Classifying employees under the *Nurses Award 2020*

The *Nurses Award* classifies 5 different levels and positions. These 5 separate categories also contain different levels and standards. The table below outlines this for you.

Position	Classification levels	Schedule
Assistant in Nursing (AIN)	First Year Second Year Third year and thereafter Experienced (the holder of a relevant Certificate III qualification)	A.1 Nursing Assistant
Enrolled Nurses (EN)	Pay Point 1 – Pay Point 5	A.3 Enrolled Nurse
Registered Nurse (RN)	Level 1 (8 Pay Points) Level 2 (4 Pay Points) Level 3 (4 Pay points) Level 4 (3 Grade Points) Level 5 (6 Grade Points)	A.5 Registered Nurses
Occupational Health Nurses	Level 1 (5 Pay Points) Level 2 (4 Pay Points) **Senior Occupational health Clinical Nurse** Level 3 (4 Pay points)	A.6 Occupational Health Nurses
Nurse Practitioner	1st year 2nd year	A.7 Nurse Practitioner

Progression to the next pay point and levels for all classification where there is more than one pay point would be for:

a) Permanent full-time employees – by annual movement; or
b) Permanent Part-time and casual employees – who are eligible after 1,786 hours of experience with reference to their acquisition and use of skills identified under the classification level and pay points.

In **Schedule A – Classifications definitions**, explanations for each term can be found, along with corresponding skill indicators which assist in identifying the appropriate pay points. These skill indicators apply to:

- Enrolled Nurses (**Schedule A.4.1 – A.4.5**);
- Registered Nurses (**Schedule A.5.1 – A.5.5**); and
  - RN classifications are set out differently to EN's. They range from Level 1 – Level 5.
    - Level's 1 – 3 have separate pay point levels in which RN's can be classified under.
    - Levels 4 – 5 use a Grade Point System.
- Occupational Health Nurses (**Schedule A.6.1 – A.6.5**)

Follow this link to **Schedule A – Classification Definitions** of the *Nurses Award 2020*:
https://awardviewer.fwo.gov.au/award/show/ma000034#P944_70430