

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



**Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2018**

**Wage Calculator Effective First Full Pay Period after 1 July 2018**

# Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2018

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%	
<b>Assistant in Nursing</b>										
<b>Under 18:</b>	<b>1st year</b>	36,617	701.76	18.4675	1.8467	2.3084	2.7701	9.2337	13.8506	21.2376
	<b>2nd year</b>	38,269	733.42	19.3006	1.9301	2.4126	2.8951	9.6503	14.4755	22.1957
	<b>Thereafter</b>	39,777	762.32	20.0612	2.0061	2.5076	3.0092	10.0306	15.0459	23.0703
<b>Assistant in Nursing &amp; Trainee Enrolled Nurses' Aide</b>										
<b>Over 18:</b>	<b>1st year</b>	43,217	828.25	21.7961	2.1796	2.7245	3.2694	10.8981	16.3471	25.0655
	<b>2nd year</b>	44,596	854.68	22.4916	2.2492	2.8114	3.3737	11.2458	16.8687	25.8653
	<b>3rd year</b>	45,989	881.38	23.1941	2.3194	2.8993	3.4791	11.5971	17.3956	26.6733
	<b>4th year</b>	47,413	908.67	23.9123	2.3912	2.9890	3.5868	11.9562	17.9342	27.4992
<b>Trainee Enrolled Nurse</b>										
<b>Under 18:</b>	<b>1st year</b>	36,673	702.84	18.4957	1.8496	2.3120	2.7744	9.2478	13.8718	21.2700
	<b>2nd year</b>	38,289	733.81	19.3107	1.9311	2.4138	2.8966	9.6554	14.4830	22.2073
	<b>Thereafter</b>	39,822	763.19	20.0839	2.0084	2.5105	3.0126	10.0419	15.0629	23.0964
<b>Over 18:</b>	<b>1st year</b>	43,261	829.10	21.8183	2.1818	2.7273	3.2727	10.9091	16.3637	25.0910
	<b>2nd year</b>	44,640	855.52	22.5138	2.2514	2.8142	3.3771	11.2569	16.8853	25.8908
	<b>3rd year</b>	46,041	882.37	23.2204	2.3220	2.9025	3.4831	11.6102	17.4153	26.7034
	<b>Thereafter</b>	47,481	909.97	23.9466	2.3947	2.9933	3.5920	11.9733	17.9600	27.5386
<b>Enrolled Nurse</b>										
	<b>1st year</b>	53,096	1017.58	26.7785	2.6778	3.3473	4.0168	13.3892	20.0839	30.7953
	<b>2nd year</b>	54,259	1039.87	27.3650	2.7365	3.4206	4.1048	13.6825	20.5238	31.4698
	<b>3rd year</b>	55,430	1062.31	27.9556	2.7956	3.4945	4.1933	13.9778	20.9667	32.1490
	<b>4th year</b>	56,603	1084.79	28.5472	2.8547	3.5684	4.2821	14.2736	21.4104	32.8293
	<b>Thereafter</b>	57,784	1107.43	29.1428	2.9143	3.6429	4.3714	14.5714	21.8571	33.5143
<b>Enrolled Nurse - Medication Endorsement</b>										
	<b>1st year</b>	55,887	1071.07	28.1861	2.8186	3.5233	4.2279	14.0931	21.1396	32.4140
	<b>2nd year</b>	57,089	1094.11	28.7923	2.8792	3.5990	4.3188	14.3962	21.5942	33.1112
	<b>3rd year</b>	58,300	1117.32	29.4031	2.9403	3.6754	4.4105	14.7015	22.0523	33.8135
	<b>4th year</b>	59,514	1140.58	30.0153	3.0015	3.7519	4.5023	15.0077	22.5115	34.5176
	<b>5th year &amp; T/A</b>	60,734	1163.96	30.6306	3.0631	3.8288	4.5946	15.3153	22.9730	35.2252
<b>Pre-registration assessment</b>		51,904	994.74	26.1773	2.6177	3.2722	3.9266	13.0887	19.6330	

