

New South Wales Nurses and Midwives' Association



Uniting Aged Care Enterprise Agreement (NSW) 2017

Wage Calculator Commencing First 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 25%
Assistant in Nursing								
Not Qualified (without Cert III) - year 1 only	823.84	21.68	2.1680	2.7100	3.2520	10.8400	16.2600	27.1000
1st year (qualified)	872.10	22.95	2.2950	2.8688	3.4425	11.4750	17.2125	28.6875
2nd year	877.80	23.10	2.3100	2.8875	3.4650	11.5500	17.3250	28.8750
3rd year	892.62	23.49	2.3490	2.9363	3.5235	11.7450	17.6175	29.3625
4th year and thereafter	918.46	24.17	2.4170	3.0213	3.6255	12.0850	18.1275	30.2125
AIN Team Leader	951.14	25.03	2.5030	3.1288	3.7545	12.5150	18.7725	31.2875
AIN Care Team Coordinator								
Level 1	1007.00	26.50	2.6500	3.3125	3.9750	13.2500	19.8750	33.1250
Level 2 - Year 1	1118.72	29.44	2.9440	3.6800	4.4160	14.7200	22.0800	36.8000
Level 2 - Year 2	1145.70	30.15	3.0150	3.7688	4.5225	15.0750	22.6125	37.6875
Level 2 - Year 3 and thereafter	1172.68	30.86	3.0860	3.8575	4.6290	15.4300	23.1450	38.5750
Enrolled Nurse (with notation)								
Thereafter	1094.78	28.81	2.8810	3.6013	4.3215	14.4050	21.6075	36.0125
Enrolled Nurse (authorised)								
1st year	1118.72	29.44	2.9440	3.6800	4.4160	14.7200	22.0800	36.8000
2nd year	1145.70	30.15	3.0150	3.7688	4.5225	15.0750	22.6125	37.6875
3rd year and thereafter	1172.68	30.86	3.0860	3.8575	4.6290	15.4300	23.1450	38.5750
Registered Nurse								
1st year	1259.32	33.14	3.3140	4.1425	4.9710	16.5700	24.8550	41.4250
2nd year	1335.32	35.14	3.5140	4.3925	5.2710	17.5700	26.3550	43.9250
3rd year	1417.02	37.29	3.7290	4.6613	5.5935	18.6450	27.9675	46.6125
4th year	1503.66	39.57	3.9570	4.9463	5.9355	19.7850	29.6775	49.4625
5th year and thereafter	1602.46	42.17	4.2170	5.2713	6.3255	21.0850	31.6275	52.7125
Clinical Nurse Educator	1667.82	43.89	4.3890	5.4863	6.5835	21.9450	32.9175	54.8625
Clinical Nurse Specialist	1667.82	43.89	4.3890	5.4863	6.5835	21.9450	32.9175	54.8625
Clinical Nurse Consultant	1970.30	51.85	5.1850	6.4813	7.7775	25.9250	38.8875	64.8125
Nurse Practitioner								
1st year	2183.48	57.46	5.7460	7.1825	8.6190	28.7300	43.0950	
2nd year	2232.88	58.76	5.8760	7.3450	8.8140	29.3800	44.0700	
3rd year	2297.10	60.45	6.0450	7.5563	9.0675	30.2250	45.3375	
4th year and thereafter	2361.32	62.14	6.2140	7.7675	9.3210	31.0700	46.6050	

