

Public Health System Nurses' & Midwives' (State) Award 2017

Pay Calculator - 1 July 2017



2.5% Pay Increase Effective First Full Pay Period on or after 1 July 2017

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Penalty Rate 150%	Casual Rate 10%
Assistant in Nursing/Midwifery									
1st year	841.30	22.1395	2.2139	2.7674	3.3209	11.0697	16.6046	33.2092	24.3534
2nd year	868.20	22.8474	2.2847	2.8559	3.4271	11.4237	17.1355	34.2711	25.1321
3rd year	895.50	23.5658	2.3566	2.9457	3.5349	11.7829	17.6743	35.3487	25.9224
4th year and thereafter	923.10	24.2921	2.4292	3.0365	3.6438	12.1461	18.2191	36.4382	26.7213
Enrolled Nurse without medication qualification									
1st year	1,032.50	27.1711	2.7171	3.3964	4.0757	13.5855	20.3783	40.7566	29.8882
2nd year	1,055.30	27.7711	2.7771	3.4714	4.1657	13.8855	20.8283	41.6566	30.5482
3rd year	1,077.70	28.3605	2.8361	3.5451	4.2541	14.1803	21.2704	42.5408	31.1966
4th year	1,100.60	28.9632	2.8963	3.6204	4.3445	14.4816	21.7224	43.4447	31.8595
5th year and thereafter	1,123.80	29.5737	2.9574	3.6967	4.4361	14.7868	22.1803	44.3605	32.5311
Special Grade	1,158.80	30.4947	3.0495	3.8118	4.5742	15.2474	22.8711	45.7421	33.5442
Enrolled Nurse									
1st year	1,055.30	27.7711	2.7771	3.4714	4.1657	13.8855	20.8283	41.6566	30.5482
2nd year	1,077.70	28.3605	2.8361	3.5451	4.2541	14.1803	21.2704	42.5408	31.1966
3rd year	1,100.60	28.9632	2.8963	3.6204	4.3445	14.4816	21.7224	43.4447	31.8595
4th year	1,123.80	29.5737	2.9574	3.6967	4.4361	14.7868	22.1803	44.3605	32.5311
5th year and thereafter	1,146.60	30.1737	3.0174	3.7717	4.5261	15.0868	22.6303	45.2605	33.1911
Special Grade	1,181.80	31.1000	3.1100	3.8875	4.6650	15.5500	23.3250	46.6500	34.2100
Registered Nurse/Midwife									
1st year	1,170.80	30.8105	3.0811	3.8513	4.6216	15.4053	23.1079	46.2158	33.8916
2nd year	1,234.40	32.4842	3.2484	4.0605	4.8726	16.2421	24.3632	48.7263	35.7326
3rd year	1,298.10	34.1605	3.4161	4.2701	5.1241	17.0803	25.6204	51.2408	37.5766
4th year	1,366.40	35.9579	3.5958	4.4947	5.3937	17.9789	26.9684	53.9368	39.5537
5th year	1,434.30	37.7447	3.7745	4.7181	5.6617	18.8724	28.3086	56.6171	41.5192
6th year	1,501.80	39.5211	3.9521	4.9401	5.9282	19.7605	29.6408	59.2816	43.4732
7th year	1,579.00	41.5526	4.1553	5.1941	6.2329	20.7763	31.1645	62.3289	45.7079
8th year and thereafter	1,644.00	43.2632	4.3263	5.4079	6.4895	21.6316	32.4474	64.8947	47.5895
Clinical Nurse/Midwife Specialist									
Grade 1, Year 1 and thereafter	1,710.80	45.0211	4.5021	5.6276	6.7532	22.5105	33.7658	67.5316	49.5232
Grade 2, Year 1	1,837.80	48.3632	4.8363	6.0454	7.2545	24.1816	36.2724	72.5447	53.1995
Grade 2, Year 2 and thereafter	1,898.10	49.9500	4.9950	6.2438	7.4925	24.9750	37.4625	74.9250	54.9450

