

New South Wales Nurses and Midwives' Association



Estia Health NSW Enterprise Agreement 2018

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

All Estia Nursing Homes **Except Albany**

(wage rates effective 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%
** EXCLUDES ESTIA ALBURY - SEE SEPARATE TABLE ** ** EXCLUDES ESTIA ALBURY - SEE SEPARATE TABLE **								
Nursing Assistant (Unqualified)								
1st year	813.25	21.40	2.1401	2.6752	3.2102	10.7007	16.0511	26.7518
2nd year	835.97	22.00	2.1999	2.7499	3.2999	10.9996	16.4993	27.4989
3rd year	858.40	22.59	2.2589	2.8237	3.3884	11.2947	16.9421	28.2368
4th year	882.98	23.24	2.3236	2.9046	3.4855	11.6182	17.4273	29.0456
Nursing Assistant (Qualified)								
1st year	860.89	22.65	2.2655	2.8319	3.3982	11.3275	16.9912	28.3187
2nd year	882.98	23.24	2.3236	2.9046	3.4855	11.6182	17.4273	29.0456
Nursing Assistant (Studying Nursing)	896.93	23.60	2.3603	2.9504	3.5405	11.8017	17.7026	29.5043
Nursing Assistant (Senior)	910.70	23.97	2.3966	2.9957	3.5949	11.9828	17.9743	29.9571
Enrolled Nurse (General), Year 5	1044.36	27.48	2.7483	3.4354	4.1225	13.7416	20.6124	34.3540
Enrolled Nurse (Medication Competent)								
Pay point 1	1085.40	28.56	2.8563	3.5704	4.2845	14.2816	21.4224	35.7040
Pay point 2	1093.37	28.77	2.8773	3.5966	4.3159	14.3865	21.5797	35.9662
Pay point 3	1098.15	28.90	2.8899	3.6123	4.3348	14.4494	21.6741	36.1234
Pay point 4	1104.13	29.06	2.9056	3.6320	4.3584	14.5280	21.7920	36.3201
Pay point 5	1108.51	29.17	2.9171	3.6464	4.3757	14.5857	21.8785	36.4642
Registered Nurse								
Graduate /1st year	1211.71	31.89	3.1887	3.9859	4.7831	15.9436	23.9154	39.8590
2nd year	1229.64	32.36	3.2359	4.0449	4.8539	16.1795	24.2693	40.4488
3rd year	1235.76	32.52	3.2520	4.0650	4.8780	16.2600	24.3900	40.6500
4th year	1255.88	33.05	3.3049	4.1312	4.9574	16.5247	24.7870	41.3117
5th year	1314.91	34.60	3.4603	4.3254	5.1905	17.3015	25.9523	43.2538
6th year	1374.04	36.16	3.6159	4.5199	5.4239	18.0795	27.1193	45.1988
7th year	1441.42	37.93	3.7932	4.7415	5.6898	18.9661	28.4492	47.4153
8th year	1506.57	39.65	3.9647	4.9558	5.9470	19.8233	29.7350	49.5583

All Estia Nursing Homes **Except Albury**

(wage rates effective 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%
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** EXCLUDES ESTIA ALBURY - SEE SEPARATE TABLE ** ** EXCLUDES ESTIA ALBURY - SEE SEPARATE TABLE **

Clinical Nurse Consultant/Educator

1st year	1556.38	40.96	4.0957	5.1197	6.1436	20.4787	30.7180	51.1967
2nd year	1572.06	41.37	4.1370	5.1713	6.2055	20.6850	31.0275	51.7125
3rd year	1587.86	41.79	4.1786	5.2232	6.2679	20.8929	31.3393	52.2322
4th year	1603.56	42.20	4.2199	5.2749	6.3299	21.0995	31.6493	52.7488

Clinical Care Coordinator

1st year	1654.00	43.53	4.3526	5.4408	6.5290	21.7632	32.6448	54.4080
2nd year	1699.01	44.71	4.4711	5.5889	6.7066	22.3554	33.5331	55.8885
3rd year	1739.27	45.77	4.5770	5.7213	6.8656	22.8852	34.3278	57.2129
4th year	1783.90	46.94	4.6945	5.8681	7.0417	23.4724	35.2086	58.6809
5th year	1826.74	48.07	4.8072	6.0090	7.2108	24.0360	36.0541	60.0901
6th year	1840.99	48.45	4.8447	6.0559	7.2671	24.2236	36.3354	60.5590
7th year	1880.73	49.49	4.9493	6.1866	7.4239	24.7464	37.1196	61.8660

Nurse Practitioner

1st year	1832.76	48.23	4.8230	6.0288	7.2346	24.1152	36.1728	60.2880
2nd year	1873.95	49.31	4.9315	6.1643	7.3972	24.6573	36.9859	61.6432

