

New South Wales Nurses and Midwives' Association



Opal Aged Care (NSW) Enterprise Agreement 2016

Opal Specialist Aged Care

Wage Calculator operative from first full pay period commencing on or after 1 July 2018

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%	
Nursing Assistant									
Without Cert III employed after 1/07/2013	818.32	22.7239	2.2724	2.8405	3.4086	11.3620	17.0430	28.4049	
Without Cert III employed before 1/07/2013	863.51	21.5347	2.1535	2.6918	3.2302	10.7674	16.1511	26.9184	
Nursing Assistant Cert III									
First Year	831.85	21.8908	2.1891	2.7363	3.2836	10.9454	16.4181	27.3635	
Second Year	845.58	22.2521	2.2252	2.7815	3.3378	11.1261	16.6891	27.8151	
Third Year	867.67	22.8334	2.2833	2.8542	3.4250	11.4167	17.1251	28.5418	
Thereafter	892.44	23.4853	2.3485	2.9357	3.5228	11.7426	17.6139	29.3566	
Enrolled Nurse (with notation)	1035.04	27.2379	2.7238	3.4047	4.0857	13.6189	20.4284	34.0474	
Enrolled Nurse									
Pay point 1	1055.26	27.7700	2.7770	3.4713	4.1655	13.8850	20.8275	34.7125	
Pay point 2	1069.45	28.1434	2.8143	3.5179	4.2215	14.0717	21.1076	35.1793	
Registered Nurse - Level 1									
Pay point 1	1147.30	30.1921	3.0192	3.7740	4.5288	15.0961	22.6441	37.7401	
Pay point 2	1263.04	33.2379	3.3238	4.1547	4.9857	16.6189	24.9284	41.5474	
Pay point 3	1322.42	34.8005	3.4801	4.3501	5.2201	17.4003	26.1004	43.5007	
Pay point 4	1381.81	36.3634	3.6363	4.5454	5.4545	18.1817	27.2726	45.4543	
Pay Point 5	1449.74	38.1511	3.8151	4.7689	5.7227	19.0755	28.6133	47.6888	
Pay Point 6/Thereafter	1513.36	39.8253	3.9825	4.9782	5.9738	19.9126	29.8689	49.7816	
Minimum Entry rates									
Four year degree – PP1	1147.30	30.1921	3.0192	3.7740	4.5288	15.0961	22.6441	37.7401	
Masters degree – PP2	1263.10	33.2395	3.3239	4.1549	4.9859	16.6197	24.9296	41.5493	
Registered Nurse - Level 2 - Clinical Nurse Specialist/Clinical Nurse Educator									
	1565.48	41.1968	4.1197	5.1496	6.1795	20.5984	30.8976	51.4961	
Registered Nurse - Level 3 - Nurse Unit Manager/ Clinical Nurse Consultant/Senior Nurse Educator/ Nurse Educator									
Pay point 1 (NUM + NE 1st year)	1663.60	43.7789	4.3779	5.4724	6.5668	21.8895	32.8342	54.7237	
Pay point 2 (NUM + NE 2nd year)	1708.90	44.9711	4.4971	5.6214	6.7457	22.4855	33.7283	56.2138	
Pay point 3 (NUM + NE 3rd year)	1749.15	46.0303	4.6030	5.7538	6.9045	23.0151	34.5227	57.5378	
Pay point 4 and thereafter (CNC, SNE)	1837.22	48.3479	4.8348	6.0435	7.2522	24.1739	36.2609	60.4349	
Registered Nurse - level 4 - Deputy DON and Assistant DON									
Grade 1 (DDON 20-75 beds; ADON <150 beds)	1785.37	46.9834	4.6983	5.8729	7.0475	23.4917	35.2376	58.7293	
Grade2 (DDON 76-125 beds; ADON 150-250 beds)	1862.86	49.0226	4.9023	6.1278	7.3534	24.5113	36.7670	61.2783	
Grade 3 (DDON 126+ beds; ADON >250 beds)	1917.21	50.4529	5.0453	6.3066	7.5679	25.2264	37.8397	63.0661	
Registered Nurse - level 5 (Covers Directors of Nursing)									
Grade 1 (25-50 beds)	2050.56	53.9621	5.3962	6.7453	8.0943	26.9811	40.4716	67.4526	
Grade 2 (51-75 beds)	2093.33	55.0876	5.5088	6.8860	8.2631	27.5438	41.3157	68.8595	
Grade 3 (76-100 beds)	2135.61	56.2003	5.6200	7.0250	8.4300	28.1001	42.1502	70.2503	
Grade 4 (101-150 beds)	2195.49	57.7761	5.7776	7.2220	8.6664	28.8880	43.3320	72.2201	
Grade 5 (151-200 beds)	2337.39	61.5103	6.1510	7.6888	9.2265	30.7551	46.1327	76.8878	

Schedule D - Allowances

Item	Allowance	Clause Number	1/07/2018
	Uniform Allowance when uniform is not supplied [Nursing Classifications only]		
1	Uniforms	18.1(b)	6.99
2	Shoes	18.1(b)	2.18
3	Cardigan	18.1(b)	2.10
4	Stockings	18.1(b)	3.62
5	Socks	18.1(b)	0.70
6	Laundry Allowance [Nursing Classifications only] Per week	18.1(c)	5.83
	Meal Allowance when no meal is provided [Nursing Classifications only]		
7	When required to work more than one hour	18.2(a)	12.96
8	Further payment when overtime exceeds 4 hours	18.2(a) (ii)	11.65
	On Call Allowance		
9	Between rostered shifts Monday to Friday	18.3 (a) (i)	22.01
10	Between rostered shifts or on a Saturday	18.3 (a) (ii)	33.15
11	Between rostered shifts or ordinary hours on a	18.3 (a) (iii)	38.67
27	On call during meal break	30.1 (b)	11.83
12	Vehicle Allowance	18.4 (a) & (c)	ATO
	Continuing Education Allowance (Nursing classifications only)		
13	RN - post grad certificate in clinical field	18.5 (g)	20.80
14	RN - post grad diploma or degree in clinical	18.5 (h)	34.66
15	RN - relevant master's degree or doctorate in	18.5 (i)	41.59
16	EN - certificate IV qual in a clinical field	18.5 (j)	13.85
26	Medication Allowance	18.7	1.19
	In-Charge Allowance (Nursing Classifications only)		
17	RN – in charge of facility of less than 100 beds on day, evening or night	18.6 (a)	24.55
18	RN – in charge of facility of more than 100 beds on day, evening or night	18.6 (a)	39.53
19	RN in charge of a shift in a section of a facility	18.6 (b)	24.75
28	ACFI Link Allowance per shift	18.8	24.75