

# **New South Wales Nurses and Midwives' Association**



**Bupa Care Services, NSWNMA, ANMF (NSW BRANCH) and HSU NSW BRANCH**

**New South Wales Enterprise Agreement 2013**

**Wage Calculator operative from first full pay period commencing on or after 1 July 2016**

Classification	Weekly Rate	Hourly Rate	10% of hourly rate	12.50% of hourly rate	15.00% of hourly rate	50% of hourly rate	75% of hourly rate	Casual Rate^ 25.00%
<b>Assistant in Nursing</b>								
1st year	766.10	20.1605	2.0161	2.5201	3.0241	10.0803	15.1204	25.2006
2nd year	788.24	20.7432	2.0743	2.5929	3.1115	10.3716	15.5574	25.9290
3rd year	810.38	21.3259	2.1326	2.6657	3.1989	10.6630	15.9944	26.6574
4th year	833.38	21.9311	2.1931	2.7414	3.2897	10.9656	16.4483	27.4139
<b>Assistant in Nursing Cert III **</b>								
Pay point 1*	834.66	21.9647	2.1965	2.7456	3.2947	10.9824	16.4735	27.4559
Pay point 2	841.05	22.1328	2.2133	2.7666	3.3199	11.0664	16.5996	27.6660
Pay point 3	847.43	22.3009	2.2301	2.7876	3.3451	11.1505	16.7257	27.8761
Assistant in Nursing Team Leader	917.70	24.1500	2.4150	3.0188	3.6225	12.0750	18.1125	30.1875
<b>Enrolled Nurse (with notation)</b>								
Pay point 1	917.70	24.1500	2.4150	3.0188	3.6225	12.0750	18.1125	30.1875
Pay point 2	935.59	24.6207	2.4621	3.0776	3.6931	12.3104	18.4655	30.7759
Pay point 3	947.93	24.9456	2.4946	3.1182	3.7418	12.4728	18.7092	31.1820
Pay point 4	966.67	25.4387	2.5439	3.1798	3.8158	12.7194	19.0790	31.7984
Pay point 5	985.83	25.9430	2.5943	3.2429	3.8915	12.9715	19.4573	32.4288
<b>Enrolled Nurse **</b>								
Pay point 1*	1024.59	26.9628	2.6963	3.3704	4.0444	13.4814	20.2221	33.7035
Pay point 2	1034.81	27.2318	2.7232	3.4040	4.0848	13.6159	20.4239	34.0398
Pay point 3	1045.03	27.5007	2.7501	3.4376	4.1251	13.7504	20.6255	34.3759
Pay point 4	1064.62	28.0162	2.8016	3.5020	4.2024	14.0081	21.0122	35.0203
<b>Registered Nurse - Level 1 (RN1)</b>								
1st year	1076.97	28.3412	2.8341	3.5427	4.2512	14.1706	21.2559	35.4265
2nd year	1129.34	29.7196	2.9720	3.7150	4.4579	14.8598	22.2897	37.1495
3rd year	1185.56	31.1989	3.1199	3.8999	4.6798	15.5995	23.3992	38.9986
4th year	1241.34	32.6669	3.2667	4.0834	4.9000	16.3335	24.5002	40.8336
5th year	1296.70	34.1238	3.4124	4.2655	5.1186	17.0619	25.5929	42.6548
6th year	1360.58	35.8047	3.5805	4.4756	5.3707	17.9024	26.8535	44.7559
7th year	1413.38	37.1943	3.7194	4.6493	5.5791	18.5972	27.8957	46.4929
Classification	Weekly Rate	Hourly Rate	10% of hourly rate	12.50% of hourly rate	15.00% of hourly rate	50% of hourly rate	75% of hourly rate	Casual Rate^ 25.00%

**Registered Nurse - Level 2 (RN2)/Clinical Nurse Specialist**

1469.17	38.6624	3.8662	4.8328	5.7994	19.3312	28.9968	48.3280
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**Registered Nurse - Level 3 (RN3)/Nurse Educator**

<b>1st year</b>	1561.15	41.0830	4.1083	5.1354	6.1625	20.5415	30.8123	51.3538
<b>2nd year</b>	1603.74	42.2036	4.2204	5.2755	6.3305	21.1018	31.6527	52.7545
<b>3rd year</b>	1641.64	43.2010	4.3201	5.4001	6.4802	21.6005	32.4008	54.0013
<b>4th year</b>	1724.25	45.3751	4.5375	5.6719	6.8063	22.6876	34.0313	56.7189

**Nurse Practitioner/Clinical Nurse Consultant**

1728.94	45.4983	4.5498	5.6873	6.8247	22.7492	34.1237
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^From 1 July 2010, Fair Work Australia introduced 'transitional arrangements' which affects casual loadings on agreements and awards. This will be phased up over five years until 2015. Please check the full Agreement for accuracy.

NOTE: This Agreement contains an undertaking for certain Casual classifications to receive additional payments for weekend work. Please check the Agreement for more detail.

**For Allowances see Clause 15.**

**Changes to Assistant in Nursing (AIN) Cert III and Enrolled Nurse (EN) Classification Structures**

This agreement adds new pay points to the existing single pay points for the AIN Cert III and EN classifications. The following table shows the structures before this agreement with the new pay structures introduced by this agreement and how existing staff will move through the new pay points.

Before this agreement		In this agreement from 1 January 2014	
AIN Cert III			Pay Point 1 *
			↓ after 1786 hours **
Existing single pay point	\$19.75	→ from 1 January 2014	Pay Point 2
			↓ after 1786 hours **
			Pay Point 3
EN	Existing single pay point	\$24.06	→ from 1 January 2014
			Pay Point 1
			↓ after 1786 hours **
			Pay Point 2
			↓ after 1786 hours
			Pay Point 3
			↓ after 1786 hours
			Pay Point 4