

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: a man on the left and a woman on the right, both wearing blue scrubs and stethoscopes, and smiling.

**GUIDE TO MINIMUM WAGES - JULY 2023**  
**NURSES AWARD 2020**

## 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 health professional employees under the **Nurses Award 2020 (Award)**. The minimum wages in this guide apply from the first full pay period on or after 1 July 2022.

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)
<b>Enrolled Nurses</b>						
Student <21yrs	\$867.90	\$22.84	\$34.26	\$45.68	\$45.68	\$57.10
Student 21yrs+	\$910.90	\$23.97	\$35.96	\$47.94	\$47.94	\$59.93
Pay Point 1	\$1,013.40	\$26.67	\$40.01	\$53.34	\$53.34	\$66.68
Pay Point 2	\$1,026.80	\$27.02	\$40.53	\$54.04	\$54.04	\$67.55
Pay Point 3	\$1,040.50	\$27.38	\$41.07	\$54.76	\$54.76	\$68.45
Pay Point 4	\$1,055.50	\$27.78	\$41.67	\$55.56	\$55.56	\$69.45
Pay Point 5	\$1,066.10	\$28.06	\$42.09	\$56.12	\$56.12	\$70.15
1 Excludes nursing assistants, Registered Nurses Levels 4 and 5, occupational health nurses and shiftworkers.						

<b>Registered Nurses – Level 1</b>						
Pay Point 1	\$1,084.10	\$28.53	\$42.80	\$57.06	\$57.06	\$71.33
Pay Point 2	\$1,106.40	\$29.12	\$43.68	\$58.24	\$58.24	\$72.80
Pay Point 3	\$1,133.50	\$29.83	\$44.75	\$59.66	\$59.66	\$74.58
Entry level with 4 yr degree	\$1,132.10	\$29.79	\$44.69	\$59.58	\$59.58	\$74.48
Pay Point 4	\$1,163.70	\$30.62	\$45.93	\$61.24	\$61.24	\$76.55
Entry level with masters degree	\$1,171.10	\$30.82	\$46.23	\$61.64	\$61.64	\$77.05
Pay Point 5	\$1,199.40	\$31.56	\$47.34	\$63.12	\$63.12	\$78.90
Pay Point 6	\$1,234.10	\$32.48	\$48.72	\$64.96	\$64.96	\$81.20
Pay Point 7	\$1,269.80	\$33.42	\$50.13	\$66.84	\$66.84	\$83.55
Pay Point 8 +	\$1,302.80	\$34.28	\$51.42	\$68.56	\$68.56	\$85.70

	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)
<b>Registered Nurses – Level 2 (Clinical Nurse)</b>						
Pay Point 1	\$1,337.40	\$35.19	\$52.79	\$70.38	\$70.38	\$87.98
Pay Point 2	\$1,358.70	\$35.76	\$53.64	\$71.52	\$71.52	\$89.40
Pay Point 3	\$1,382.30	\$36.38	\$54.57	\$72.76	\$72.76	\$90.95
Pay Point 4+	\$1,404.90	\$36.97	\$55.46	\$73.94	\$73.94	\$92.43
<b>Registered Nurses – Level 3 (e.g. Clinical Nurse Consultant, Nurse Manager or Nurse Educator)</b>						
Pay Point 1	\$1,450.10	\$38.16	\$57.24	\$76.32	\$76.32	\$95.40
Pay Point 2	\$1,476.80	\$38.86	\$58.29	\$77.72	\$77.72	\$97.15
Pay Point 3	\$1,502.30	\$39.53	\$59.30	\$79.06	\$79.06	\$98.83
Pay Point 4+	\$1,529.30	\$40.24	\$60.36	\$80.48	\$80.48	\$100.60
<b>Nurse Practitioners</b>						
1st year	\$1,668.70	\$43.91	\$65.87	\$87.82	\$87.82	\$109.78
2nd year +	\$1,718.30	\$45.22	\$67.83	\$90.44	\$90.44	\$113.05

## 2. Casual Rates

	Casual Loading per hour (25%)	Casual hourly inc loading
<b>Enrolled Nurses</b>		
Student <21yrs	\$5.71	\$28.55
Student 21yrs+	\$5.99	\$29.96
Pay Point 1	\$6.67	\$33.34
Pay Point 2	\$6.76	\$33.78
Pay Point 3	\$6.85	\$34.23
Pay Point 4	\$6.95	\$34.73
Pay Point 5	\$7.02	\$35.08

## 2. Casual Rates (Cont)

	Casual Loading per hour (25%)	Casual hourly inc loading
<b>Registered Nurses – Level 1</b>		
Pay Point 1	\$7.13	\$35.66
Pay Point 2	\$7.28	\$36.40
Pay Point 3	\$7.46	\$37.29
Entry level with 4 yr degree	\$7.45	\$37.24
Pay Point 4	\$7.66	\$38.28
Entry level with masters degree	\$7.71	\$38.53
Pay Point 5	\$7.89	\$39.45
Pay Point 6	\$8.12	\$40.60
Pay Point 7	\$8.36	\$41.78
Pay Point 8 +	\$8.57	\$42.85
<b>Registered Nurses – Level 2 (Clinical Nurse)</b>		
Pay Point 1	\$8.80	\$43.99
Pay Point 2	\$8.94	\$44.70
Pay Point 3	\$9.10	\$45.48
Pay Point 4+	\$9.24	\$46.21
<b>Registered Nurses – Level 3 (e.g. Clinical Nurse Consultant, Nurse Manager or Nurse Educator)</b>		
Pay Point 1	\$9.54	\$47.70
Pay Point 2	\$9.72	\$48.58
Pay Point 3	\$9.88	\$49.41
Pay Point 4+	\$10.06	\$50.30
<b>Nurse Practitioners</b>		
1st year	\$10.98	\$54.89
2nd year +	\$11.31	\$56.53

The information in this document is of a general nature only and does not constitute legal advice. AMA (NSW) will not be liable for any decision made or action taken in reliance on the information in this document. It is for general guidance only and should not be used as a substitute for obtaining specific assistance or advice.

We have made every attempt to ensure that the information and links contained in this document are accurate as at the date of drafting. The examples given are illustrative and not exhaustive. The links provided connect to third party websites over which AMA (NSW) has no control.



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