

Public Health System Nurses' & Midwives' (State) Award 2018

Pay Calculator - 1 July 2018



2.5% Pay Increase Effective 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%	Penalty Rate 150%	Casual Rate 10%
Assistant in Nursing/Midwifery									
1st year	862.30	22.6921	2.2692	2.8365	3.4038	11.3461	17.0191	34.0382	24.9613
2nd year	889.90	23.4184	2.3418	2.9273	3.5128	11.7092	17.5638	35.1276	25.7603
3rd year	917.90	24.1553	2.4155	3.0194	3.6233	12.0776	18.1164	36.2329	26.5708
4th year and thereafter	946.20	24.9000	2.4900	3.1125	3.7350	12.4500	18.6750	37.3500	27.3900
Enrolled Nurse without medication qualification									
1st year	1,058.30	27.8500	2.7850	3.4813	4.1775	13.9250	20.8875	41.7750	30.6350
2nd year	1,081.70	28.4658	2.8466	3.5582	4.2699	14.2329	21.3493	42.6987	31.3124
3rd year	1,104.60	29.0684	2.9068	3.6336	4.3603	14.5342	21.8013	43.6026	31.9753
4th year	1,128.10	29.6868	2.9687	3.7109	4.4530	14.8434	22.2651	44.5303	32.6555
5th year and thereafter	1,151.90	30.3132	3.0313	3.7891	4.5470	15.1566	22.7349	45.4697	33.3445
Special Grade	1,187.80	31.2579	3.1258	3.9072	4.6887	15.6289	23.4434	46.8868	34.3837
Enrolled Nurse									
1st year	1,081.70	28.4658	2.8466	3.5582	4.2699	14.2329	21.3493	42.6987	31.3124
2nd year	1,104.60	29.0684	2.9068	3.6336	4.3603	14.5342	21.8013	43.6026	31.9753
3rd year	1,128.10	29.6868	2.9687	3.7109	4.4530	14.8434	22.2651	44.5303	32.6555
4th year	1,151.90	30.3132	3.0313	3.7891	4.5470	15.1566	22.7349	45.4697	33.3445
5th year and thereafter	1,175.30	30.9289	3.0929	3.8661	4.6393	15.4645	23.1967	46.3934	34.0218
Special Grade	1,211.30	31.8763	3.1876	3.9845	4.7814	15.9382	23.9072	47.8145	35.0639
Registered Nurse/Midwife									
1st year	1,200.10	31.5816	3.1582	3.9477	4.7372	15.7908	23.6862	47.3724	34.7397
2nd year	1,265.30	33.2974	3.3297	4.1622	4.9946	16.6487	24.9730	49.9461	36.6271
3rd year	1,330.60	35.0158	3.5016	4.3770	5.2524	17.5079	26.2618	52.5237	38.5174
4th year	1,400.60	36.8579	3.6858	4.6072	5.5287	18.4289	27.6434	55.2868	40.5437
5th year	1,470.20	38.6895	3.8689	4.8362	5.8034	19.3447	29.0171	58.0342	42.5584
6th year	1,539.30	40.5079	4.0508	5.0635	6.0762	20.2539	30.3809	60.7618	44.5587
7th year	1,618.50	42.5921	4.2592	5.3240	6.3888	21.2961	31.9441	63.8882	46.8513
8th year and thereafter	1,685.10	44.3447	4.4345	5.5431	6.6517	22.1724	33.2586	66.5171	48.7792
Clinical Nurse/Midwife Specialist									
Grade 1, Year 1 and thereafter	1,753.60	46.1474	4.6147	5.7684	6.9221	23.0737	34.6105	69.2211	50.7621
Grade 2, Year 1	1,883.70	49.5711	4.9571	6.1964	7.4357	24.7855	37.1783	74.3566	54.5282

Grade 2, Year 2 and thereafter	1,945.60	51.2000	5.1200	6.4000	7.6800	25.6000	38.4000	76.8000	56.3200
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Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Penalty Rate 150%	Casual Rate 10%
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Clinical Nurse/Midwife Consultant

Appointed prior to 31/12/99	2,156.40	56.7474	5.6747	7.0934	8.5121	28.3737	42.5605	85.1211
Grade 1 - 1st year >31.12.99	2,107.90	55.4711	5.5471	6.9339	8.3207	27.7355	41.6033	83.2066
Grade 1 - 2nd year >31.12.99	2,151.00	56.6053	5.6605	7.0757	8.4908	28.3026	42.4539	84.9079
Grade 2 - 1st year >31.12.99	2,193.60	57.7263	5.7726	7.2158	8.6589	28.8632	43.2947	86.5895
Grade 2 - 2nd year >31.12.99	2,237.20	58.8737	5.8874	7.3592	8.8311	29.4368	44.1553	88.3105
Grade 3 - 1st year >31.12.99	2,323.10	61.1342	6.1134	7.6418	9.1701	30.5671	45.8507	91.7013
Grade 3 - 2nd year >31.12.99	2,366.20	62.2684	6.2268	7.7836	9.3403	31.1342	46.7013	93.4026