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Nurse Educator								
1st year	1777.64	46.78	4.6780	5.8475	7.0170	23.3900	35.0850	58.4750
2nd year	1828.18	48.11	4.8110	6.0138	7.2165	24.0550	36.0825	60.1375
3rd year	1873.02	49.29	4.9290	6.1613	7.3935	24.6450	36.9675	61.6125
4th year	1970.30	51.85	5.1850	6.4813	7.7775	25.9250	38.8875	64.8125
Senior Nurse Educator								
1st year	2017.42	53.09	5.3090	6.6363	7.9635	26.5450	39.8175	
2nd year	2058.84	54.18	5.4180	6.7725	8.1270	27.0900	40.6350	
3rd year	2127.62	55.99	5.5990	6.9988	8.3985	27.9950	41.9925	
Deputy Director of Nursing								
Less than 20 beds	1864.66	49.07	4.9070	6.1338	7.3605	24.5350	36.8025	
20-75 beds	1912.54	50.33	5.0330	6.2913	7.5495	25.1650	37.7475	
75-100 beds	1957.76	51.52	5.1520	6.4400	7.7280	25.7600	38.6400	
100-150 beds	1999.18	52.61	5.2610	6.5763	7.8915	26.3050	39.4575	
150-200 beds	2058.84	54.18	5.4180	6.7725	8.1270	27.0900	40.6350	
200-250 beds	2127.62	55.99	5.5990	6.9988	8.3985	27.9950	41.9925	
250-350 beds	2207.80	58.10	5.8100	7.2625	8.7150	29.0500	43.5750	
350-450 beds	2286.84	60.18	6.0180	7.5225	9.0270	30.0900	45.1350	
450-750 beds	2371.96	62.42	6.2420	7.8025	9.3630	31.2100	46.8150	
750+ beds	2463.16	64.82	6.4820	8.1025	9.7230	32.4100	48.6150	
Director of Nursing								
Less than 25 beds	2181.96	57.42	5.7420	7.1775	8.6130	28.7100	43.0650	
25- 50 beds	2207.80	58.10	5.8100	7.2625	8.7150	29.0500	43.5750	
50-75 beds	2256.06	59.37	5.9370	7.4213	8.9055	29.6850	44.5275	
75-100 beds	2302.80	60.60	6.0600	7.5750	9.0900	30.3000	45.4500	
100-150 beds	2368.16	62.32	6.2320	7.7900	9.3480	31.1600	46.7400	
150-200 beds	2447.58	64.41	6.4410	8.0513	9.6615	32.2050	48.3075	
200-250 beds	2527.00	66.50	6.6500	8.3125	9.9750	33.2500	49.8750	
250-350 beds	2622.00	69.00	6.9000	8.6250	10.3500	34.5000	51.7500	
350-450 beds	2777.42	73.09	7.3090	9.1363	10.9635	36.5450	54.8175	
450-750 beds	2941.58	77.41	7.7410	9.6763	11.6115	38.7050	58.0575	
750+ beds	3125.12	82.24	8.2240	10.2800	12.3360	41.1200	61.6800	

Allowance	Clause No.	First pay period on or after 1/7/18 (\$)	First pay period on or after 1/7/19 (\$)
Broken Shift	25.5	10.74 per shift	11 per shift
Overtime - Breakfast	27.5	16.22 per meal	6.61 per meal
Overtime - Luncheon	27.5	20.98 per meal	21.49 per meal
Overtime - Evening Meal	27.5	30.64 per meal	31.37 per meal
Apprentice - TAFE Examination Allowance	18.1(e)	2.47 per week	2.53 per week
In charge of residential aged care facility less than 100 beds	30.1	27.87 per shift	28.54 per shift
In charge of residential aged care facility, 100 beds or more	30.1	45.06 per shift	46.14 per shift
In charge of section	30.1	27.87 per shift	28.54 per shift
Uniform	30.3	8.30 per week	8.50 per week
Special Shoes	30.3	2.58 per week	2.64 per week
Cardigan or Jacket	30.3	2.47 per week	2.53 per week
Laundry	30.3	6.92 per week	7.09 per week
On call - Monday to Friday	30.5	24.86 per day	25.46 per day
On call - weekends and public holidays	30.5	42.11 per day	43.12 per day
On call during meal break	30.5	13.48 per period	13.81 per period
Climate and Isolation Allowance	30.8	6.97 per week	7.14 per week
Climate and Isolation Allowance	30.8	13.16 per week	13.48 per week
Continuing Education Allowance: RN	30.7	23.43 per week	23.99 per week
Continuing Education Allowance: RN	30.7	39.01 per week	39.94 per week
Continuing Education Allowance: RN	30.7	46.81 per week	47.93 per week
Continuing Education Allowance: EN	30.7	15.60 per week	15.98 per week