

New South Wales Nurses and Midwives' Association



Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2017

For Nurses formerly employed by the Department of Family and Community Services ('FACS') who had their employment transferred from FACS to a NGO provider before 1 July 2018.

Pay Guide Effective First Full Pay Period after 1 July 2018

Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2017

Classification	Annual Rate	Weekly Rate	Hourly Rate	10% of Hourly Rate	12.5% of Hourly Rate	15% of Hourly Rate	50% of Hourly Rate	75% of Hourly Rate	Hourly Rate + 15%
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Assistant in Nursing										
Under 18:	1st year	36,974	708.61	18.6475	1.8648	2.3309	2.7971	9.3238	13.9856	21.4446
	2nd year	38,643	740.59	19.4892	1.9489	2.4362	2.9234	9.7446	14.6169	22.4126
	Thereafter	40,165	769.76	20.2569	2.0257	2.5321	3.0385	10.1284	15.1926	23.2954
Assistant in Nursing & Trainee Enrolled Nurses' Aide										
Over 18:	1st year	43,639	836.34	22.0089	2.2009	2.7511	3.3013	11.0045	16.5067	25.3103
	2nd year	45,031	863.02	22.7110	2.2711	2.8389	3.4066	11.3555	17.0332	26.1176
	3rd year	46,437	889.96	23.4201	2.3420	2.9275	3.5130	11.7100	17.5651	26.9331
	4th year	47,876	917.54	24.1458	2.4146	3.0182	3.6219	12.0729	18.1094	27.7677
Trainee Enrolled Nurse										
Under 18:	1st year	37,031	709.70	18.6762	1.8676	2.3345	2.8014	9.3381	14.0072	21.4777
	2nd year	38,662	740.96	19.4988	1.9499	2.4374	2.9248	9.7494	14.6241	22.4237
	Thereafter	40,211	770.64	20.2801	2.0280	2.5350	3.0420	10.1400	15.2100	23.3221
Over 18:	1st year	43,683	837.18	22.0311	2.2031	2.7539	3.3047	11.0156	16.5233	25.3358
	2nd year	45,075	863.86	22.7332	2.2733	2.8416	3.4100	11.3666	17.0499	26.1431
	3rd year	46,490	890.98	23.4468	2.3447	2.9309	3.5170	11.7234	17.5851	26.9638
	Thereafter	47,944	918.84	24.1801	2.4180	3.0225	3.6270	12.0901	18.1351	27.8071
Enrolled Nurse										
	1st year	53,614	1027.51	27.0397	2.7040	3.3800	4.0560	13.5199	20.2798	31.0957
	2nd year	54,789	1050.03	27.6323	2.7632	3.4540	4.1449	13.8162	20.7243	31.7772
	3rd year	55,971	1072.68	28.2285	2.8228	3.5286	4.2343	14.1142	21.1714	32.4627
	4th year	57,155	1095.37	28.8256	2.8826	3.6032	4.3238	14.4128	21.6192	33.1494
	Thereafter	58,348	1118.24	29.4273	2.9427	3.6784	4.4141	14.7136	22.0705	33.8414
Enrolled Nurse - Medication Endorsement										
	1st year	56,432	1081.52	28.4610	2.8461	3.5576	4.2691	14.2305	21.3457	32.7301
	2nd year	57,646	1104.78	29.0732	2.9073	3.6342	4.3610	14.5366	21.8049	33.4342
	3rd year	58,869	1128.22	29.6900	2.9690	3.7113	4.4535	14.8450	22.2675	34.1436
	4th year	60,094	1151.70	30.3079	3.0308	3.7885	4.5462	15.1539	22.7309	34.8540
	5th year & T/A	61,327	1175.33	30.9297	3.0930	3.8662	4.6395	15.4649	23.1973	35.5692
Pre-registration assessment		50,638	970.48	25.5388	2.5539	3.1924	3.8308	12.7694	19.1541	

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Registered Nurse										
	1st year	60,782	1164.88	30.6549	3.0655	3.8319	4.5982	15.3274	22.9911	35.2531
	2nd year	64,104	1228.55	32.3303	3.2330	4.0413	4.8495	16.1651	24.2477	37.1798

3rd year	67,406	1291.83	33.9956	3.3996	4.2495	5.0993	16.9978	25.4967	39.0949
4th year	70,950	1359.75	35.7830	3.5783	4.4729	5.3674	17.8915	26.8372	41.1504
5th year	74,465	1427.12	37.5557	3.7556	4.6945	5.6334	18.7779	28.1668	43.1891
6th year	77,990	1494.67	39.3336	3.9334	4.9167	5.9000	19.6668	29.5002	45.2336
7th year	81,990	1571.33	41.3509	4.1351	5.1689	6.2026	20.6755	31.0132	47.5536
8th year	85,370	1636.11	43.0556	4.3056	5.3819	6.4583	21.5278	32.2917	49.5139

Residential Unit Nursing Manager

Level 1	107,088	2052.34	54.0089	5.4009	6.7511	8.1013	27.0044	40.5066
Level 2	112,171	2149.75	56.5724	5.6572	7.0716	8.4859	28.2862	42.4293
Level 3	115,185	2207.52	58.0925	5.8093	7.2616	8.7139	29.0463	43.5694

Clinical Nurse Specialist	88,851	1702.83	44.8112	4.4811	5.6014	6.7217	22.4056	33.6084
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Clinical Nurse Consultant

1st year	106,794	2046.70	53.8606	5.3861	6.7326	8.0791	26.9303	40.3954
2nd year	109,237	2093.52	55.0927	5.5093	6.8866	8.2639	27.5463	41.3195

