	65.80	49.35	65.80
RN1.7	50.69	67.58	67.58	50.69	67.58
RN2.1	51.98	69.30	69.30	51.98	69.30
RN2.2	52.88	70.50	70.50	52.88	70.50
RN2.3	53.76	71.68	71.68	53.76	71.68
RN2.4	54.56	72.74	72.74	54.56	72.74
RN3.1	56.27	75.02	75.02	56.27	75.02
RN3.2	57.27	76.36	76.36	57.27	76.36
RN3.3	58.32	77.76	77.76	58.32	77.76
RN3.4	59.28	79.04	79.04	59.28	79.04
RN3B	61.07	81.42	81.42	61.07	81.42
RN4.1	64.74	86.32	86.32	64.74	86.32
RN4.2	68.72	91.62	91.62	68.72	91.62
RN4.3	72.68	96.90	96.90	72.68	96.90
RN5	76.22	101.62	101.62	76.22	101.62
Enrolled Nurses (EN)					
EN (Level 1)	39.38	52.50	52.50	39.38	52.50

	Mon - Sat - first 3 hours	Mon - Sat - after 3 hours	Sunday - all day	Public holiday - within 7:00am - 6:00pm	Public holiday - outside 7:00 am - 6:00 pm
	% of ordinary hourly rate				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
EN (Level 2)	40.02	53.36	53.36	40.02	53.36
EN (Level 3)	40.59	54.12	54.12	40.59	54.12
EN (Level 4)	41.13	54.84	54.84	41.13	54.84
EN (Level 5)	41.67	55.56	55.56	41.67	55.56
Hospital Service Employees (HSE)					
HSE (Level 1)	35.66	47.54	47.54	35.66	47.54
HSE (Level 2)	37.31	49.74	49.74	37.31	49.74
HSE (Level 3)	38.18	50.90	50.90	38.18	50.90
HSE (Level 4)	39.77	53.02	53.02	39.77	53.02
HSE (Level 5)	41.21	54.94	54.94	41.21	54.94
HSE (Level 6)	43.34	57.78	57.78	43.34	57.78
HSE (Level 7)	45.62	60.82	60.82	45.62	60.82
HSE (Level 8)	47.84	63.78	63.78	47.84	63.78
HSE (Level 9)	50.57	67.42	67.42	50.57	67.42
Hospital Technical Employees (HTE)					
HTE (Level 1)	38.24	50.98	50.98	38.24	50.98
HTE (Level 2)	44.31	59.08	59.08	44.31	59.08
HTE (Level 3)	48.62	64.82	64.82	48.62	64.82
HTE (Level 4)	54.09	72.12	72.12	54.09	72.12
HTE (Level 5)	59.51	79.34	79.34	59.51	79.34
HTE (Level 6)	64.37	85.82	85.82	64.37	85.82
Hospital Professional Employees (HPE)					
HPE (Level 1)	42.42	56.56	56.56	42.42	56.56
HPE (Level 2)	53.12	70.82	70.82	53.12	70.82
HPE (Level 3)	64.37	85.82	85.82	64.37	85.82

	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%
	\$	\$	\$	\$	\$
HPE (Level 4)	70.38	93.84	93.84	70.38	93.84
Hospital Administrative Officers (HAO)					
HAO (Level 1)	37.32	49.76	49.76	37.32	49.76
HAO (Level 2)	40.41	53.88	53.88	40.41	53.88

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	25.57	29.41	38.36	51.14	63.93
ASO 2	27.69	31.84	41.54	55.38	69.23
ASO 3	30.05	34.56	45.08	60.10	75.13
ASO 4	31.99	36.79	47.99	63.98	79.98
ASO 5	34.54	39.72	51.81	69.08	86.35
ASO 6	36.45	41.92	54.68	72.90	91.13
Senior Officers Grade (SOG)					
SOG C	40.08	46.09	60.12	80.16	100.20
SOG B	43.47	49.99	65.21	86.94	108.68
SOG A	49.96	57.45	74.94	99.92	124.90
General Service Officers (GSO)					
GSO 2	23.79	27.36	35.69	47.58	59.48
GSO 3	24.88	28.61	37.32	49.76	62.20