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<b>Registered Nurse</b>									
1st year	60,195	1153.63	30.3588	3.0359	3.7949	4.5538	15.1794	22.7691	34.9126
2nd year	63,484	1216.67	32.0176	3.2018	4.0022	4.8026	16.0088	24.0132	36.8202
3rd year	66,755	1279.36	33.6673	3.3667	4.2084	5.0501	16.8336	25.2505	38.7174
4th year	70,265	1346.63	35.4375	3.5438	4.4297	5.3156	17.7188	26.5781	40.7531
5th year	73,746	1413.34	37.1931	3.7193	4.6491	5.5790	18.5966	27.8948	42.7721
6th year	77,237	1480.24	38.9538	3.8954	4.8692	5.8431	19.4769	29.2153	44.7968
7th year	81,197	1556.14	40.9510	4.0951	5.1189	6.1426	20.4755	30.7132	47.0936
8th year	84,545	1620.30	42.6395	4.2640	5.3299	6.3959	21.3198	31.9796	49.0354
<b>Residential Unit Nursing Manager</b>									
Level 1	106,054	2032.52	53.4874	5.3487	6.6859	8.0231	26.7437	40.1155	
Level 2	111,087	2128.98	56.0257	5.6026	7.0032	8.4039	28.0129	42.0193	
Level 3	114,072	2186.18	57.5312	5.7531	7.1914	8.6297	28.7656	43.1484	
<b>Clinical Nurse Specialist</b>	87,992	1686.36	44.3780	4.4378	5.5472	6.6567	22.1890	33.2835	
<b>Clinical Nurse Consultant</b>									
1st year	105,763	2026.94	53.3406	5.3341	6.6676	8.0011	26.6703	40.0055	
2nd year	108,182	2073.30	54.5606	5.4561	6.8201	8.1841	27.2803	40.9205	
<b>Clinical Nurse Educator</b>	87,992	1686.36	44.3780	4.4378	5.5472	6.6567	22.1890	33.2835	
<b>Nurse Systems Support Officer</b>									
Level 1	95,025	1821.15	47.9250	4.7925	5.9906	7.1887	23.9625	35.9437	
Level 2	101,058	1936.77	50.9677	5.0968	6.3710	7.6452	25.4838	38.2258	
Level 3 1st Yr	105,763	2026.94	53.3406	5.3341	6.6676	8.0011	26.6703	40.0055	
Level 3 2nd yr	107,915	2068.19	54.4260	5.4426	6.8032	8.1639	27.2130	40.8195	
<b>Nurse Systems Support Co-ordinator</b>									
Level 1	101,058	1936.77	50.9677	5.0968	6.3710	7.6452	25.4838	38.2258	
Level 2 1st yr	105,763	2026.94	53.3406	5.3341	6.6676	8.0011	26.6703	40.0055	
Level 2 2nd yr	107,915	2068.19	54.4260	5.4426	6.8032	8.1639	27.2130	40.8195	
Level 3 1st Yr	105,763	2026.94	53.3406	5.3341	6.6676	8.0011	26.6703	40.0055	
Level 3 2nd yr	107,915	2068.19	54.4260	5.4426	6.8032	8.1639	27.2130	40.8195	
Level 3 3rd Yr	110,058	2109.26	55.5068	5.5507	6.9383	8.3260	27.7534	41.6301	
Level 3 4th yr	112,239	2151.06	56.6067	5.6607	7.0758	8.4910	28.3034	42.4550	
Level 4 1st yr	110,058	2109.26	55.5068	5.5507	6.9383	8.3260	27.7534	41.6301	
Level 4 2nd yr	112,239	2151.06	56.6067	5.6607	7.0758	8.4910	28.3034	42.4550	

