

REMUNERATION

9.1 Effective from the first full pay period on or after 5 August 2019, employees shall be placed on the following minimum rates. (A separate schedule has been provided to the Unions to confirm individual placement.)

Registered Nurse	Level 1	Level 2	Level 3	Level 4	Level 5
	26.42	28.60	30.39	32.10	35.67

Where an employee becomes a union member during the term of this Agreement, placement on to the scale shall be by negotiation with the employer.

Employees shall progress automatically on their anniversary date up to Level 4. Level 5 shall be based on the employee's performance, responsibilities, and the financial position of the employer.

Caregivers shall be paid in accordance with the Care and Support Worker (Pay Equity) Settlement Act 2017. Enrolled Nurses shall be paid no less than these rates.

Category	1 July 2019	1 July 2021
No formal qualification or <3 years' service	20.50	21.50
Level 2* or 3+ years' service	21.50	23.00
Level 3* or 8+ years' service	23.00	25.00
Level 4* or 12+ years' service	25.50	27.00
12+ years' service after 1 July 2017 without Level 4	24.50	26.00