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
GSO 4	25.46	29.28	38.19	50.92	63.65
GSO 5	26.51	30.49	39.77	53.02	66.28
GSO 6	27.47	31.59	41.21	54.94	68.68
GSO 7	28.88	33.21	43.32	57.76	72.20
GSO 8	30.38	34.94	45.57	60.76	75.95
GSO 9	31.85	36.63	47.78	63.70	79.63
GSO 10	35.36	40.66	53.04	70.72	88.40
Hospital employees					
Director of Nursing (RN 5)	50.81	58.43	76.22	101.62	127.03
Registered Nurses (RN)					
RN1.1	28.77	33.09	43.16	57.54	71.93
RN1.2	29.68	34.13	44.52	59.36	74.20
RN1.3	30.40	34.96	45.60	60.80	76.00
RN1.4	31.08	35.74	46.62	62.16	77.70
RN1.5	32.01	36.81	48.02	64.02	80.03
RN1.6	32.90	37.84	49.35	65.80	82.25
RN1.7	33.79	38.86	50.69	67.58	84.48
RN2.1	34.65	39.85	51.98	69.30	86.63
RN2.2	35.25	40.54	52.88	70.50	88.13
RN2.3	35.84	41.22	53.76	71.68	89.60
RN2.4	36.37	41.83	54.56	72.74	90.93
RN3.1	37.51	43.14	56.27	75.02	93.78
RN3.2	38.18	43.91	57.27	76.36	95.45
RN3.3	38.88	44.71	58.32	77.76	97.20
RN3.4	39.52	45.45	59.28	79.04	98.80
RN3B	40.71	46.82	61.07	81.42	101.78
RN4.1	43.16	49.63	64.74	86.32	107.90
RN4.2	45.81	52.68	68.72	91.62	114.53
RN4.3	48.45	55.72	72.68	96.90	121.13

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
RN5	50.81	58.43	76.22	101.62	127.03
Enrolled Nurses (EN)					
EN (Level 1)	26.25	30.19	39.38	52.50	65.63
EN (Level 2)	26.68	30.68	40.02	53.36	66.70
EN (Level 3)	27.06	31.12	40.59	54.12	67.65
EN (Level 4)	27.42	31.53	41.13	54.84	68.55
EN (Level 5)	27.78	31.95	41.67	55.56	69.45
Hospital Service Employees (HSE)					
HSE (Level 1)	23.77	27.34	35.66	47.54	59.43
HSE (Level 2)	24.87	28.60	37.31	49.74	62.18
HSE (Level 3)	25.45	29.27	38.18	50.90	63.63
HSE (Level 4)	26.51	30.49	39.77	53.02	66.28
HSE (Level 5)	27.47	31.59	41.21	54.94	68.68
HSE (Level 6)	28.89	33.22	43.34	57.78	72.23
HSE (Level 7)	30.41	34.97	45.62	60.82	76.03
HSE (Level 8)	31.89	36.67	47.84	63.78	79.73
HSE (Level 9)	33.71	38.77	50.57	67.42	84.28
Hospital Technical Employees (HTE)					
HTE (Level 1)	25.49	29.31	38.24	50.98	63.73
HTE (Level 2)	29.54	33.97	44.31	59.08	73.85
HTE (Level 3)	32.41	37.27	48.62	64.82	81.03
HTE (Level 4)	36.06	41.47	54.09	72.12	90.15
HTE (Level 5)	39.67	45.62	59.51	79.34	99.18
HTE (Level 6)	42.91	49.35	64.37	85.82	107.28
Hospital Professional Employees (HPE)					
HPE (Level 1)	28.28	32.52	42.42	56.56	70.70
HPE (Level 2)	35.41	40.72	53.12	70.82	88.53