Care Director

1st year	1699.12	44.71	4.4714	5.5892	6.7071	22.3569	33.5353	55.8922
2nd year	1732.10	45.58	4.5582	5.6977	6.8373	22.7908	34.1863	56.9771
3rd year	1775.21	46.72	4.6716	5.8395	7.0074	23.3580	35.0371	58.3951
4th year	1814.78	47.76	4.7757	5.9697	7.1636	23.8786	35.8180	59.6966
5th year	1826.70	48.07	4.8071	6.0089	7.2106	24.0355	36.0532	60.0887
6th year	1852.22	48.74	4.8743	6.0928	7.3114	24.3714	36.5571	60.9284

Estia Albury Only

(wage rates effective 7 April 2018)

Classification	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	Casual Rate 25%
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** WAGE RATES FOR ESTIA ALBURY ONLY ** ** WAGE RATES FOR ESTIA ALBURY ONLY **

Nursing Assistant (Unqualified)

1st year	813.25	21.40	2.1401	2.6752	3.2102	10.7007	16.0511	26.7518
2nd year	835.97	22.00	2.1999	2.7499	3.2999	10.9996	16.4993	27.4989
3rd year	858.48	22.59	2.2591	2.8239	3.3887	11.2957	16.9436	28.2394
4th year	882.98	23.24	2.3236	2.9046	3.4855	11.6182	17.4273	29.0456

Nursing Assistant (Qualified)

1st year	860.89	22.65	2.2655	2.8319	3.3982	11.3275	16.9912	28.3187
2nd year	882.98	23.24	2.3236	2.9046	3.4855	11.6182	17.4273	29.0456

Nursing Assistant (Studying Nursing)

	896.93	23.60	2.3603	2.9504	3.5405	11.8017	17.7026	29.5043
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Nursing Assistant (Senior)

	910.70	23.97	2.3966	2.9957	3.5949	11.9828	17.9743	29.9571
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Enrolled Nurse (General), Year 5

	1044.24	27.48	2.7480	3.4350	4.1220	13.7400	20.6100	34.3500
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Enrolled Nurse (Medication Competent)

Pay point 1	1085.28	28.56	2.8560	3.5700	4.2840	14.2800	21.4200	35.7000
Pay point 2	1093.26	28.77	2.8770	3.5963	4.3155	14.3850	21.5775	35.9625
Pay point 3	1098.20	28.90	2.8900	3.6125	4.3350	14.4500	21.6750	36.1250
Pay point 4	1104.28	29.06	2.9060	3.6325	4.3590	14.5300	21.7950	36.3250
Pay point 5	1108.46	29.17	2.9170	3.6463	4.3755	14.5850	21.8775	36.4625

Registered Nurse

Graduate /1st year	1211.82	31.89	3.1890	3.9863	4.7835	15.9450	23.9175	39.8625
2nd year	1229.68	32.36	3.2360	4.0450	4.8540	16.1800	24.2700	40.4500
3rd year	1235.76	32.52	3.2520	4.0650	4.8780	16.2600	24.3900	40.6500
4th year	1255.90	33.05	3.3050	4.1313	4.9575	16.5250	24.7875	41.3125
5th year	1314.80	34.60	3.4600	4.3250	5.1900	17.3000	25.9500	43.2500
6th year	1374.08	36.16	3.6160	4.5200	5.4240	18.0800	27.1200	45.2000
7th year	1441.34	37.93	3.7930	4.7413	5.6895	18.9650	28.4475	47.4125
8th year	1506.70	39.65	3.9650	4.9563	5.9475	19.8250	29.7375	49.5625

Estia Albury Only

Classification	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	Casual Rate 25%
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** WAGE RATES FOR ESTIA ALBURY ONLY ** ** WAGE RATES FOR ESTIA ALBURY ONLY **