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<b>Nurse Learning and Development Officer</b>									
1st year	97,608	1870.65	49.2277	4.9228	6.1535	7.3842	24.6139	36.9208	
2nd year	100,354	1923.28	50.6126	5.0613	6.3266	7.5919	25.3063	37.9595	
3rd year	102,817	1970.48	51.8548	5.1855	6.4819	7.7782	25.9274	38.8911	
4th year	108,183	2073.32	54.5611	5.4561	6.8201	8.1842	27.2806	40.9208	
<b>Nurse Manager Learning and Development Unit</b>									
1st year	116,544	2233.56	58.7779	5.8778	7.3472	8.8167	29.3890	44.0834	
2nd year	118,716	2275.19	59.8733	5.9873	7.4842	8.9810	29.9367	44.9050	
<b>Nurse Manager Resource Support Unit</b>									
1st year	116,544	2233.56	58.7779	5.8778	7.3472	8.8167	29.3890	44.0834	
2nd year	118,716	2275.19	59.8733	5.9873	7.4842	8.9810	29.9367	44.9050	
<b>Nurse Manager</b>									
<b>Grade 1</b>									
1st year	105,763	2026.94	53.3406	5.3341	6.6676	8.0011	26.6703	40.0055	
2nd year	107,915	2068.19	54.4260	5.4426	6.8032	8.1639	27.2130	40.8195	
<b>Grade 2</b>									
1st year	110,058	2109.26	55.5068	5.5507	6.9383	8.3260	27.7534	41.6301	
2nd year	112,239	2151.06	56.6067	5.6607	7.0758	8.4910	28.3034	42.4550	
<b>Grade 3</b>									
1st year	116,544	2233.56	58.7779	5.8778	7.3472	8.8167	29.3890	44.0834	
2nd year	118,716	2275.19	59.8733	5.9873	7.4842	8.9810	29.9367	44.9050	
<b>Grade 4</b>									
1st year	123,029	2357.85	62.0486	6.2049	7.7561	9.3073	31.0243	46.5364	
2nd year	125,184	2399.15	63.1354	6.3135	7.8919	9.4703	31.5677	47.3516	
<b>Grade 5</b>									
1st year	129,483	2481.54	65.3036	6.5304	8.1629	9.7955	32.6518	48.9777	
2nd year	131,670	2523.45	66.4066	6.6407	8.3008	9.9610	33.2033	49.8049	
<b>Grade 6</b>									
1st year	135,984	2606.13	68.5823	6.8582	8.5728	10.2873	34.2911	51.4367	
2nd year	137,992	2644.61	69.5950	6.9595	8.6994	10.4393	34.7975	52.1963	
<b>Grade 7</b>									
1st year	146,765	2812.74	74.0196	7.4020	9.2524	11.1029	37.0098	55.5147	
2nd year	148,936	2854.35	75.1145	7.5115	9.3893	11.2672	37.5573	56.3359	
<b>Grade 8</b>									
1st year	157,554	3019.52	79.4609	7.9461	9.9326	11.9191	39.7305	59.5957	
2nd year	159,710	3060.84	80.5483	8.0548	10.0685	12.0822	40.2741	60.4112	

# Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2018

<b>ALLOWANCES</b>	<b>CLAUSE</b>	<b>AMOUNT</b>
<b>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.</b>	9(i)&(ii)	\$32.93 per shift
<b>A Registered Nurse designated as the Rover in charge of a Residence after hours (Norton Road, Riverside)</b>	9(iv)	\$32.93 per shift
<b>A Registered Nurse in charge of unit in absence of a RUNM and in charge of a Residence not more than 100 resident clients.</b>	9(iii)	\$49.50 per shift
<b>A Registered Nurse designated as the Rover in charge of a Residential centre after hours (Casuarina Grove, Kanangra)</b>	9(v)	\$49.50 per shift
<b>Uniforms and Laundry Allowances</b>		
<b>Uniform Allowance</b>	11(i)	\$6.11 per week
<b>Shoe Allowance</b>	11(iii)(a)	\$1.88 per week
<b>Stocking Allowance</b>	11(iii)(b)	\$3.17 per week
<b>Sock Allowance</b>	11(iii)(c)	\$0.59 per week
<b>Laundry Allowance</b>	11(iv)	\$5.08 per week