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	100%	115%	150%	200%	250%
	\$	\$	\$	\$	\$
HPE (Level 3)	42.91	49.35	64.37	85.82	107.28
HPE (Level 4)	46.92	53.96	70.38	93.84	117.30
Hospital Administrative Officers (HAO)					
HAO (Level 1)	24.88	28.61	37.32	49.76	62.20
HAO (Level 2)	26.94	30.98	40.41	53.88	67.35

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	38.36	51.14	51.14	38.36	51.14
ASO 2	41.54	55.38	55.38	41.54	55.38
ASO 3	45.08	60.10	60.10	45.08	60.10
ASO 4	47.99	63.98	63.98	47.99	63.98
ASO 5	51.81	69.08	69.08	51.81	69.08
ASO 6	54.68	72.90	72.90	54.68	72.90
Senior Officers Grade (SOG)					
SOG C	60.12	80.16	80.16	60.12	80.16
SOG B	65.21	86.94	86.94	65.21	86.94
SOG A	74.94	99.92	99.92	74.94	99.92
General Service Officers (GSO)					
GSO 2	35.69	47.58	47.58	35.69	47.58

	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 3	37.32	49.76	49.76	37.32	49.76
GSO 4	38.19	50.92	50.92	38.19	50.92
GSO 5	39.77	53.02	53.02	39.77	53.02
GSO 6	41.21	54.94	54.94	41.21	54.94
GSO 7	43.32	57.76	57.76	43.32	57.76
GSO 8	45.57	60.76	60.76	45.57	60.76
GSO 9	47.78	63.70	63.70	47.78	63.70
GSO 10	53.04	70.72	70.72	53.04	70.72
Hospital employees					
Director of Nursing (RN 5)	76.22	101.62	101.62	76.22	101.62
Registered Nurses (RN)					
RN1.1	43.16	57.54	57.54	43.16	57.54
RN1.2	44.52	59.36	59.36	44.52	59.36
RN1.3	45.60	60.80	60.80	45.60	60.80
RN1.4	46.62	62.16	62.16	46.62	62.16
RN1.5	48.02	64.02	64.02	48.02	64.02
RN1.6	49.35	65.80	65.80	49.35	65.80
RN1.7	50.69	67.58	67.58	50.69	67.58
RN2.1	51.98	69.30	69.30	51.98	69.30
RN2.2	52.88	70.50	70.50	52.88	70.50
RN2.3	53.76	71.68	71.68	53.76	71.68
RN2.4	54.56	72.74	72.74	54.56	72.74
RN3.1	56.27	75.02	75.02	56.27	75.02
RN3.2	57.27	76.36	76.36	57.27	76.36
RN3.3	58.32	77.76	77.76	58.32	77.76
RN3.4	59.28	79.04	79.04	59.28	79.04
RN3B	61.07	81.42	81.42	61.07	81.42

	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%
	\$	\$	\$	\$	\$
RN4.1	64.74	86.32	86.32	64.74	86.32
RN4.2	68.72	91.62	91.62	68.72	91.62
RN4.3	72.68	96.90	96.90	72.68	96.90
RN5	76.22	101.62	101.62	76.22	101.62
Enrolled Nurses (EN)					
EN (Level 1)	39.38	52.50	52.50	39.38	52.50
EN (Level 2)	40.02	53.36	53.36	40.02	53.36
EN (Level 3)	40.59	54.12	54.12	40.59	54.12
EN (Level 4)	41.13	54.84	54.84	41.13	54.84
EN (Level 5)	41.67	55.56	55.56	41.67	55.56
Hospital Service Employees (HSE)					
HSE (Level 1)	35.66	47.54	47.54	35.66	47.54
HSE (Level 2)	37.31	49.74	49.74	37.31	49.74
HSE (Level 3)	38.18	50.90	50.90	38.18	50.90
HSE (Level 4)	39.77	53.02	53.02	39.77	53.02
HSE (Level 5)	41.21	54.94	54.94	41.21	54.94
HSE (Level 6)	43.34	57.78	57.78	43.34	57.78
HSE (Level 7)	45.62	60.82	60.82	45.62	60.82
HSE (Level 8)	47.84	63.78	63.78	47.84	63.78
HSE (Level 9)	50.57	67.42	67.42	50.57	67.42
Hospital Technical Employees (HTE)					
HTE (Level 1)	38.24	50.98	50.98	38.24	50.98
HTE (Level 2)	44.31	59.08	59.08	44.31	59.08
HTE (Level 3)	48.62	64.82	64.82	48.62	64.82
HTE (Level 4)	54.09	72.12	72.12	54.09	72.12
HTE (Level 5)	59.51	79.34	79.34	59.51	79.34

