

New South Wales Nurses and Midwives' Association



UnitingCare Aged Care Residential and Community Services Agreement (NSW) 2014 - 2017

Wage Calculator Commencing First Pay Period On Or After 1 July 2016

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Casual Rate 25%
Assistant in Nursing								
Not Qualified (without Cert III) - year 1 only	785.84	20.68	2.0680	2.5850	3.1020	10.3400	15.5100	25.8500
1st year (qualified)	831.82	21.89	2.1890	2.7363	3.2835	10.9450	16.4175	27.3625
2nd year	837.14	22.03	2.2030	2.7538	3.3045	11.0150	16.5225	27.5375
3rd year	851.20	22.40	2.2400	2.8000	3.3600	11.2000	16.8000	28.0000
4th year and thereafter	875.90	23.05	2.3050	2.8813	3.4575	11.5250	17.2875	28.8125
AIN Team Leader	907.06	23.87	2.3870	2.9838	3.5805	11.9350	17.9025	29.8375
AIN Care Team Coordinator								
Level 1	960.26	25.27	2.5270	3.1588	3.7905	12.6350	18.9525	31.5875
Level 2 - Year 1	1067.04	28.08	2.8080	3.5100	4.2120	14.0400	21.0600	35.1000
Level 2 - Year 2	1092.50	28.75	2.8750	3.5938	4.3125	14.3750	21.5625	35.9375
Level 2 - Year 3 and thereafter	1118.34	29.43	2.9430	3.6788	4.4145	14.7150	22.0725	36.7875
Enrolled Nurse (with notation)								
Thereafter	1044.24	27.48	2.7480	3.4350	4.1220	13.7400	20.6100	34.3500
Enrolled Nurse (authorised)								
1st year	1067.04	28.08	2.8080	3.5100	4.2120	14.0400	21.0600	35.1000
2nd year	1092.50	28.75	2.8750	3.5938	4.3125	14.3750	21.5625	35.9375
3rd year and thereafter	1118.34	29.43	2.9430	3.6788	4.4145	14.7150	22.0725	36.7875
Registered Nurse								
1st year	1200.80	31.60	3.1600	3.9500	4.7400	15.8000	23.7000	39.5000
2nd year	1273.38	33.51	3.3510	4.1888	5.0265	16.7550	25.1325	41.8875
3rd year	1351.28	35.56	3.5560	4.4450	5.3340	17.7800	26.6700	44.4500
4th year	1434.12	37.74	3.7740	4.7175	5.6610	18.8700	28.3050	47.1750
5th year and thereafter	1528.36	40.22	4.0220	5.0275	6.0330	20.1100	30.1650	50.2750
Clinical Nurse Educator	1590.68	41.86	4.1860	5.2325	6.2790	20.9300	31.3950	52.3250
Clinical Nurse Specialist	1590.68	41.86	4.1860	5.2325	6.2790	20.9300	31.3950	52.3250
Clinical Nurse Consultant	1879.10	49.45	4.9450	6.1813	7.4175	24.7250	37.0875	61.8125
Nurse Practitioner								
1st year	2082.40	54.80	5.4800	6.8500	8.2200	27.4000	41.1000	
2nd year	2129.52	56.04	5.6040	7.0050	8.4060	28.0200	42.0300	
3rd year	2190.70	57.65	5.7650	7.2063	8.6475	28.8250	43.2375	
4th year and thereafter	2251.88	59.26	5.9260	7.4075	8.8890	29.6300	44.4450	

