

The background of the cover is a dark blue gradient. A white diagonal line runs from the top left towards the bottom right. In the lower-left area, there is a faded, semi-transparent image of two healthcare professionals, likely nurses, wearing blue scrubs and stethoscopes. They are smiling and looking towards the camera.

GUIDE TO MINIMUM WAGES - JULY 2021
NURSES AWARD 2010

HOW TO USE THIS INFORMATION

Your employees in private practice are entitled to a minimum wage. This is the lowest amount that they can be paid for the work they are doing. The minimum wage refers to the amount of pay before tax is taken out (gross pay).

We have prepared this guide to provide you with handy access to selected minimum rates of pay for nurses under the **Nurses Award 2010** (Award). The minimum wages in this guide apply from the first pay period on or after **1 July 2021**.

This guide is a summary of selected information only. We have included the minimum rates of pay that are most frequently requested by our members. The minimum rates of pay in this guide do not represent the full list of minimum wages in the Award and do not extend to all employers and employees covered by this Award.

For a complete list of minimum wages under the Award, please refer to the Fair Work Ombudsman's **pay guides**. For full terms and conditions, please refer to the **Award** itself.

MINIMUM RATES FOR NURSES

1. Full Time / Part Time Rates

	Ordinary Full Time Weekly Rate	Ordinary Hourly Rate	Overtime Hourly			
			Mon – Sat (1st 2 hrs)	Mon – Sat (>2 hrs)	Sunday (all hrs)	Public Holiday (all hrs)
Enrolled Nurses						
Student <21yrs	\$780.70	\$20.54	\$30.81	\$41.08	\$41.08	\$51.35
Student 21yrs+	\$821.40	\$21.62	\$32.43	\$43.24	\$43.24	\$54.05
Pay Point 1	\$916.20	\$24.11	\$36.17	\$48.22	\$48.22	\$60.28
Pay Point 2	\$928.30	\$24.43	\$36.65	\$48.86	\$48.86	\$61.08
Pay Point 3	\$940.60	\$24.75	\$37.13	\$49.50	\$49.50	\$61.88
Pay Point 4	\$954.20	\$25.11	\$37.67	\$50.22	\$50.22	\$62.78
Pay Point 5	\$963.80	\$25.36	\$38.04	\$50.72	\$50.72	\$63.40
1 Excludes nursing assistants, Registered Nurses Levels 4 and 5, occupational health nurses and shiftworkers.						

Registered Nurses – Level 1						
Pay Point 1	\$980.10	\$25.79	\$38.69	\$51.58	\$51.58	\$64.48
Pay Point 2	\$1000.20	\$26.32	\$39.48	\$52.64	\$52.64	\$65.80
Pay Point 3	\$1024.80	\$26.97	\$40.46	\$53.94	\$53.94	\$67.43
Entry level with 4 yr degree	\$1023.40	\$26.93	\$40.40	\$53.86	\$53.86	\$67.33
Pay Point 4	\$1052.00	\$27.68	\$41.52	\$55.36	\$55.36	\$69.20
Entry level with masters degree	\$1058.70	\$27.86	\$41.79	\$55.72	\$55.72	\$69.65
Pay Point 5	\$1084.30	\$28.53	\$42.80	\$57.06	\$57.06	\$71.33
Pay Point 6	\$1115.70	\$29.36	\$44.04	\$58.72	\$58.72	\$73.40
Pay Point 7	\$1148.00	\$30.21	\$45.32	\$60.42	\$60.42	\$75.53
Pay Point 8 +	\$1177.80	\$30.99	\$46.49	\$61.98	\$61.98	\$77.48

	Ordinary Full Time Weekly Rate	Ordinary Hourly Rate	Overtime Hourly			
			Mon – Sat (1st 2 hrs)	Mon – Sat (>2 hrs)	Sunday (all hrs)	Public Holiday (all hrs)
Registered Nurses – Level 2 (Clinical Nurse)						
Pay Point 1	\$1209.10	\$31.82	\$47.73	\$63.64	\$63.64	\$79.55
Pay Point 2	\$1228.30	\$32.32	\$48.48	\$64.64	\$64.64	\$80.80
Pay Point 3	\$1249.60	\$32.88	\$49.32	\$65.76	\$65.76	\$82.20
Pay Point 4+	\$1270.10	\$33.42	\$50.13	\$66.84	\$66.84	\$83.55
Registered Nurses – Level 3 (e.g. Clinical Nurse Consultant, Nurse Manager or Nurse Educator)						
Pay Point 1	\$1311.00	\$34.50	\$51.75	\$69.00	\$69.00	\$86.25
Pay Point 2	\$1335.10	\$35.13	\$52.70	\$70.26	\$70.26	\$87.83
Pay Point 3	\$1358.10	\$35.74	\$53.61	\$71.48	\$71.48	\$89.35
Pay Point 4+	\$1382.50	\$36.38	\$54.57	\$72.76	\$72.76	\$90.95
Nurse Practitioners						
1st year	\$1508.60	\$39.70	\$59.55	\$79.40	\$79.40	\$99.25
2nd year +	\$1553.40	\$40.88	\$61.32	\$81.76	\$81.76	\$102.20

2. Casual Rates

	Casual Loading per hour (25%)	Casual hourly inc 25% loading
Enrolled Nurses		
Student <21yrs	\$5.14	\$25.68
Student 21yrs+	\$5.41	\$27.03
Pay Point 1	\$6.03	\$30.14
Pay Point 2	\$6.11	\$30.54
Pay Point 3	\$6.19	\$30.94
Pay Point 4	\$6.28	\$31.39
Pay Point 5	\$6.34	\$31.70


2. Casual Rates (Cont)


	Casual Loading per hour (25%)	Casual hourly inc 25% loading
Registered Nurses – Level 1		
Pay Point 1	\$6.45	\$32.24
Pay Point 2	\$6.58	\$32.90
Pay Point 3	\$6.74	\$33.71
Entry level with 4 yr degree	\$6.73	\$33.66
Pay Point 4	\$6.92	\$34.60
Entry level with masters degree	\$6.97	\$34.83
Pay Point 5	\$7.13	\$35.66
Pay Point 6	\$7.34	\$36.70
Pay Point 7	\$7.55	\$37.76
Pay Point 8 +	\$7.75	\$38.74
Registered Nurses – Level 2 (Clinical Nurse)		
Pay Point 1	\$7.96	\$39.78
Pay Point 2	\$8.08	\$40.40
Pay Point 3	\$8.22	\$41.10
Pay Point 4+	\$8.36	\$41.78
Registered Nurses – Level 3 (e.g. Clinical Nurse Consultant, Nurse Manager or Nurse Educator)		
Pay Point 1	\$8.63	\$43.13
Pay Point 2	\$8.78	\$43.91
Pay Point 3	\$8.94	\$44.68
Pay Point 4+	\$9.10	\$45.48
Nurse Practitioners		
1st year	\$9.93	\$49.63
2nd year +	\$10.22	\$51.10

This information is for general guidance only and should not be used as a substitute for obtaining specific assistance or advice. AMA (NSW) will not be liable for any decision made or action taken in reliance on the information in this document. The information included in this document was collated citing the Public Hospital Medical Officers (State) Award 2019 and NSW Health Policy Directive PD2019_027 - Employment Arrangements for Medical Officers in the NSW Public Health Service.



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