	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%
	\$	\$	\$	\$	\$
HTE (Level 6)	64.37	85.82	85.82	64.37	85.82
Hospital Professional Employees (HPE)					
HPE (Level 1)	42.42	56.56	56.56	42.42	56.56
HPE (Level 2)	53.12	70.82	70.82	53.12	70.82
HPE (Level 3)	64.37	85.82	85.82	64.37	85.82
HPE (Level 4)	70.38	93.84	93.84	70.38	93.84
Hospital Administrative Officers (HAO)					
HAO (Level 1)	37.32	49.76	49.76	37.32	49.76
HAO (Level 2)	40.41	53.88	53.88	40.41	53.88

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	31.96
ASO 2	34.61
ASO 3	37.56
ASO 4	39.99
ASO 5	43.18
ASO 6	45.56
Senior Officers Grade (SOG)	
SOG C	50.10
SOG B	54.34

	% of ordinary hourly rate
	125%
	\$
SOG A	62.45
General Service Officers (GSO)	
GSO 2	29.74
GSO 3	31.10
GSO 4	31.83
GSO 5	33.14
GSO 6	34.34
GSO 7	36.10
GSO 8	37.98
GSO 9	39.81
GSO 10	44.20
Hospital employees	
Director of Nursing (RN 5)	63.51
Registered Nurses (RN)	
RN1.1	35.96
RN1.2	37.10
RN1.3	38.00
RN1.4	38.85
RN1.5	40.01
RN1.6	41.13
RN1.7	42.24
RN2.1	43.31
RN2.2	44.06
RN2.3	44.80
RN2.4	45.46
RN3.1	46.89
RN3.2	47.73
RN3.3	48.60
RN3.4	49.40

	% of ordinary hourly rate
	125%
	\$
RN3B	50.89
RN4.1	53.95
RN4.2	57.26
RN4.3	60.56
RN5	63.51
Enrolled Nurses (EN)	
EN (Level 1)	32.81
EN (Level 2)	33.35
EN (Level 3)	33.83
EN (Level 4)	34.28
EN (Level 5)	34.73
Hospital Service Employees (HSE)	
HSE (Level 1)	29.71
HSE (Level 2)	31.09
HSE (Level 3)	31.81
HSE (Level 4)	33.14
HSE (Level 5)	34.34
HSE (Level 6)	36.11
HSE (Level 7)	38.01
HSE (Level 8)	39.86
HSE (Level 9)	42.14
Hospital Technical Employees (HTE)	
HTE (Level 1)	31.86
HTE (Level 2)	36.93
HTE (Level 3)	40.51
HTE (Level 4)	45.08
HTE (Level 5)	49.59
HTE (Level 6)	53.64

	% of ordinary hourly rate
	125%
	\$
Hospital Professional Employees (HPE)	
HPE (Level 1)	35.35
HPE (Level 2)	44.26
HPE (Level 3)	53.64
HPE (Level 4)	58.65
Hospital Administrative Officers (HAO)	
HAO (Level 1)	31.10
HAO (Level 2)	33.68

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	38.36	51.14	51.14	38.36	51.14
ASO 2	41.54	55.38	55.38	41.54	55.38
ASO 3	45.08	60.10	60.10	45.08	60.10
ASO 4	47.99	63.98	63.98	47.99	63.98
ASO 5	51.81	69.08	69.08	51.81	69.08
ASO 6	54.68	72.90	72.90	54.68	72.90
Senior Officers Grade (SOG)					
SOG C	60.12	80.16	80.16	60.12	80.16
SOG B	65.21	86.94	86.94	65.21	86.94
SOG A	74.94	99.92	99.92	74.94	99.92