Clinical Nurse/Midwife Educator

Year 1	1,824.50	48.0132	4.8013	6.0016	7.2020	24.0066	36.0099	72.0197
Year 2 and thereafter	1,883.70	49.5711	4.9571	6.1964	7.4357	24.7855	37.1783	74.3566

Nurse/Midwife Educator

Employees on N/ME 4th year as at 1/7/08	2,156.40	56.7474	5.6747	7.0934	8.5121	28.3737	42.5605	85.1211
Grade 1, Year 1	2,049.40	53.9316	5.3932	6.7414	8.0897	26.9658	40.4487	80.8974
Grade 1, Year 2 and thereafter	2,107.90	55.4711	5.5471	6.9339	8.3207	27.7355	41.6033	83.2066
Grade 2, Year 1	2,193.60	57.7263	5.7726	7.2158	8.6589	28.8632	43.2947	86.5895
Grade 2, Year 2 and thereafter	2,237.20	58.8737	5.8874	7.3592	8.8311	29.4368	44.1553	88.3105
Grade 3, Year 1	2,323.10	61.1342	6.1134	7.6418	9.1701	30.5671	45.8507	91.7013
Grade 3, Year 2 and thereafter	2,366.20	62.2684	6.2268	7.7836	9.3403	31.1342	46.7013	93.4026

Nurse/Midwife Practitioners

1st year	2,323.10	61.1342	6.1134	7.6418	9.1701	30.5671	45.8507	91.7013
2nd year	2,366.20	62.2684	6.2268	7.7836	9.3403	31.1342	46.7013	93.4026
3rd year	2,426.60	63.8579	6.3858	7.9822	9.5787	31.9289	47.8934	95.7868
4th year and thereafter	2,487.40	65.4579	6.5458	8.1822	9.8187	32.7289	49.0934	98.1868

Nursing/Midwife Unit Manager

Level I	2,114.00	55.6316	5.5632	6.9539	8.3447	27.8158	41.7237	83.4474
Level II	2,214.10	58.2658	5.8266	7.2832	8.7399	29.1329	43.6993	87.3987
Level III	2,273.80	59.8368	5.9837	7.4796	8.9755	29.9184	44.8776	89.7553

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Penalty Rate 150%	Casual Rate 10%
Nurse/Midwifery Managers									
Grade 1 - 1st year	2,107.90	55.4711	5.5471	6.9339	8.3207	27.7355	41.6033	83.2066	
Grade 1 - 2nd year and thereafter	2,151.00	56.6053	5.6605	7.0757	8.4908	28.3026	42.4539	84.9079	
Grade 2 - 1st year	2,193.60	57.7263	5.7726	7.2158	8.6589	28.8632	43.2947	86.5895	
Grade 2 - 2nd year and thereafter	2,237.20	58.8737	5.8874	7.3592	8.8311	29.4368	44.1553	88.3105	
Grade 3 - 1st year	2,323.10	61.1342	6.1134	7.6418	9.1701	30.5671	45.8507	91.7013	
Grade 3 - 2nd year and thereafter	2,366.20	62.2684	6.2268	7.7836	9.3403	31.1342	46.7013	93.4026	
Grade 4 - 1st year	2,452.20	64.5316	}						
Grade 4 - 2nd year and thereafter	2,495.20	65.6632	}						
Grade 5 - 1st year	2,580.70	67.9132	}						
Grade 5 - 2nd year and thereafter	2,624.30	69.0605	}						
Grade 6 - 1st year	2,710.40	71.3263	}						
Grade 6 - 2nd year and thereafter	2,753.70	72.4658	}	Grade 4 Nurse Managers and above are not eligible for shift penalties (see clause 15 (vi) of the Award)					
Grade 7 - 1st year	2,925.10	76.9763	}						
Grade 7 - 2nd year and thereafter	2,968.60	78.1211	}						
Grade 8 - 1st year	3,140.70	82.6500	}						
Grade 8 - 2nd year and thereafter	3,183.50	83.7763	}						
Grade 9 - 1st year	3,355.40	88.3000	}						
Grade 9 - 2nd year and thereafter	3,398.70	89.4395	}						
Mothercraft Nurse									
9th year	1,430.00	37.6316	3.7632	4.7039	5.6447	18.8158	28.2237	56.4474	41.3947
Mothercraft Nurses employed after 31st December 1988 will be classified and paid as Enrolled Nurses. As at 30 June 2015, all existing Mothercraft Nurses were classified as Registered Mothercraft Nurse 9th Year.									
Residential Care Nurses									
1st year	1,032.60	27.1737	2.7174	3.3967	4.0761	13.5868	20.3803	40.7605	29.8911
2nd year	1,053.10	27.7132	2.7713	3.4641	4.1570	13.8566	20.7849	41.5697	30.4845
3rd year	1,073.90	28.2605	2.8261	3.5326	4.2391	14.1303	21.1954	42.3908	31.0866
4th year	1,098.40	28.9053	2.8905	3.6132	4.3358	14.4526	21.6789	43.3579	31.7958
5th year and thereafter	1,118.70	29.4395	2.9439	3.6799	4.4159	14.7197	22.0796	44.1592	32.3834
Registered Nurse - Pre-Registration	1,034.70	27.2289	2.7229	3.4036	4.0843	13.6145	20.4217	40.8434	29.9518