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Penalty Rate 150%	Casual Rate 10%
Clinical Nurse/Midwife Consultant									
Appointed prior to 31/12/99	2,103.80	55.3632	5.5363	6.9204	8.3045	27.6816	41.5224	83.0447	
Grade 1 - 1st year >31.12.99	2,056.50	54.1184	5.4118	6.7648	8.1178	27.0592	40.5888	81.1776	
Grade 1 - 2nd year >31.12.99	2,098.50	55.2237	5.5224	6.9030	8.2836	27.6118	41.4178	82.8355	
Grade 2 - 1st year >31.12.99	2,140.10	56.3184	5.6318	7.0398	8.4478	28.1592	42.2388	84.4776	
Grade 2 - 2nd year >31.12.99	2,182.60	57.4368	5.7437	7.1796	8.6155	28.7184	43.0776	86.1553	
Grade 3 - 1st year >31.12.99	2,266.40	59.6421	5.9642	7.4553	8.9463	29.8211	44.7316	89.4632	
Grade 3 - 2nd year >31.12.99	2,308.50	60.7500	6.0750	7.5938	9.1125	30.3750	45.5625	91.1250	
Clinical Nurse/Midwife Educator									
Year 1	1,780.00	46.8421	4.6842	5.8553	7.0263	23.4211	35.1316	70.2632	
Year 2 and thereafter	1,837.80	48.3632	4.8363	6.0454	7.2545	24.1816	36.2724	72.5447	
Nurse/Midwife Educator									
Employees on N/ME 4th year as at 1/7/08	2,103.80	55.3632	5.5363	6.9204	8.3045	27.6816	41.5224	83.0447	
Grade 1, Year 1	1,999.40	52.6158	5.2616	6.5770	7.8924	26.3079	39.4618	78.9237	
Grade 1, Year 2 and thereafter	2,056.50	54.1184	5.4118	6.7648	8.1178	27.0592	40.5888	81.1776	
Grade 2, Year 1	2,140.10	56.3184	5.6318	7.0398	8.4478	28.1592	42.2388	84.4776	
Grade 2, Year 2 and thereafter	2,182.60	57.4368	5.7437	7.1796	8.6155	28.7184	43.0776	86.1553	
Grade 3, Year 1	2,266.40	59.6421	5.9642	7.4553	8.9463	29.8211	44.7316	89.4632	
Grade 3, Year 2 and thereafter	2,308.50	60.7500	6.0750	7.5938	9.1125	30.3750	45.5625	91.1250	
Nurse/Midwife Practitioners									
1st year	2,266.40	59.6421	5.9642	7.4553	8.9463	29.8211	44.7316	89.4632	
2nd year	2,308.50	60.7500	6.0750	7.5938	9.1125	30.3750	45.5625	91.1250	
3rd year	2,367.40	62.3000	6.2300	7.7875	9.3450	31.1500	46.7250	93.4500	
4th year and thereafter	2,426.70	63.8605	6.3861	7.9826	9.5791	31.9303	47.8954	95.7908	
Nursing/Midwife Unit Manager									
Level I	2,062.40	54.2737	5.4274	6.7842	8.1411	27.1368	40.7053	81.4105	
Level II	2,160.10	56.8447	5.6845	7.1056	8.5267	28.4224	42.6336	85.2671	
Level III	2,218.30	58.3763	5.8376	7.2970	8.7564	29.1882	43.7822	87.5645	

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Penalty Rate 150%	Casual Rate 10%
Nurse/Midwifery Managers									
Grade 1 - 1st year	2,056.50	54.1184	5.4118	6.7648	8.1178	27.0592	40.5888	81.1776	
Grade 1 - 2nd year and thereafter	2,098.50	55.2237	5.5224	6.9030	8.2836	27.6118	41.4178	82.8355	
Grade 2 - 1st year	2,140.10	56.3184	5.6318	7.0398	8.4478	28.1592	42.2388	84.4776	
Grade 2 - 2nd year and thereafter	2,182.60	57.4368	5.7437	7.1796	8.6155	28.7184	43.0776	86.1553	
Grade 3 - 1st year	2,266.40	59.6421	5.9642	7.4553	8.9463	29.8211	44.7316	89.4632	
Grade 3 - 2nd year and thereafter	2,308.50	60.7500	6.0750	7.5938	9.1125	30.3750	45.5625	91.1250	
Grade 4 - 1st year	2,392.40	62.9579	}						
Grade 4 - 2nd year and thereafter	2,434.30	64.0605	}						
Grade 5 - 1st year	2,517.80	66.2579	}						
Grade 5 - 2nd year and thereafter	2,560.30	67.3763	}						
Grade 6 - 1st year	2,644.30	69.5868	}						
Grade 6 - 2nd year and thereafter	2,686.50	70.6974	}	Grade 4 Nurse Managers and above are not eligible for shift penalties (see clause 15 (vi) of the Award)					
Grade 7 - 1st year	2,853.80	75.1000	}						
Grade 7 - 2nd year and thereafter	2,896.20	76.2158	}						
Grade 8 - 1st year	3,064.10	80.6342	}						
Grade 8 - 2nd year and thereafter	3,105.90	81.7342	}						
Grade 9 - 1st year	3,273.60	86.1474	}						
Grade 9 - 2nd year and thereafter	3,315.80	87.2579	}						
Mothercraft Nurse									
9th year	1,395.10	36.7132	3.6713	4.5891	5.5070	18.3566	27.5349	55.0697	40.3845
Mothercraft Nurses employed after 31st December 1988 will be classified and paid as Enrolled Nurses. As at 30 June 2015, all existing Mothercraft Nurses were classified as Registered Mothercraft Nurse 9th Year.									
Residential Care Nurses									
1st year	1,007.40	26.5105	2.6511	3.3138	3.9766	13.2553	19.8829	39.7658	29.1616
2nd year	1,027.40	27.0368	2.7037	3.3796	4.0555	13.5184	20.2776	40.5553	29.7405
3rd year	1,047.70	27.5711	2.7571	3.4464	4.1357	13.7855	20.6783	41.3566	30.3282
4th year	1,071.60	28.2000	2.8200	3.5250	4.2300	14.1000	21.1500	42.3000	31.0200
5th year and thereafter	1,091.40	28.7211	2.8721	3.5901	4.3082	14.3605	21.5408	43.0816	31.5932
Registered Nurse - Pre-Registration									
	1,009.50	26.5658	2.6566	3.3207	3.9849	13.2829	19.9243	39.8487	29.2224