	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%
	\$	\$	\$	\$	\$
General Service Officers (GSO)					
GSO 2	35.69	47.58	47.58	35.69	47.58
GSO 3	37.32	49.76	49.76	37.32	49.76
GSO 4	38.19	50.92	50.92	38.19	50.92
GSO 5	39.77	53.02	53.02	39.77	53.02
GSO 6	41.21	54.94	54.94	41.21	54.94
GSO 7	43.32	57.76	57.76	43.32	57.76
GSO 8	45.57	60.76	60.76	45.57	60.76
GSO 9	47.78	63.70	63.70	47.78	63.70
GSO 10	53.04	70.72	70.72	53.04	70.72
Hospital employees					
Director of Nursing (RN 5)	76.22	101.62	101.62	76.22	101.62
Registered Nurses (RN)					
RN1.1	43.16	57.54	57.54	43.16	57.54
RN1.2	44.52	59.36	59.36	44.52	59.36
RN1.3	45.60	60.80	60.80	45.60	60.80
RN1.4	46.62	62.16	62.16	46.62	62.16
RN1.5	48.02	64.02	64.02	48.02	64.02
RN1.6	49.35	65.80	65.80	49.35	65.80
RN1.7	50.69	67.58	67.58	50.69	67.58
RN2.1	51.98	69.30	69.30	51.98	69.30
RN2.2	52.88	70.50	70.50	52.88	70.50
RN2.3	53.76	71.68	71.68	53.76	71.68
RN2.4	54.56	72.74	72.74	54.56	72.74
RN3.1	56.27	75.02	75.02	56.27	75.02
RN3.2	57.27	76.36	76.36	57.27	76.36

	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%
	\$	\$	\$	\$	\$
RN3.3	58.32	77.76	77.76	58.32	77.76
RN3.4	59.28	79.04	79.04	59.28	79.04
RN3B	61.07	81.42	81.42	61.07	81.42
RN4.1	64.74	86.32	86.32	64.74	86.32
RN4.2	68.72	91.62	91.62	68.72	91.62
RN4.3	72.68	96.90	96.90	72.68	96.90
RN5	76.22	101.62	101.62	76.22	101.62
Enrolled Nurses (EN)					
EN (Level 1)	39.38	52.50	52.50	39.38	52.50
EN (Level 2)	40.02	53.36	53.36	40.02	53.36
EN (Level 3)	40.59	54.12	54.12	40.59	54.12
EN (Level 4)	41.13	54.84	54.84	41.13	54.84
EN (Level 5)	41.67	55.56	55.56	41.67	55.56
Hospital Service Employees (HSE)					
HSE (Level 1)	35.66	47.54	47.54	35.66	47.54
HSE (Level 2)	37.31	49.74	49.74	37.31	49.74
HSE (Level 3)	38.18	50.90	50.90	38.18	50.90
HSE (Level 4)	39.77	53.02	53.02	39.77	53.02
HSE (Level 5)	41.21	54.94	54.94	41.21	54.94
HSE (Level 6)	43.34	57.78	57.78	43.34	57.78
HSE (Level 7)	45.62	60.82	60.82	45.62	60.82
HSE (Level 8)	47.84	63.78	63.78	47.84	63.78
HSE (Level 9)	50.57	67.42	67.42	50.57	67.42
Hospital Technical Employees (HTE)					
HTE (Level 1)	38.24	50.98	50.98	38.24	50.98
HTE (Level 2)	44.31	59.08	59.08	44.31	59.08

	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%
	\$	\$	\$	\$	\$
HTE (Level 3)	48.62	64.82	64.82	48.62	64.82
HTE (Level 4)	54.09	72.12	72.12	54.09	72.12
HTE (Level 5)	59.51	79.34	79.34	59.51	79.34
HTE (Level 6)	64.37	85.82	85.82	64.37	85.82
Hospital Professional Employees (HPE)					
HPE (Level 1)	42.42	56.56	56.56	42.42	56.56
HPE (Level 2)	53.12	70.82	70.82	53.12	70.82
HPE (Level 3)	64.37	85.82	85.82	64.37	85.82
HPE (Level 4)	70.38	93.84	93.84	70.38	93.84
Hospital Administrative Officers (HAO)					
HAO (Level 1)	37.32	49.76	49.76	37.32	49.76
HAO (Level 2)	40.41	53.88	53.88	40.41	53.88

