

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

**Respect nurses & midwives**  
**THE KEY TO QUALITY CARE** Fair Staffing • Fair Rosters • Fair Pay

**Healthscope and NSWNMA/ANMF - NSW  
Nurses & Midwives' Enterprise Agreement 2015 - 2019**

**Wage Calculator Commencing First Full Pay Period On Or After 1 July 2018**

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Casual Rate 24.00%
<b>Assistant in Nursing</b>								
1st Year	874.95	23.0250	2.3025	2.8781	3.4538	11.5125	17.2688	28.5510
2nd Year	902.94	23.7617	2.3762	2.9702	3.5643	11.8809	17.8213	29.4645
3rd Year	931.18	24.5047	2.4505	3.0631	3.6757	12.2524	18.3785	30.3858
4th Year	960.37	25.2730	2.5273	3.1591	3.7910	12.6365	18.9548	31.3385
<b>Enrolled Nurse with Notation</b>								
1st Year	1081.51	28.4607	2.8461	3.5576	4.2691	14.2304	21.3455	35.2913
2nd Year	1105.39	29.0892	2.9089	3.6362	4.3634	14.5446	21.8169	36.0706
3rd Year	1129.15	29.7144	2.9714	3.7143	4.4572	14.8572	22.2858	36.8459
4th Year	1153.03	30.3429	3.0343	3.7929	4.5514	15.1715	22.7572	37.6252
5th Year	1177.16	30.9778	3.0978	3.8722	4.6467	15.4889	23.2334	38.4125
<b>Enrolled Nurse – No Further Qualification</b>								
1st Year	1103.23	29.0323	2.9032	3.6290	4.3548	14.5162	21.7742	36.0001
2nd Year	1127.35	29.6671	2.9667	3.7084	4.4501	14.8336	22.2503	36.7872
3rd Year	1151.71	30.3082	3.0308	3.7885	4.5462	15.1541	22.7312	37.5822
4th Year	1176.07	30.9493	3.0949	3.8687	4.6424	15.4747	23.2120	38.3771
5th Year	1200.56	31.5936	3.1594	3.9492	4.7390	15.7968	23.6952	39.1761
<b>Enrolled Nurse – Additional Relevant Advanced Certificate per 9(iv)</b>								
1st Year	1119.80	29.4684	2.9468	3.6836	4.4203	14.7342	22.1013	36.5408
2nd Year	1143.92	30.1032	3.0103	3.7629	4.5155	15.0516	22.5774	37.3280
3rd Year	1168.28	30.7443	3.0744	3.8430	4.6116	15.3722	23.0582	38.1229
4th Year	1192.65	31.3854	3.1385	3.9232	4.7078	15.6927	23.5391	38.9179
5th Year	1217.13	32.0297	3.2030	4.0037	4.8045	16.0149	24.0223	39.7168
<b>Enrolled Nurse – Additional Relevant Advanced Diploma per 9(iv)</b>								
1st Year	1136.37	29.9045	2.9905	3.7381	4.4857	14.9523	22.4284	37.0816
2nd Year	1160.50	30.5394	3.0539	3.8174	4.5809	15.2697	22.9046	37.8689
3rd Year	1184.86	31.1804	3.1180	3.8976	4.6771	15.5902	23.3853	38.6637
4th Year	1209.22	31.8215	3.1822	3.9777	4.7732	15.9108	23.8661	39.4587
5th Year	1233.70	32.4658	3.2466	4.0582	4.8699	16.2329	24.3494	40.2576
<b>Registered Nurse/Midwife</b>								
1st Year	1217.58	32.0417	3.2042	4.0052	4.8063	16.0209	24.0313	39.7317
2nd Year	1283.71	33.7819	3.3782	4.2227	5.0673	16.8910	25.3364	41.8896
3rd Year	1350.07	35.5282	3.5528	4.4410	5.3292	17.7641	26.6462	44.0550
4th Year	1421.08	37.3968	3.7397	4.6746	5.6095	18.6984	28.0476	46.3720
5th Year	1491.25	39.2434	3.9243	4.9054	5.8865	19.6217	29.4326	48.6618
6th Year	1562.02	41.1057	4.1106	5.1382	6.1659	20.5529	30.8293	50.9711
7th Year	1642.20	43.2157	4.3216	5.4020	6.4824	21.6079	32.4118	53.5875
8th Year	1709.86	44.9964	4.4996	5.6246	6.7495	22.4982	33.7473	55.7955

