

**The Impact of Changes to Penalty Rates  
Based on Employment and Residential Profiles of  
Nurses in Strategic Federal Electorates**

# The Impact of Changes to Penalty Rates Based on Employment and Residential Profiles of Nurses in Strategic Federal Electorates

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## Nursing Profiles in Strategic Federal Electorates

Since nurses often reside outside the electorate in which they work, the following tables provide nursing electorate profiles based on resident populations. Resident populations refer to the nurses living within the electorate as distinct from working populations which reflect the employment and industrial profiles of hospitals and nursing homes operating within the electorate. In most metropolitan and many inner regional electorates, less than 50% - sometimes as low as 20% - of the resident nursing population work in the same electorate as they live.

Data modelling has used:

- 2011 Census Journey to Work datasets,
- ABS 2016 Commonwealth Electoral District Usual Resident Profiles derived from 2011 Census.
- UCoDA ANMF Agreements and Facilities Database; and
- UCoDA modelling for the recent McKell Institute Report on Nursing Penalty Rates.

### Colour Coding within Tables

All of the table cells are colour coded to facilitate ease of reading and data interpretation.

**Very red cells** reflect the highest values

**Very blue cells** reflect the lowest values

White Cells reflect near to average or mid range values.

**Table 1. Aggregate Annual Gross Wages by Facility Type**

Electorate	Hospitals	Residential	Total
	RNs & ENs	Aged Care RNs, ENs & PCWs	
NSW - BANKS	\$56,637,583	\$50,737,187	\$107,374,770
NSW - BARTON	\$72,860,812	\$71,613,699	\$144,474,511
NSW - DOBELL	\$74,159,010	\$63,881,371	\$138,040,381
NSW - EDEN-MONARO	\$69,753,186	\$47,393,371	\$117,146,557
NSW - GILMORE	\$60,280,486	\$61,027,458	\$121,307,944
NSW - LINDSAY	\$91,998,449	\$38,651,276	\$130,649,726
NSW - MACARTHUR	\$82,209,444	\$56,649,647	\$138,859,091
NSW - MACQUARIE	\$94,386,071	\$40,257,695	\$134,643,766
NSW - NEW ENGLAND	\$94,293,618	\$43,298,781	\$137,592,399
NSW - PAGE	\$90,120,670	\$57,164,575	\$147,285,245
NSW - PATERSON	\$67,400,514	\$50,193,965	\$117,594,479
NSW - REID	\$83,888,995	\$38,531,574	\$122,420,569
NSW - ROBERTSON	\$84,718,356	\$46,981,245	\$131,699,601
NT - SOLOMON	\$91,551,001	\$9,020,093	\$100,571,094
QLD - BONNER	\$92,942,077	\$28,333,436	\$121,275,513
QLD - BRISBANE	\$117,414,414	\$19,497,311	\$136,911,724
QLD - CAPRICORNIA	\$76,458,980	\$32,329,776	\$108,788,756
QLD - DAWSON	\$69,638,769	\$32,546,313	\$102,185,082
QLD - DICKSON	\$103,911,238	\$30,184,220	\$134,095,458
QLD - FLYNN	\$51,882,003	\$27,544,850	\$79,426,853
QLD - FORDE	\$62,692,682	\$36,180,046	\$98,872,727
QLD - HERBERT	\$131,279,815	\$26,571,140	\$157,850,955
QLD - LEICHHARDT	\$116,819,655	\$28,863,491	\$145,683,146
QLD - LONGMAN	\$66,412,152	\$48,775,536	\$115,187,687
QLD - PETRIE	\$100,203,373	\$49,475,747	\$149,679,120
SA - HINDMARSH	\$89,333,087	\$51,256,366	\$140,589,454
TAS - BASS	\$69,096,394	\$36,155,511	\$105,251,905
TAS - BRADDON	\$37,356,475	\$29,855,878	\$67,212,353
TAS - LYONS	\$33,064,455	\$33,669,865	\$66,734,320
VIC - CORANGAMITE	\$69,966,746	\$51,035,560	\$121,002,307
VIC - DEAKIN	\$82,519,610	\$40,906,791	\$123,426,401
VIC - DUNKLEY	\$81,439,493	\$51,205,015	\$132,644,508
VIC - LA TROBE	\$81,514,113	\$41,261,360	\$122,775,473
WA - BURT	\$59,925,273	\$37,801,531	\$97,726,804
WA - COWAN	\$85,828,368	\$35,786,823	\$121,615,191
WA - SWAN	\$86,730,382	\$41,991,737	\$128,722,119