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	31.96	35.80	44.75	57.53	70.32
ASO 2	34.61	38.77	48.46	62.30	76.15
ASO 3	37.56	42.07	52.59	67.61	82.64
ASO 4	39.99	44.79	55.98	71.98	87.97
ASO 5	43.18	48.36	60.45	77.72	94.99

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
ASO 6	45.56	51.03	63.79	82.01	100.24
Senior Officers Grade (SOG)					
SOG C	50.10	56.11	70.14	90.18	110.22
SOG B	54.34	60.86	76.07	97.81	119.54
SOG A	62.45	69.94	87.43	112.41	137.39
General Service Officers (GSO)					
GSO 2	29.74	33.31	41.63	53.53	65.42
GSO 3	31.10	34.83	43.54	55.98	68.42
GSO 4	31.83	35.64	44.56	57.29	70.02
GSO 5	33.14	37.11	46.39	59.65	72.90
GSO 6	34.34	38.46	48.07	61.81	75.54
GSO 7	36.10	40.43	50.54	64.98	79.42
GSO 8	37.98	42.53	53.17	68.36	83.55
GSO 9	39.81	44.59	55.74	71.66	87.59
GSO 10	44.20	49.50	61.88	79.56	97.24
Hospital employees					
Director of Nursing (RN 5)	63.51	71.13	88.92	114.32	139.73
Registered Nurses (RN)					
RN1.1	35.96	40.28	50.35	64.73	79.12
RN1.2	37.10	41.55	51.94	66.78	81.62
RN1.3	38.00	42.56	53.20	68.40	83.60
RN1.4	38.85	43.51	54.39	69.93	85.47
RN1.5	40.01	44.81	56.02	72.02	88.03
RN1.6	41.13	46.06	57.58	74.03	90.48
RN1.7	42.24	47.31	59.13	76.03	92.92
RN2.1	43.31	48.51	60.64	77.96	95.29
RN2.2	44.06	49.35	61.69	79.31	96.94
RN2.3	44.80	50.18	62.72	80.64	98.56

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
RN2.4	45.46	50.92	63.65	81.83	100.02
RN3.1	46.89	52.51	65.64	84.40	103.15
RN3.2	47.73	53.45	66.82	85.91	105.00
RN3.3	48.60	54.43	68.04	87.48	106.92
RN3.4	49.40	55.33	69.16	88.92	108.68
RN3B	50.89	56.99	71.24	91.60	111.95
RN4.1	53.95	60.42	75.53	97.11	118.69
RN4.2	57.26	64.13	80.17	103.07	125.98
RN4.3	60.56	67.83	84.79	109.01	133.24
RN5	63.51	71.13	88.92	114.32	139.73
Enrolled Nurses (EN)					
EN (Level 1)	32.81	36.75	45.94	59.06	72.19
EN (Level 2)	33.35	37.35	46.69	60.03	73.37
EN (Level 3)	33.83	37.88	47.36	60.89	74.42
EN (Level 4)	34.28	38.39	47.99	61.70	75.41
EN (Level 5)	34.73	38.89	48.62	62.51	76.40
Hospital Service Employees (HSE)					
HSE (Level 1)	29.71	33.28	41.60	53.48	65.37
HSE (Level 2)	31.09	34.82	43.52	55.96	68.39
HSE (Level 3)	31.81	35.63	44.54	57.26	69.99
HSE (Level 4)	33.14	37.11	46.39	59.65	72.90
HSE (Level 5)	34.34	38.46	48.07	61.81	75.54
HSE (Level 6)	36.11	40.45	50.56	65.00	79.45
HSE (Level 7)	38.01	42.57	53.22	68.42	83.63
HSE (Level 8)	39.86	44.65	55.81	71.75	87.70
HSE (Level 9)	42.14	47.19	58.99	75.85	92.70
Hospital Technical Employees (HTE)					
HTE (Level 1)	31.86	35.69	44.61	57.35	70.10