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Casual Rate 24.00%
<b>Clinical Nurse/Midwife Specialist</b>								
Grade 1	1779.32	46.8243	4.6824	5.8530	7.0236	23.4122	35.1182	58.0621
Grade 2 Year 1	1911.45	50.3013	5.0301	6.2877	7.5452	25.1507	37.7260	62.3736
Grade 2 Year 2	1973.88	51.9441	5.1944	6.4930	7.7916	25.9721	38.9581	64.4107
<b>Clinical Nurse/Midwife Consultant</b>								
Grade 1 Year 1	2187.85	57.5749	5.7575	7.1969	8.6362	28.7875	43.1812	71.3929
Grade 1 Year 2	2232.64	58.7538	5.8754	7.3442	8.8131	29.3769	44.0654	72.8547
Grade 2 Year 1	2276.73	59.9139	5.9914	7.4892	8.9871	29.9570	44.9354	74.2932
Grade 2 Year 2	2322.00	61.1052	6.1105	7.6382	9.1658	30.5526	45.8289	75.7704
Grade 3 Year 1	2411.00	63.4473	6.3447	7.9309	9.5171	31.7237	47.5855	78.6747
Grade 3 Year 2	2456.14	64.6353	6.4635	8.0794	9.6953	32.3177	48.4765	80.1478
<b>Nursing/Midwife Unit Manager</b>								
Level I	2144.72	56.4400	5.6440	7.0550	8.4660	28.2200	42.3300	69.9856
Level II	2246.47	59.1175	5.9118	7.3897	8.8676	29.5588	44.3381	73.3057
Level III	2306.87	60.7071	6.0707	7.5884	9.1061	30.3536	45.5303	75.2768
<b>Nurse/Midwife Practitioner</b>								
1st Year	2356.19	62.0051	6.2005	7.7506	9.3008	31.0026	46.5038	76.8863
2nd Year	2400.96	63.1832	6.3183	7.8979	9.4775	31.5916	47.3874	78.3472
3rd Year	2446.58	64.3837	6.4384	8.0480	9.6576	32.1919	48.2878	79.8358
4th Year	2493.07	65.6070	6.5607	8.2009	9.8411	32.8035	49.2053	81.3527
<b>Asst DON</b>								
100 beds & Over	2306.87	60.7070	6.0707	7.5884	9.1061	30.3535	45.5303	75.2767
<b>Clinical Nurse/Midwife Educator</b>								
Year 1	1796.80	47.2842	4.7284	5.9105	7.0926	23.6421	35.4632	58.6324
Year 2	1856.11	48.8451	4.8845	6.1056	7.3268	24.4226	36.6338	60.5679
<b>Nurse/Midwife Educator</b>								
Grade 1 Year 1	1993.15	52.4512	5.2451	6.5564	7.8677	26.2256	39.3384	65.0395
Grade 1 Year 2	2051.13	53.9772	5.3977	6.7472	8.0966	26.9886	40.4829	66.9317
Grade 2 Year 1	2099.50	55.2499	5.5250	6.9062	8.2875	27.6250	41.4374	68.5099
Grade 2 Year 2	2127.77	55.9939	5.5994	6.9992	8.3991	27.9970	41.9954	69.4324
Grade 3 Year 1	2208.62	58.1215	5.8122	7.2652	8.7182	29.0608	43.5911	72.0707
Grade 3 Year 2	2250.54	59.2248	5.9225	7.4031	8.8837	29.6124	44.4186	73.4388
<b>Senior Nurse/Midwife Educator</b>								
1st Year	2262.63	59.5429	5.9543	7.4429	8.9314	29.7715	44.6572	73.8332
2nd Year	2309.19	60.7682	6.0768	7.5960	9.1152	30.3841	45.5762	75.3526
3rd Year	2386.31	62.7977	6.2798	7.8497	9.4197	31.3989	47.0983	77.8691

