

The offer on pay

➔ Here are typical examples of what the proposed pay offer means.

Classification	Draft Weekly Rate Effective 1.7.09 (\$)	Draft Weekly Rate Effective 1.7.10 (\$)	Draft Weekly Rate Effective 1.7.11 (\$)	Draft Weekly Rate Effective 1.7.12 (\$)	Pay Increases 2009-2012 (\$)	% Increase 2010-2012
Enrolled Nurse 1st year	835.60	868.20	894.20	916.60	81.00	9.7%
EN Thereafter	909.50	945.00	973.40	997.70	88.20	9.7%
Enrolled Nurse – 1st year Medication Endorsement	854.10	887.40	914.00	993.20	82.80	9.7%
EEN Thereafter	928.10	964.30	993.20	1018.00	89.90	9.7%
Registered Nurse/Midwife: 1st year	947.50	984.50	1014.00	1039.40	91.90	9.7%
4th year	1106.00	1149.10	1183.60	1213.20	107.20	9.7%
8th year	1330.60	1382.50	1424.00	1459.60	129.00	9.7%
Clinical Nurse/Midwifery Specialist: Grade 1, Year 1	1384.70	1438.70	1481.90	1518.90	134.20	9.7%
Grade 2, Year 2	1536.20	1596.10	1644.00	1685.10	148.90	9.7%
Nursing/Midwifery Unit Manager: Level II	1748.40	1816.60	1871.10	1917.90	169.50	9.7%
Clinical Nurse/Midwifery Consultant: Grade 1, 2nd year	1698.60	1764.80	1817.70	1863.10	164.50	9.7%
Nurse/Midwifery Managers: Grade 3, 2nd year	1868.50	1941.40	1999.60	2049.60	181.10	9.7%

Improved staffing for ED

Negotiations by the NSWNA, including a delegation of ED nurses that met with NSW Health officials, have achieved improved staffing in Emergency Departments. Designated nurses for resuscitation beds will be employed and rostered as follows in certain Emergency Departments in recognition of their combined role delineation and Urgency Disposition Group (UDG) – a measure that weights attendances for triage category mix and patient disposition. These increased staffing levels will be progressively implemented by June 2013, according to a timetable agreed between NSW Health and the Association.

Adult/mixed Emergency Departments with a role delineation of Level 6 and Urgency Disposition Groups ('UDG') of 45,000 or more.	Three designated nurses for resuscitation beds on two shifts and two designated nurses for resuscitation beds on the third shift.
Adult/mixed Emergency Departments with a role delineation of Level 6 and UDG of less than 45,000.	Two designated nurses for resuscitation beds on two shifts and one designated nurse for resuscitation beds on the third shift.
Adult/mixed Emergency Departments with a role delineation of Level 3, 4 or 5 and UDG of more than 45,000.	Two designated nurses for resuscitation beds on two shifts and one designated nurse for resuscitation beds on the third shift.
Adult/mixed Emergency Departments with a role delineation of Level 4 or 5 and UDG of more than 25,000 and less than 45,000.	One designated nurse for resuscitation beds on each of three shifts per day.

Specific hospitals in these categories will be listed in information to be sent to NSWNA members prior to voting on the offer.