Clinical Nurse Educator	88,851	1702.83	44.8112	4.4811	5.6014	6.7217	22.4056	33.6084
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Nurse Systems Support Officer

Level 1	95,952	1838.92	48.3925	4.8393	6.0491	7.2589	24.1963	36.2944
Level 2	102,044	1955.67	51.4650	5.1465	6.4331	7.7197	25.7325	38.5987
Level 3 1st Yr	106,794	2046.70	53.8606	5.3861	6.7326	8.0791	26.9303	40.3954
Level 3 2nd yr	108,968	2088.37	54.9570	5.4957	6.8696	8.2436	27.4785	41.2178

Nurse Systems Support Co-ordinator

Level 1	102,044	1955.67	51.4650	5.1465	6.4331	7.7197	25.7325	38.5987
Level 2 1st yr	106,794	2046.70	53.8606	5.3861	6.7326	8.0791	26.9303	40.3954
Level 2 2nd yr	108,968	2088.37	54.9570	5.4957	6.8696	8.2436	27.4785	41.2178
Level 3 1st Yr	106,794	2046.70	53.8606	5.3861	6.7326	8.0791	26.9303	40.3954
Level 3 2nd yr	108,968	2088.37	54.9570	5.4957	6.8696	8.2436	27.4785	41.2178
Level 3 3rd Yr	111,132	2129.84	56.0484	5.6048	7.0061	8.4073	28.0242	42.0363
Level 3 4th yr	113,334	2172.04	57.1590	5.7159	7.1449	8.5738	28.5795	42.8692
Level 4 1st yr	111,132	2129.84	56.0484	5.6048	7.0061	8.4073	28.0242	42.0363
Level 4 2nd yr	113,334	2172.04	57.1590	5.7159	7.1449	8.5738	28.5795	42.8692

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Nurse Learning and Development Officer

1st year	98,560	1888.90	49.7078	4.9708	6.2135	7.4562	24.8539	37.2809
2nd year	101,333	1942.04	51.1064	5.1106	6.3883	7.6660	25.5532	38.3298
3rd year	103,820	1989.71	52.3607	5.2361	6.5451	7.8541	26.1803	39.2705
4th year	109,238	2093.54	55.0932	5.5093	6.8866	8.2640	27.5466	41.3199

Nurse Manager Learning and Development Unit

1st year	117,681	2255.35	59.3513	5.9351	7.4189	8.9027	29.6757	44.5135
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	2nd year	119,874	2297.38	60.4574	6.0457	7.5572	9.0686	30.2287	45.3430
Nurse Manager Resource Support Unit									
	1st year	117,681	2255.35	59.3513	5.9351	7.4189	8.9027	29.6757	44.5135
	2nd year	119,874	2297.38	60.4574	6.0457	7.5572	9.0686	30.2287	45.3430
Nurse Manager									
Grade 1	1st year	106,794	2046.70	53.8606	5.3861	6.7326	8.0791	26.9303	40.3954
	2nd year	108,968	2088.37	54.9570	5.4957	6.8696	8.2436	27.4785	41.2178
Grade 2	1st year	111,132	2129.84	56.0484	5.6048	7.0061	8.4073	28.0242	42.0363
	2nd year	113,334	2172.04	57.1590	5.7159	7.1449	8.5738	28.5795	42.8692
Grade 3	1st year	117,681	2255.35	59.3513	5.9351	7.4189	8.9027	29.6757	44.5135
	2nd year	119,874	2297.38	60.4574	6.0457	7.5572	9.0686	30.2287	45.3430
Grade 4	1st year	124,229	2380.84	62.6538	6.2654	7.8317	9.3981	31.3269	46.9903
	2nd year	126,406	2422.57	63.7517	6.3752	7.9690	9.5628	31.8759	47.8138
Grade 5	1st year	130,746	2505.74	65.9406	6.5941	8.2426	9.8911	32.9703	49.4554
	2nd year	132,955	2548.08	67.0547	6.7055	8.3818	10.0582	33.5273	50.2910
Grade 6	1st year	137,310	2631.54	69.2511	6.9251	8.6564	10.3877	34.6255	51.9383
	2nd year	139,338	2670.41	70.2739	7.0274	8.7842	10.5411	35.1369	52.7054
Grade 7	1st year	148,196	2840.17	74.7413	7.4741	9.3427	11.2112	37.3707	56.0560
	2nd year	150,389	2882.20	75.8473	7.5847	9.4809	11.3771	37.9237	56.8855
Grade 8	1st year	159,091	3048.97	80.2361	8.0236	10.0295	12.0354	40.1181	60.1771
	2nd year	161,269	3090.71	81.3346	8.1335	10.1668	12.2002	40.6673	61.0009

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ALLOWANCES

	CLAUSE	AMOUNT
A Registered Nurse in charge of unit in absence of a RUNM or in charge of a Residence of not more than 100 resident clients.	9(i)&(ii)	\$32.94 per shift
A Registered Nurse designated as the Rover in charge of a Residence after hours (Norton Road, Riverside)	9(iv)	\$32.94 per shift
A Registered Nurse in charge of unit in absence of a RUNM	9(iii)	\$49.49 per shift

and in charge of a Residence not more than 100 resident clients.

**A Registered Nurse designated as the Rover in charge of
a Residential centre after hours (Casuarina Grove, Kanangra)**

9(v)

\$49.49 per shift

Uniforms and Laundry Allowances

Uniform Allowance

11(i)

\$6.10 per week

Shoe Allowance

11(iii)(a)

\$1.88 per week

Stocking Allowance

11(iii)(b)

\$3.16 per week

Sock Allowance

11(iii)(c)

\$0.60 per week

Laundry Allowance

11(iv)

\$5.09 per week