Allowances

Allowance

Award Clause

Amount (\$)

On Call Allowance

On Call Allowance^	12 (ii)(a)	\$3.67 per hour
On Call Allowance minimum^	12 (ii)(a)	\$29.26
On Call Allowance on rostered day off^	12 (ii)(b)	\$7.31 per hour
On Call Allowance on rostered day off minimum^	12 (ii)(b)	\$58.52
On Call Allowance during meal break^	12 (ii)(c)	\$14.40 per break

Radiographic Allowance

Director of Nursing^	12 (iii)(a)	\$40.83 per week
Employee in absence of Director of Nursing^	12 (iii)(c)	\$8.17 per day
Maximum payment^	12 (iii)(c)	\$40.83 per week
Employee wearing lead apron^	12 (iv)	\$2.03 per hour

In Charge

Registered Nurse in charge of hospital^	12 (i)(a)	\$33.48 per shift
Registered Nurse in charge of ward^	12 (v)(a) & (b)	\$33.48 per shift
Registered Nurse in charge of ward and also in charge of hospital of less 100 beds^	12 (vi)	\$50.20 per shift
Registered Nurse in charge of hospital over 100 beds^	12 (ix)	\$64.19 per shift

Special Allowances

Climatic Allowance*	14 (i)	\$3.78 per week
Isolation Allowance*	14 (ii)	\$7.42 per week

Special Rates Tibooburra/Ivanhoe Hospitals

Registered Nurse*	17 (i)	\$33.33 per week
Enrolled Nurse/Assistant in Nursing*	17 (i)	\$14.52 per week

Justice Health Service

Justice Health Service Environment Allowance^	17 (iii)	\$2,937 per annum
Justice Health Service Productivity Allowance^	17 (iv)	\$72.38 per week

Allowances

Allowance	Award Clause	Amount
<u>Uniform and Laundry Allowance</u>		
Uniform*	23 (iii)(a)	\$7.49 per week
Shoes*	23 (iii)(a)	\$2.32 per week
Uniform (including shoes allowance)*	23 (iii)(a)	\$9.81 per week
Cardigan or Jacket*	23 (iii)(a)	\$2.25 per week
Laundry*	23 (iv)	\$6.25 per week
<u>Accommodation and Board Deductions</u>		
Separate bedroom^	38 (iii)(a)	\$70.09 per week
Self contained flat^	38 (iii)(b)	\$85.40 per week
Deduction for meals (full board)^	38 (iv)	\$151.30 per week
Breakfast^	38 (v)(b)	\$5.11 per meal
Other Meals^	38 (v)(b)	\$9.32 per meal
<u>Miscellaneous</u>		
Enrolled Nurse employed in the CSSD of a hospital and in possession of a Sterilising Technology Certificate issued by the Sterilising Research and Advisory Council of Aust.^	12 (viii)	\$15.87 per week
Industry Allowance, Flight Nurses, Ambulance Service^	17 (v)	\$16.21 per week
Excess Fares*	20 (iv)(b)	\$5.20 per day
<u>Continuing Education Allowances^#</u>		
Hospital Post Registration Certificate	13 (ii)	\$39.00 per week
Post Graduate Certificate	13 (iii)	\$39.00 per week
Post Graduate Diploma or Degree	13 (iv) & (x)	\$58.50 per week
Masters Degree or Doctorate	13 (v) & (x)	\$70.00 per week
Enrolled Nurse Certificate 4	13 (vii)	\$28.50 per week
Enrolled Nurse Adv. Diploma of Nursing	13 (viii)	\$35.00 per week

^*salary-related* **not salary-related* #*rounded to nearest 50c*