Clinical Nurse Consultant/Educator								
1st year	1556.48	40.96	4.0960	5.1200	6.1440	20.4800	30.7200	51.2000
2nd year	1572.06	41.37	4.1370	5.1713	6.2055	20.6850	31.0275	51.7125
3rd year	1588.02	41.79	4.1790	5.2238	6.2685	20.8950	31.3425	52.2375
4th year	1603.60	42.20	4.2200	5.2750	6.3300	21.1000	31.6500	52.7500
Clinical Care Coordinator								
1st year	1654.14	43.53	4.3530	5.4413	6.5295	21.7650	32.6475	54.4125
2nd year	1698.98	44.71	4.4710	5.5888	6.7065	22.3550	33.5325	55.8875
3rd year	1739.26	45.77	4.5770	5.7213	6.8655	22.8850	34.3275	57.2125
4th year	1783.72	46.94	4.6940	5.8675	7.0410	23.4700	35.2050	58.6750
5th year	1826.66	48.07	4.8070	6.0088	7.2105	24.0350	36.0525	60.0875
6th year	1841.10	48.45	4.8450	6.0563	7.2675	24.2250	36.3375	60.5625
7th year	1880.62	49.49	4.9490	6.1863	7.4235	24.7450	37.1175	61.8625
Nurse Practitioner								
1st year	1832.74	48.23	4.8230	6.0288	7.2345	24.1150	36.1725	60.2875
2nd year	1873.78	49.31	4.9310	6.1638	7.3965	24.6550	36.9825	61.6375
Care Director								
1st year	1698.98	44.71	4.4710	5.5888	6.7065	22.3550	33.5325	55.8875
2nd year	1732.04	45.58	4.5580	5.6975	6.8370	22.7900	34.1850	56.9750
3rd year	1775.36	46.72	4.6720	5.8400	7.0080	23.3600	35.0400	58.4000
4th year	1814.88	47.76	4.7760	5.9700	7.1640	23.8800	35.8200	59.7000
5th year	1826.66	48.07	4.8070	6.0088	7.2105	24.0350	36.0525	60.0875
6th year	1852.12	48.74	4.8740	6.0925	7.3110	24.3700	36.5550	60.9250

Estia Health NSW Enterprise Agreement 2016

Allowances (all sites)

Allowance	Upon Approval (7 April 2017)	FFPP on or after 1 July 2017	FFPP on or after 1 July 2018	FFPP on or after 1 July 2019
On call between shifts (Mon to Fri) (CL 26.2(b))	\$20.45	\$20.94	\$21.44	\$21.96
On call between shifts (Saturday) (CL 26.2(b))	\$29.89	\$30.61	\$31.34	\$32.09
On call between shifts (Sun or Pub Hol) (CL 26.2(b))	\$40.93	\$41.91	\$42.92	\$43.95
On call during meal break (Per shift) (CL 27.1(b))	\$11.40	\$11.67	\$11.95	\$12.24
In charge shift allowance (< 100 residents per shift) (CL 34.2)	\$23.14	\$23.70	\$24.26	\$24.85
In charge shift allowance (> 100 residents Per shift) (CL 34.2)	\$37.29	\$38.19	\$39.10	\$40.04
Medication Shift Allowance (Per Hour) (CL 35.3)	\$0.93	\$0.96	\$0.98	\$1.00
Uniform Allowance (Per hour) (CL 36.3)	\$0.57	\$0.58	\$0.59	\$0.61
Laundry Allowance (Per hour) (CL 36.4)	\$0.19	\$0.19	\$0.20	\$0.20
Motor vehicle allowance (Per kilometre travelled) (CL 38.1)	\$0.89	\$0.91	\$0.93	\$0.95
Meal allowance after overtime (After 1 hour) (CL 39.1)	\$12.79	\$13.10	\$13.41	\$13.74
Meal allowance after overtime (After 4 hours) (CL 39.1)	\$11.77	\$12.05	\$12.34	\$12.64
Continuing Education allowance (Certificate allowance) (CL 40)	\$0.51	\$0.52	\$0.53	\$0.54
Continuing Education allowance (Diploma Allowance) (CL 40)	\$0.85	\$0.87	\$0.89	\$0.91
Continuing Education allowance (Masters Allowance) (CL 40)	\$1.02	\$1.04	\$1.07	\$1.09
Continuing Education allowance (EN Certificate 4) (CL 40)	\$0.33	\$0.34	\$0.35	\$0.36

2.4% Increase Document increase Difference \$ Difference %

26.19	27.48	1.29	4.9%
26.00	28.56	2.56	9.8%
26.44	28.77	2.33	8.8%
26.90	28.9	2.00	7.4%
27.24	29.06	1.82	6.7%
27.79	29.17	1.38	5.0%
26.99	31.89	4.90	18.1%
28.20	32.36	4.16	14.7%
29.42	32.52	3.10	10.5%
30.70	33.05	2.35	7.7%
31.98	34.6	2.62	8.2%
33.25	36.16	2.91	8.8%
34.13	37.93	3.80	11.1%
34.95	39.65	4.70	13.5%

36.23	40.96	4.73	13.1%
36.74	41.37	4.63	12.6%
37.52	41.79	4.27	11.4%
38.28	42.2	3.92	10.2%

37.56	43.53	5.97	15.9%
38.49	44.71	6.22	16.2%
39.32	45.77	6.45	16.4%
40.25	46.94	6.69	16.6%

40.25	44.71	4.46	11.1%
41.00	45.58	4.58	11.2%