



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, 18 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 14.9(a)(i) and inserting the following:

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

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

	\$ per week	% of standard rate
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:

	Minimum weekly rate \$
Registered Nurse/Midwife Grade 2:	
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
Clinical Nurse/Midwife Specialist	1513.60
Registered Nurse Grade 3A:	
Year 1	1531.70
Year 2	1546.80
Registered Nurse/Midwife Grade 3B:	
Year 1	1571.10
Year 2	1592.80
Associate Nurse Unit Manager (ANUM)	
Year 1	1601.30
Year 2	1636.30
Registered Nurse/Midwife Grade 4A:	
Year 1	1676.80
Year 2	1710.40
Registered Nurse/Midwife Grade 4B:	
Year 1	1750.60
Year 2	1786.10
Nurse/Midwife Unit Manager (NUM)	

	Minimum weekly rate \$
Year 1	1873.90
Year 2	1920.10
Year 3	1965.30
Registered Nurse/Midwife Grade 5:	
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
Nurse/Midwife Practitioner	
Year 1	1965.50
Year 2	2037.80
Registered Nurse/Midwife Grade 6:	
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
Registered Nurse/Midwife Grade 7:	
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:

	Minimum weekly rate \$
Trainee Enrolled Nurse	
Year 1	900.40
Year 2	945.10
Enrolled Nurse Level 1	
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
Enrolled Nurse Level 2	
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
Enrolled Nurse Level 3	
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

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