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Nurse Educator								
1st year	1695.18	44.61	4.4610	5.5763	6.6915	22.3050	33.4575	55.7625
2nd year	1743.44	45.88	4.5880	5.7350	6.8820	22.9400	34.4100	57.3500
3rd year	1786.38	47.01	4.7010	5.8763	7.0515	23.5050	35.2575	58.7625
4th year	1879.10	49.45	4.9450	6.1813	7.4175	24.7250	37.0875	61.8125
Senior Nurse Educator								
1st year	1923.94	50.63	5.0630	6.3288	7.5945	25.3150	37.9725	
2nd year	1963.46	51.67	5.1670	6.4588	7.7505	25.8350	38.7525	
3rd year	2029.20	53.40	5.3400	6.6750	8.0100	26.7000	40.0500	
Deputy Director of Nursing								
Less than 20 beds	1778.40	46.80	4.6800	5.8500	7.0200	23.4000	35.1000	
20-75 beds	1824.00	48.00	4.8000	6.0000	7.2000	24.0000	36.0000	
75-100 beds	1866.94	49.13	4.9130	6.1413	7.3695	24.5650	36.8475	
100-150 beds	1906.46	50.17	5.0170	6.2713	7.5255	25.0850	37.6275	
150-200 beds	1963.46	51.67	5.1670	6.4588	7.7505	25.8350	38.7525	
200-250 beds	2029.20	53.40	5.3400	6.6750	8.0100	26.7000	40.0500	
250-350 beds	2105.58	55.41	5.5410	6.9263	8.3115	27.7050	41.5575	
350-450 beds	2180.82	57.39	5.7390	7.1738	8.6085	28.6950	43.0425	
450-750 beds	2262.14	59.53	5.9530	7.4413	8.9295	29.7650	44.6475	
750+ beds	2349.16	61.82	6.1820	7.7275	9.2730	30.9100	46.3650	
Director of Nursing								
Less than 25 beds	2080.88	54.76	5.4760	6.8450	8.2140	27.3800	41.0700	
25- 50 beds	2105.58	55.41	5.5410	6.9263	8.3115	27.7050	41.5575	
50-75 beds	2151.56	56.62	5.6620	7.0775	8.4930	28.3100	42.4650	
75-100 beds	2196.02	57.79	5.7790	7.2238	8.6685	28.8950	43.3425	
100-150 beds	2258.34	59.43	5.9430	7.4288	8.9145	29.7150	44.5725	
150-200 beds	2334.34	61.43	6.1430	7.6788	9.2145	30.7150	46.0725	
200-250 beds	2409.96	63.42	6.3420	7.9275	9.5130	31.7100	47.5650	
250-350 beds	2500.40	65.80	6.5800	8.2250	9.8700	32.9000	49.3500	
350-450 beds	2651.26	69.77	6.9770	8.7213	10.4655	34.8850	52.3275	
450-750 beds	2805.16	73.82	7.3820	9.2275	11.0730	36.9100	55.3650	
750+ beds	2980.34	78.43	7.8430	9.8038	11.7645	39.2150	58.8225	

Allowance	Clause No.	First pay period on or after 1/7/14 (\$)	First pay period on or after 1/7/15 (\$)	First pay period on or after 1/7/16 (\$)
Broken Shift	25.5	9.60 per shift	9.92 per shift	10.24 per shift
Overtime - Breakfast	27.5	14.51 per meal	14.99 per meal	15.47 per meal
Overtime - Luncheon	27.5	18.77 per meal	19.38 per meal	20.01 per meal
Overtime - Evening Meal	27.5	27.41 per meal	28.3 per meal	29.22 per meal
Apprentice - TAFE Examination Allowance	18.1(e)	2.22 per week	2.29 per week	2.36 per week
In charge of residential aged care facility less than 100 beds	30.1	24.94 per shift	25.75 per shift	26.58 per shift
In charge of residential aged care facility, 100 beds or more	30.1	40.31 per shift	41.62 per shift	42.97 per shift
In charge of section	30.1	24.94 per shift	25.75 per shift	26.58 per shift
Uniform	30.3	7.43 per week	7.67 per week	7.92 per week
Special Shoes	30.3	2.30 per week	2.38 per week	2.46 per week
Cardigan or Jacket	30.3	2.22 per week	2.29 per week	2.36 per week
Laundry	30.3	6.19 per week	6.39 per week	6.60 per week
On call - Monday to Friday	30.5	22.24 per day	22.97 per day	23.71 per day
On call - weekends and public holidays	30.5	37.67 per day	38.90 per day	40.16 per day
On call during meal break	30.5	12.06 per period	12.45 per period	12.86 per period
Climate and Isolation Allowance	30.8	6.23 per week	6.44 per week	6.65 per week
Climate and Isolation Allowance	30.8	11.77 per week	12.15 per week	12.55 per week
Continuing Education Allowance: RN	30.7	20.95 per week	21.63 per week	22.34 per week
Continuing Education Allowance: RN	30.7	34.90 per week	36.03 per week	37.20 per week
Continuing Education Allowance: RN	30.7	41.87 per week	43.23 per week	44.64 per week
Continuing Education Allowance: EN	30.7	13.95 per week	14.41 per week	14.88 per week