

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



**Bupa Care Services, NSWNMA, ANMF (NSW BRANCH) and HSU NSW BRANCH**

**New South Wales Enterprise Agreement 2013**

**Wage Calculator operative from first full pay period commencing on or after 1 July 2017**

**Bupa Care Services, NSWNMA, ANMF (NSW Branch) and HSU NSW Branch, New South Wales Enterprise Agreement 2013**

<b>Classification</b>	<b>Weekly Rate</b>	<b>Hourly Rate</b>	<b>10% of hourly rate</b>	<b>12.50% of hourly rate</b>	<b>15.00% of hourly rate</b>	<b>50% of hourly rate</b>	<b>75% of hourly rate</b>	<b>Casual Rate^ 25.00%</b>
<b>Assistant in Nursing</b>								
1st year	782.19	20.5839	2.0584	2.5730	3.0876	10.2919	15.4379	25.7298
2nd year	804.79	21.1788	2.1179	2.6474	3.1768	10.5894	15.8841	26.4735
3rd year	827.40	21.7737	2.1774	2.7217	3.2661	10.8869	16.3303	27.2172
4th year	850.88	22.3917	2.2392	2.7990	3.3587	11.1958	16.7937	27.9896
<b>Assistant in Nursing Cert III **</b>								
Pay point 1*	852.19	22.4260	2.2426	2.8032	3.3639	11.2130	16.8195	28.0324
Pay point 2	858.71	22.5976	2.2598	2.8247	3.3896	11.2988	16.9482	28.2470
Pay point 3	865.23	22.7692	2.2769	2.8462	3.4154	11.3846	17.0769	28.4615
<b>Assistant in Nursing Team Leader</b>	936.97	24.6572	2.4657	3.0821	3.6986	12.3286	18.4929	30.8214
<b>Enrolled Nurse (with notation)</b>								
Pay point 1	936.97	24.6572	2.4657	3.0821	3.6986	12.3286	18.4929	30.8214
Pay point 2	955.23	25.1377	2.5138	3.1422	3.7707	12.5689	18.8533	31.4222
Pay point 3	967.84	25.4695	2.5469	3.1837	3.8204	12.7347	19.1021	31.8368
Pay point 4	986.97	25.9729	2.5973	3.2466	3.8959	12.9865	19.4797	32.4661
Pay point 5	1006.54	26.4878	2.6488	3.3110	3.9732	13.2439	19.8659	33.1098
<b>Enrolled Nurse **</b>								
Pay point 1*	1046.10	27.5290	2.7529	3.4411	4.1294	13.7645	20.6468	34.4113
Pay point 2	1056.54	27.8037	2.7804	3.4755	4.1706	13.9018	20.8528	34.7546
Pay point 3	1066.97	28.0782	2.8078	3.5098	4.2117	14.0391	21.0587	35.0978
Pay point 4	1086.97	28.6045	2.8605	3.5756	4.2907	14.3023	21.4534	35.7557
<b>Registered Nurse - Level 1 (RN1)</b>								
1st year	1099.58	28.9364	2.8936	3.6170	4.3405	14.4682	21.7023	36.1705
2nd year	1153.06	30.3437	3.0344	3.7930	4.5516	15.1719	22.7578	37.9296
3rd year	1210.45	31.8541	3.1854	3.9818	4.7781	15.9270	23.8906	39.8176
4th year	1267.41	33.3529	3.3353	4.1691	5.0029	16.6765	25.0147	41.6911
5th year	1323.94	34.8404	3.4840	4.3550	5.2261	17.4202	26.1303	43.5505
6th year	1389.15	36.5566	3.6557	4.5696	5.4835	18.2783	27.4174	45.6957
7th year	1443.06	37.9754	3.7975	4.7469	5.6963	18.9877	28.4815	47.4692

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Classification	Weekly Rate	Hourly Rate	10% of hourly rate	12.50% of hourly rate	15.00% of hourly rate	50% of hourly rate	75% of hourly rate	Casual Rate^ 25.00%
<b>Registered Nurse - Level 2 (RN2)/Clinical Nurse Specialist</b>	1500.02	39.4743	3.9474	4.9343	5.9211	19.7372	29.6057	49.3429
<b>Registered Nurse - Level 3 (RN3)/Nurse Educator</b>								
<b>1st year</b>	1593.94	41.9457	4.1946	5.2432	6.2919	20.9729	31.4593	52.4322
<b>2nd year</b>	1637.42	43.0899	4.3090	5.3862	6.4635	21.5449	32.3174	53.8623
<b>3rd year</b>	1676.11	44.1082	4.4108	5.5135	6.6162	22.0541	33.0812	55.1353
<b>4th year</b>	1760.46	46.3280	4.6328	5.7910	6.9492	23.1640	34.7460	57.9100
<b>Nurse Practitioner/Clinical Nurse Consultant</b>	1765.24	46.4538	4.6454	5.8067	6.9681	23.2269	34.8403	

^From 1 July 2010, Fair Work Australia introduced 'transitional arrangements' which affects casual loadings on agreements and awards. This will be phased up over five years until 2015. Please check the full Agreement for accuracy.

NOTE: This Agreement contains an undertaking for certain Casual classifications to receive additional payments for weekend work. Please check the Agreement for more detail.

For Allowances see Clause 15.

**Changes to Assistant in Nursing (AIN) Cert III and Enrolled Nurse (EN) Classification Structures**

This agreement adds new pay points to the existing single pay points for the AIN Cert III and EN classifications. The following table shows the structures before this agreement with the new pay structures introduced by this agreement and how existing staff will move through the new pay points.

	Before this agreement			In this agreement from 1 January 2014	
<b>AIN Cert III</b>					<b>Pay Point 1 *</b>
					↓ after 1786 hours **
	Existing single pay point	\$19.75	↔ from 1 January 2014		<b>Pay Point 2</b>
					↓ after 1786 hours **
					<b>Pay Point 3</b>
<b>EN</b>	Existing single pay point	\$24.06	↔ from 1 January 2014		<b>Pay Point 1</b>
					↓ after 1786 hours **
					<b>Pay Point 2</b>
					↓ after 1786 hours
					<b>Pay Point 3</b>
					↓ after 1786 hours
					<b>Pay Point 4</b>