

New South Wales Nurses and Midwives' Association



Opal Aged Care (NSW) Enterprise Agreement 2016

Opal Specialist Aged Care

Wage Calculator operative from first full pay period commencing on or after 1 July 2017

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%
Nursing Assistant									
	Without Cert III employed after 1/07/2013	802.28	22.2784	2.2278	2.7848	3.3418	11.1392	16.7088	27.8480
	Without Cert III employed before 1/07/2013	846.58	21.1126	2.1113	2.6391	3.1669	10.5563	15.8345	26.3908
Nursing Assistant Cert III									
	First Year	815.54	21.4616	2.1462	2.6827	3.2192	10.7308	16.0962	26.8270
	Second Year	829.00	21.8158	2.1816	2.7270	3.2724	10.9079	16.3618	27.2697
	Third Year	850.66	22.3858	2.2386	2.7982	3.3579	11.1929	16.7893	27.9822
	Thereafter	874.94	23.0247	2.3025	2.8781	3.4537	11.5124	17.2686	28.7809
Enrolled Nurse (with notation)		1014.74	26.7037	2.6704	3.3380	4.0056	13.3518	20.0278	33.3796
			0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000
Enrolled Nurse			0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000
	Pay point 1	1034.57	27.2255	2.7226	3.4032	4.0838	13.6128	20.4191	34.0319
	Pay point 2	1048.48	27.5916	2.7592	3.4489	4.1387	13.7958	20.6937	34.4895
Registered Nurse - Level 1									
	Pay point 1	1124.80	29.6000	2.9600	3.7000	4.4400	14.8000	22.2000	37.0000
	Pay point 2	1238.27	32.5861	3.2586	4.0733	4.8879	16.2930	24.4395	40.7326
	Pay point 3	1296.49	34.1182	3.4118	4.2648	5.1177	17.0591	25.5886	42.6477
	Pay point 4	1354.71	35.6503	3.5650	4.4563	5.3475	17.8251	26.7377	44.5628
	Pay Point 5	1421.32	37.4032	3.7403	4.6754	5.6105	18.7016	28.0524	46.7539
	Pay Point 6/Thereafter	1483.68	39.0442	3.9044	4.8805	5.8566	19.5221	29.2832	48.8053

Minimum Entry rates									
	Four year degree – PP1	1124.80	29.6000	2.9600	3.7000	4.4400	14.8000	22.2000	37.0000
	Masters degree – PP2	1238.34	32.5879	3.2588	4.0735	4.8882	16.2939	24.4409	40.7349

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 - Clinical Nurse Specialist/Clinical Nurse Educator									
		1534.78	40.3889	4.0389	5.0486	6.0583	20.1945	30.2917	50.4862
Registered Nurse - Level 3 - Nurse Unit Manager/ Clinical Nurse Consultant/Senior Nurse Educator/ Nurse Educator									
	Pay point 1 (NUM + NE 1st year)	1630.98	42.9205	4.2921	5.3651	6.4381	21.4603	32.1904	53.6507
	Pay point 2 (NUM + NE 2nd year)	1675.39	44.0892	4.4089	5.5112	6.6134	22.0446	33.0669	55.1115
	Pay point 3 (NUM + NE 3rd year)	1714.85	45.1276	4.5128	5.6410	6.7691	22.5638	33.8457	56.4095
	Pay point 4 and thereafter (CNC, SNE)	1801.20	47.4000	4.7400	5.9250	7.1100	23.7000	35.5500	59.2500
Registered Nurse - level 4 - Deputy DON and Assistant DON									
	Grade 1 (DDON 20-75 beds; ADON <150 beds)	1750.36	46.0621	4.6062	5.7578	6.9093	23.0311	34.5466	57.5776
	Grade2 (DDON 76-125 beds; ADON 150-250 beds)	1826.34	48.0616	4.8062	6.0077	7.2092	24.0308	36.0462	60.0770
	Grade 3 (DDON 126+ beds; ADON >250 beds)	1879.61	49.4634	4.9463	6.1829	7.4195	24.7317	37.0976	61.8293
Registered Nurse - level 5 (Covers Directors of Nursing)									
	Grade 1 (25-50 beds)	2010.35	52.9039	5.2904	6.6130	7.9356	26.4520	39.6780	66.1299
	Grade 2 (51-75 beds)	2052.29	54.0076	5.4008	6.7510	8.1011	27.0038	40.5057	67.5095
	Grade 3 (76-100 beds)	2093.73	55.0982	5.5098	6.8873	8.2647	27.5491	41.3236	68.8727
	Grade 4 (101-150 beds)	2152.44	56.6432	5.6643	7.0804	8.4965	28.3216	42.4824	70.8039
	Grade 5 (151-200 beds)	2291.56	60.3042	6.0304	7.5380	9.0456	30.1521	45.2282	75.3803

Schedule D - Allowances

Item	Allowance					Clause Number	1/07/2017
	Uniform Allowance when uniform is not supplied [Nursing Classifications only]						
1	Uniforms					18.1(b)	6.86
2	Shoes					18.1(b)	2.13
3	Cardigan					18.1(b)	2.06
4	Stockings					18.1(b)	3.55
5	Socks					18.1(b)	0.69
6	Laundry Allowance [Nursing Classifications					18.1(c)	5.71
	Meal Allowance when no meal is provided [Nursing Classifications only]						
7	When required to work more than one hour beyond usual finishing time					18.2(a)	12.70
8	Further payment when overtime exceeds 4 hours					18.2(a) (ii)	11.42
	On Call Allowance						
9	Between rostered shifts Monday to Friday					18.3 (a) (i)	21.58
10	Between rostered shifts or on a Saturday					18.3 (a) (ii)	32.50
11	Between rostered shifts or ordinary hours on a					18.3 (a) (iii)	37.91
27	On call during meal break					30.1 (b)	11.60
12	Vehicle Allowance					18.4 (a) & (c)	ATO
	Continuing Education Allowance (Nursing						
13	RN - post grad certificate in clinical field					18.5 (g)	20.39
14	RN - post grad diploma or degree in clinical field					18.5 (h)	33.98
15	RN - relevant master's degree or doctorate in					18.5 (i)	40.77
16	EN - certificate IV qual in a clinical field					18.5 (j)	13.58
26	Medication Allowance					18.7	1.17
	In-Charge Allowance (Nursing Classifications						
17	RN – in charge of facility of less than 100 beds on day, evening or night					18.6 (a)	24.06
18	RN – in charge of facility of more than 100 beds on day, evening or night					18.6 (a)	38.75
19	RN in charge of a shift in a section of a facility					18.6 (b)	24.26
28	ACFI Link Allowance per shift					18.8	24.26