Allowance	Item No.	Clause Ref.	From the first full pay period to commence on or after nominated dates				
			1/01/2016 1.00%	1/07/2016 2.00%	1/07/2017 2.75%	1/07/2018 3.00%	1/07/2019 3.25%
<b>In Charge Allowances</b>							
In Charge Hospital, day, evening or night shift	1	11(1)(a)	\$27.5225	\$28.0730	\$28.8450	\$29.7103	\$30.6759
In Charge ward/unit in absence of NUM	2	11(i)(b)	\$27.5225	\$28.0730	\$28.8450	\$29.7103	\$30.6759
In Charge of ward/unit and Hospital no NUM <100 Bt	9	11(v)(a)	\$41.2383	\$42.0631	\$43.2198	\$44.5164	\$45.9632
Radiographic Allowance Hourly	6	11(iii)	\$7.9992	\$8.1592	\$8.3836	\$8.6351	\$8.9157
Radiographic Allowance Maximum	7	11(iii)	\$32.8452	\$33.5021	\$34.4234	\$35.4561	\$36.6084
Lead Apron (per hour)	8	11(iv)	\$1.9998	\$2.0398	\$2.0959	\$2.1588	\$2.2289
<b>Laundry Allowances</b>							
Uniform	10	17(iii)(a)	\$7.5144	\$7.6647	\$7.8755	\$8.1117	\$8.3754
Shoes (per week)	11	17(iii)(a)	\$2.3331	\$2.3798	\$2.4452	\$2.5186	\$2.6004
Stockings (per week)	12	17(iii)(b)	\$3.8885	\$3.9663	\$4.0753	\$4.1976	\$4.3340
Socks (per week)	15	17(iii)(f)	\$0.7575	\$0.7727	\$0.7939	\$0.8177	\$0.8443
Laundry (per week)	14	17(iii)(d)	\$6.2620	\$6.3872	\$6.5629	\$6.7598	\$6.9795
Cardigan or Jacket (per week)	13	17(iii)(c)	\$2.2725	\$2.3180	\$2.3817	\$2.4531	\$2.5329
<b>Meal Allowances</b>							
Meal Allowance on O/Time	16	19(ix)	\$21.3716	\$21.7990	\$22.3985	\$23.0705	\$23.8203
Breakfast	17	30(iii)	\$4.3632	\$4.4505	\$4.5729	\$4.7100	\$4.8631
Other Meals	18	30(iii)	\$7.9285	\$8.0871	\$8.3095	\$8.5587	\$8.8369
<b>Travel Allowances</b>							
Engine capacity	19	11(d)					
Over 2600 cc						Subject to ATO increases	
1601-2600 cc						Subject to ATO increases	
Under 1600 cc						Subject to ATO increases	
<b>Qualification Allowances</b>							
Hosp Post Registration/Post Grad Cert (per week)	20	13(ii)	\$39.8445	\$40.6414	\$41.7590	\$43.0118	\$44.4097
Post Graduate Certificate (per week)	21	13(iii)	\$39.8445	\$40.6414	\$41.7590	\$43.0118	\$44.4097
Post Grad Diploma/Degree (per week)	22	13(iv)	\$60.3879	\$61.5957	\$63.2895	\$65.1882	\$67.3068
Masters degree/Doctorate (per week)	23	13(v)	\$73.2351	\$74.6998	\$76.7540	\$79.0567	\$81.6260

	From the first full pay period to commence on or after nominated dates				
		1/01/2016	1/07/2016	1/07/2017	1/07/2018

**On Call Allowance – Per 24 Hours Unless Stated Otherwise – Clause 11(ii)(a)**

Norwest PH (per 6 hours only on Sat/Sun/PH)	\$28.74	\$28.74	\$28.74	\$28.74	\$28.74
Norwest PH – Other than circumstances specified above – 24 Hours	\$27.03	\$28.38	\$29.80	\$31.29	\$32.86
Prince of Wales PH - Theatres (only on Sat/Sun/PH) – 24 Hours	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
Prince of Wales PH – Cardiac Theatres (Mon-Fri) – 24 Hours	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
Prince of Wales PH – Cardiac Theatres (only on Sat/Sun/PH) – 24 Hours	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Prince of Wales PH – Other than circumstances specified above – 24 Hours	\$27.03	\$28.38	\$29.80	\$31.29	\$32.86
Nepean PH Theatres (only on Sun/PH) – 24 Hours	\$44.56	\$44.56	\$44.56	\$44.56	\$44.56
Nepean PH – Other than circumstances specified above – 24 Hours	\$27.03	\$28.38	\$29.80	\$31.29	\$32.86
All Other Hospitals – 24 Hours	\$27.03	\$28.38	\$29.80	\$31.29	\$32.86

**On Call Allowance – Days Rostered Off – Per 24 Hours Unless Stated Otherwise – Clause 11(ii)(b)**

Prince of Wales PH – Cardiac Theatres (only on Sat/Sun/PH) – 24 Hours	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Prince of Wales PH – Other than circumstances specified above – 24 Hours	\$54.05	\$56.75	\$59.59	\$62.57	\$65.70
Norwest PH (per 6 hours only on Sat/Sun/PH)	\$28.74	\$28.74	\$28.74	\$28.74	\$28.74
Norwest PH – Other than circumstances specified above – 24 Hours	\$54.05	\$56.75	\$59.59	\$62.57	\$65.70
All Other Hospitals – 24 Hours	\$54.05	\$56.75	\$59.59	\$62.57	\$65.70

**On Call Allowance – Meal Break – Clause 11(ii)(c)**

All Hospitals	\$13.44	\$13.71	\$14.09	\$14.51	\$14.98
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