	Day	Night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate				
	125%	140%	175%	225%	275%
	\$	\$	\$	\$	\$
HTE (Level 2)	36.93	41.36	51.70	66.47	81.24
HTE (Level 3)	40.51	45.37	56.72	72.92	89.13
HTE (Level 4)	45.08	50.48	63.11	81.14	99.17
HTE (Level 5)	49.59	55.54	69.42	89.26	109.09
HTE (Level 6)	53.64	60.07	75.09	96.55	118.00
Hospital Professional Employees (HPE)					
HPE (Level 1)	35.35	39.59	49.49	63.63	77.77
HPE (Level 2)	44.26	49.57	61.97	79.67	97.38
HPE (Level 3)	53.64	60.07	75.09	96.55	118.00
HPE (Level 4)	58.65	65.69	82.11	105.57	129.03
Hospital Administrative Officers (HAO)					
HAO (Level 1)	31.10	34.83	43.54	55.98	68.42
HAO (Level 2)	33.68	37.72	47.15	60.62	74.09

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	38.36	51.14	51.14	38.36	51.14
ASO 2	41.54	55.38	55.38	41.54	55.38
ASO 3	45.08	60.10	60.10	45.08	60.10
ASO 4	47.99	63.98	63.98	47.99	63.98

	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 5	51.81	69.08	69.08	51.81	69.08
ASO 6	54.68	72.90	72.90	54.68	72.90
Senior Officers Grade (SOG)					
SOG C	60.12	80.16	80.16	60.12	80.16
SOG B	65.21	86.94	86.94	65.21	86.94
SOG A	74.94	99.92	99.92	74.94	99.92
General Service Officers (GSO)					
GSO 2	35.69	47.58	47.58	35.69	47.58
GSO 3	37.32	49.76	49.76	37.32	49.76
GSO 4	38.19	50.92	50.92	38.19	50.92
GSO 5	39.77	53.02	53.02	39.77	53.02
GSO 6	41.21	54.94	54.94	41.21	54.94
GSO 7	43.32	57.76	57.76	43.32	57.76
GSO 8	45.57	60.76	60.76	45.57	60.76
GSO 9	47.78	63.70	63.70	47.78	63.70
GSO 10	53.04	70.72	70.72	53.04	70.72
Hospital employees					
Director of Nursing (RN 5)	76.22	101.62	101.62	76.22	101.62
Registered Nurses (RN)					
RN1.1	43.16	57.54	57.54	43.16	57.54
RN1.2	44.52	59.36	59.36	44.52	59.36
RN1.3	45.60	60.80	60.80	45.60	60.80
RN1.4	46.62	62.16	62.16	46.62	62.16
RN1.5	48.02	64.02	64.02	48.02	64.02
RN1.6	49.35	65.80	65.80	49.35	65.80
RN1.7	50.69	67.58	67.58	50.69	67.58

