



# DRAFT DETERMINATION

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

## **Annual Wage Review 2019–20** (C2020/1)

### **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 2020

*Annual Wage Review 2019–20.*

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[\[2020\] 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:

	<b>\$ per week</b>
In their second year	9.74
In their third year	33.96
In their fourth year	62.26

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

	<b>\$ per week</b>
In their first year	94.71
In their second year	122.48
In their third year	149.13
In their fourth year	175.66

3. By deleting the amounts "\$0.92" and "\$11.46" appearing in clause 14.8(b) and inserting "\$0.94" and "\$11.66" 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)	944.40
Year 2	981.00
Year 3 (standard rate for other allowances)	1017.60
Year 4	1054.40
Year 5	1091.00
Year 6	1127.70
Year 7	1164.20
Year 8	1192.90
Year 9	1221.80
Year 10	1250.00
<b>Clinical Nurse/Midwife Specialist</b>	1286.70
<b>Registered Nurse Grade 3A:</b>	
Year 1	1302.00
Year 2	1314.90
<b>Registered Nurse/Midwife Grade 3B:</b>	
Year 1	1335.60
Year 2	1354.00
<b>Associate Nurse Unit Manager (ANUM)</b>	
Year 1	1361.30
Year 2	1391.00
<b>Registered Nurse/Midwife Grade 4A:</b>	
Year 1	1425.50
Year 2	1454.00
<b>Registered Nurse/Midwife Grade 4B:</b>	
Year 1	1488.20
Year 2	1518.30
<b>Nurse/Midwife Unit Manager (NUM)</b>	
Year 1	1593.10
Year 2	1632.30
Year 3	1670.70
<b>Registered Nurse/Midwife Grade 5:</b>	
13-50 beds	1518.10

	<b>Minimum weekly rate \$</b>
51-200 beds	1548.50
201-400 beds	1609.70
401-600 beds	1670.90
601 and over beds	1732.30
<b>Nurse/Midwife Practitioner</b>	
Year 1	1670.90
Year 2	1732.30
<b>Registered Nurse/Midwife Grade 6:</b>	
51-100 beds	1548.50
101-200 beds	1609.70
201-300 beds	1670.90
301-400 beds	1732.30
401- 500 beds	1814.00
501-700 beds	1891.80
701 and over beds	1994.10
<b>Registered Nurse/Midwife Grade 7:</b>	
less than 13 beds	1548.50
13-24 beds	1609.70
25-50 beds	1670.90
51-100 beds	1732.30
101-200 beds	1814.00
201-300 beds	1891.80
301-400 beds	1994.10
401-500 beds	2096.10
501-600 beds	2198.20
601-700 beds	2320.70
701 and over beds	2449.60

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	761.70
Year 2	801.40
<b>Enrolled Nurse Level 1</b>	
Level 1.1	893.50
Level 1.2	912.10
Level 1.3	930.60
EN Level 1.4	949.40
EN Level 1.5	986.30
EN Level 1.6	1017.40
<b>Enrolled Nurse Level 2</b>	
Level 2.1	960.70
Level 2.2	982.60
Level 2.3	1004.60
Level 2.4	1026.30
Level 2.5	1048.10
Level 2.6	1059.10
Level 2.7	1069.90
<b>Enrolled Nurse Level 3</b>	
Level 3.1	1124.40
Level 3.2	1165.40
Level 3.3	1184.60

B. This determination comes into operation on 1 July 2020. 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 2020.

PRESIDENT