Allowances

Allowance	Award Clause	Amount (\$)
<u>On Call Allowance</u>		
On Call Allowance^	12 (ii)(a)	\$3.76 per hour
On Call Allowance minimum^	12 (ii)(a)	\$30.09
On Call Allowance on rostered day off^	12 (ii)(b)	\$7.49 per hour
On Call Allowance on rostered day off minimum^	12 (ii)(b)	\$59.94
On Call Allowance during meal break^	12 (ii)(c)	\$14.76 per break
<u>Radiographic Allowance</u>		
Director of Nursing^	12 (iii)(a)	\$41.85 per week
Employee in absence of Director of Nursing^	12 (iii)(c)	\$8.37 per day
Maximum payment^	12 (iii)(c)	\$41.85 per week
Employee wearing lead apron^	12 (iv)	\$2.08 per hour
<u>In Charge</u>		
Registered Nurse in charge of hospital^	12 (i)(a)	\$34.31 per shift
Registered Nurse in charge of ward^	12 (v)(a) & (b)	\$34.31 per shift
Registered Nurse in charge of ward and also in charge of hospital of less 100 beds^	12 (vi)	\$51.46 per shift
Registered Nurse in charge of hospital over 100 beds^	12 (ix)	\$65.79 per shift
<u>Special Allowances</u>		
Climatic Allowance*	14 (i)	\$3.85 per week
Isolation Allowance*	14 (ii)	\$7.56 per week
<u>Special Rates Tibooburra/Ivanhoe Hospitals</u>		
Registered Nurse*	17 (i)	\$33.96 per week
Enrolled Nurse/Assistant in Nursing*	17 (i)	\$14.80 per week

Justice Health Service

Justice Health Service Environment Allowance^	17 (iii)	\$3,010 per annum
Justice Health Service Productivity Allowance^	17 (iv)	\$74.19 per week

Allowances

Allowance	Award Clause	Amount
<u>Uniform and Laundry Allowance</u>		
Uniform*	23 (iii)(a)	\$7.63 per week
Shoes*	23 (iii)(a)	\$2.36 per week
Uniform (including shoes allowance)*	23 (iii)(a)	\$9.99 per week
Cardigan or Jacket*	23 (iii)(a)	\$2.29 per week
Laundry*	23 (iv)	\$6.37 per week
<u>Accommodation and Board Deductions</u>		
Separate bedroom^	38 (iii)(a)	\$71.84 per week
Self contained flat^	38 (iii)(b)	\$87.54 per week
Deduction for meals (full board)^	38 (iv)	\$155.08 per week
Breakfast^	38 (v)(b)	\$5.24 per meal
Other Meals^	38 (v)(b)	\$9.55 per meal
<u>Miscellaneous</u>		
Enrolled Nurse employed in the CSSD of a hospital and in possession of a Sterilising Technology Certificate issued by the Sterilising Research and Advisory Council of Aust.^	12 (viii)	\$16.27 per week
Industry Allowance, Flight Nurses, Ambulance Service^	17 (v)	\$16.61 per week
Excess Fares*	20 (iv)(b)	\$5.33 per day
<u>Continuing Education Allowances^#</u>		
Hospital Post Registration Certificate	13 (ii)	\$40.00 per week
Post Graduate Certificate	13 (iii)	\$40.00 per week
Post Graduate Diploma or Degree	13 (iv) &(x)	\$60.00 per week
Masters Degree or Doctorate	13 (v) & (x)	\$72.00 per week

Enrolled Nurse Certificate 4	13 (vii)	\$29.00 per week
Enrolled Nurse Adv. Diploma of Nursing	13 (viii)	\$36.00 per week

^salary-related **not salary-related* *#rounded to nearest 50c*