	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%
	\$	\$	\$	\$	\$
RN2.1	51.98	69.30	69.30	51.98	69.30
RN2.2	52.88	70.50	70.50	52.88	70.50
RN2.3	53.76	71.68	71.68	53.76	71.68
RN2.4	54.56	72.74	72.74	54.56	72.74
RN3.1	56.27	75.02	75.02	56.27	75.02
RN3.2	57.27	76.36	76.36	57.27	76.36
RN3.3	58.32	77.76	77.76	58.32	77.76
RN3.4	59.28	79.04	79.04	59.28	79.04
RN3B	61.07	81.42	81.42	61.07	81.42
RN4.1	64.74	86.32	86.32	64.74	86.32
RN4.2	68.72	91.62	91.62	68.72	91.62
RN4.3	72.68	96.90	96.90	72.68	96.90
RN5	76.22	101.62	101.62	76.22	101.62
Enrolled Nurses (EN)					
EN (Level 1)	39.38	52.50	52.50	39.38	52.50
EN (Level 2)	40.02	53.36	53.36	40.02	53.36
EN (Level 3)	40.59	54.12	54.12	40.59	54.12
EN (Level 4)	41.13	54.84	54.84	41.13	54.84
EN (Level 5)	41.67	55.56	55.56	41.67	55.56
Hospital Service Employees (HSE)					
HSE (Level 1)	35.66	47.54	47.54	35.66	47.54
HSE (Level 2)	37.31	49.74	49.74	37.31	49.74
HSE (Level 3)	38.18	50.90	50.90	38.18	50.90
HSE (Level 4)	39.77	53.02	53.02	39.77	53.02
HSE (Level 5)	41.21	54.94	54.94	41.21	54.94
HSE (Level 6)	43.34	57.78	57.78	43.34	57.78

	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%
	\$	\$	\$	\$	\$
HSE (Level 7)	45.62	60.82	60.82	45.62	60.82
HSE (Level 8)	47.84	63.78	63.78	47.84	63.78
HSE (Level 9)	50.57	67.42	67.42	50.57	67.42
Hospital Technical Employees (HTE)					
HTE (Level 1)	38.24	50.98	50.98	38.24	50.98
HTE (Level 2)	44.31	59.08	59.08	44.31	59.08
HTE (Level 3)	48.62	64.82	64.82	48.62	64.82
HTE (Level 4)	54.09	72.12	72.12	54.09	72.12
HTE (Level 5)	59.51	79.34	79.34	59.51	79.34
HTE (Level 6)	64.37	85.82	85.82	64.37	85.82
Hospital Professional Employees (HPE)					
HPE (Level 1)	42.42	56.56	56.56	42.42	56.56
HPE (Level 2)	53.12	70.82	70.82	53.12	70.82
HPE (Level 3)	64.37	85.82	85.82	64.37	85.82
HPE (Level 4)	70.38	93.84	93.84	70.38	93.84
Hospital Administrative Officers (HAO)					
HAO (Level 1)	37.32	49.76	49.76	37.32	49.76
HAO (Level 2)	40.41	53.88	53.88	40.41	53.88

11. By deleting the amount “\$26.69” appearing in clause C.1 and inserting “\$27.69”.

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

Allowance	Payable	\$	% of standard rate
Interpreting allowance	Per annum	1064.76	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	398.70	13.11	439.00	14.44	522.20	17.17
Plus 1 year out of school	439.00	14.44	522.20	17.17	607.70	19.99
Plus 2 years out of school	522.20	17.17	607.70	19.99	707.20	23.26
Plus 3 years out of school	607.70	19.99	707.20	23.26	809.70	26.64
Plus 4 years out of school	707.20	23.26	809.70	26.64		
Plus 5 or more years out of school	809.70	26.64				

(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	398.70	13.11	439.00	14.44	508.90	16.75
Plus 1 year out of school	439.00	14.44	508.90	16.75	585.40	19.26
Plus 2 years out of school	508.90	16.75	585.40	19.26	686.60	22.59
Plus 3 years out of school	585.40	19.26	686.60	22.59	783.00	25.76

	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 4 years out of school	686.60	22.59	783.00	25.76		
Plus 5 or more years out of school	783.00	25.76				

(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	398.70	13.11	439.00	14.44	508.90	16.75
Plus 1 year out of school	439.00	14.44	508.90	16.75	575.50	18.92
Plus 2 years out of school	508.90	16.75	575.50	18.92	642.90	21.15
Plus 3 years out of school	575.50	18.92	642.90	21.15	716.10	23.55
Plus 4 years out of school	642.90	21.15	716.10	23.55		
Plus 5 or more years out of school	716.10	23.55				

(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	840.40	27.65	872.30	28.69
Wage Level B	812.80	26.74	843.70	27.75
Wage Level C	743.40	24.45	771.50	25.38

(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
\$	\$
13.11	14.44

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