**Table 2. Employed Persons - EFT**

Electorate	Hospitals	Residential Aged Care	Total
	RNs & ENs	RNs, ENs & PCWs	
NSW - BANKS	618	858	1,476
NSW - BARTON	795	1,200	1,994
NSW - DOBELL	792	1,041	1,833
NSW - EDEN-MONARO	769	771	1,540
NSW - GILMORE	663	993	1,656
NSW - LINDSAY	989	639	1,628
NSW - MACARTHUR	883	952	1,835
NSW - MACQUARIE	1,037	656	1,693
NSW - NEW ENGLAND	1,055	721	1,776
NSW - PAGE	994	930	1,924
NSW - PATERSON	740	820	1,561
NSW - REID	907	626	1,532
NSW - ROBERTSON	906	771	1,677
NT - SOLOMON	785	150	934
QLD - BONNER	951	489	1,440
QLD - BRISBANE	1,194	323	1,516
QLD - CAPRICORNIA	786	521	1,306
QLD - DAWSON	724	540	1,264
QLD - DICKSON	1,045	502	1,547
QLD - FLYNN	548	456	1,004
QLD - FORDE	637	621	1,257
QLD - HERBERT	1,321	424	1,745
QLD - LEICHHARDT	1,191	487	1,678
QLD - LONGMAN	674	820	1,494
QLD - PETRIE	1,013	823	1,836
SA - HINDMARSH	967	852	1,818
TAS - BASS	719	592	1,311
TAS - BRADDON	399	489	889
TAS - LYONS	354	552	906
VIC - CORANGAMITE	791	817	1,608
VIC - DEAKIN	926	658	1,584
VIC - DUNKLEY	917	822	1,739
VIC - LA TROBE	926	664	1,591
WA - BURT	600	619	1,219
WA - COWAN	859	592	1,451
WA - SWAN	864	676	1,540

**Table 3. Annual Average Wages (EFT) by Electorate**

Electorate	RNS			ENS			PCWs
	Hospitals	Residential Aged Care	All Facilities	Hospitals	Residential Aged Care	All Facilities	Residential Aged Care
NSW - BANKS	\$94,382	\$85,600	\$93,005	\$70,212	\$65,593	\$67,729	\$54,366
NSW - BARTON	\$94,434	\$84,756	\$92,554	\$70,010	\$65,140	\$67,080	\$54,118
NSW - DOBELL	\$96,037	\$88,078	\$94,625	\$71,815	\$66,847	\$68,809	\$55,111
NSW - EDEN-MONARO	\$93,606	\$88,075	\$92,790	\$68,244	\$67,452	\$67,830	\$54,808
NSW - GILMORE	\$93,688	\$88,700	\$92,710	\$69,635	\$67,951	\$68,634	\$55,175
NSW - LINDSAY	\$95,388	\$87,173	\$94,678	\$71,257	\$66,459	\$69,276	\$55,001
NSW - MACARTHUR	\$95,447	\$85,511	\$94,147	\$71,300	\$66,454	\$68,763	\$54,407
NSW - MACQUARIE	\$93,316	\$87,491	\$92,748	\$70,069	\$66,528	\$68,517	\$54,955
NSW - NEW ENGLAND	\$92,371	\$83,630	\$91,471	\$68,251	\$65,974	\$67,360	\$54,391
NSW - PAGE	\$93,588	\$88,826	\$92,960	\$69,489	\$67,987	\$68,789	\$55,237
NSW - PATERSON	\$93,350	\$87,699	\$92,508	\$70,209	\$67,273	\$68,579	\$55,205
NSW - REID	\$94,979	\$85,567	\$93,852	\$70,632	\$65,753	\$68,245	\$54,498
NSW - ROBERTSON	\$95,961	\$87,101	\$94,805	\$71,992	\$66,010	\$68,958	\$54,274
NT - SOLOMON	\$122,583	\$77,458	\$121,254	\$80,831	\$68,570	\$79,263	\$55,943
QLD - BONNER	\$100,672	\$74,523	\$98,832	\$73,613	\$62,678	\$69,956	\$54,418
QLD - BRISBANE	\$101,174	\$76,093	\$99,831	\$73,605	\$63,763	\$70,810	\$55,262
QLD - CAPRICORNIA	\$100,308	\$81,821	\$98,403	\$72,894	\$67,206	\$70,456	\$56,974
QLD - DAWSON	\$99,355	\$76,378	\$96,820	\$71,188	\$65,929	\$68,900	\$56,145
QLD - DICKSON	\$101,988	\$78,291	\$100,313	\$74,550	\$64,714	\$70,923	\$55,930
QLD - FLYNN	\$97,581	\$77,955	\$95,220	\$70,803	\$64,299	\$67,683	\$56,226
QLD - FORDE	\$101,128	\$74,045	\$97,614	\$73,576	\$62,487	\$67,719	\$54,796
QLD - HERBERT	\$103,023	\$83,864	\$102,061	\$73,933	\$68,445	\$72,686	\$57,615
QLD - LEICHHARDT	\$101,687	\$74,165	\$99,931	\$73,046	\$63,700	\$70,495	\$55,676
QLD - LONGMAN	\$101,018	\$77,026	\$97,121	\$74,311	\$63,794	\$67,973	\$55,378
QLD - PETRIE	\$101,452	\$77,546	\$98,747	\$74,367	\$64,562	\$69,516	\$56,076
SA - HINDMARSH	\$95,531	\$84,167	\$93,984	\$73,435	\$67,507	\$70,858	\$53,861
TAS - BASS	\$97,817	\$82,940	\$96,136	\$76,908	\$67,880	\$72,138	\$55,896
TAS - BRADDON	\$95,357	\$85,044	\$93,670	\$72,835	\$68,760	\$70,224	\$54,971
TAS - LYONS	\$95,146	\$83,911	\$92,838	\$73,948	\$68,734	\$70,337	\$54,911
VIC - CORANGAMITE	\$90,372	\$78,784	\$88,676	\$70,576	\$66,766	\$68,429	\$58,423
VIC - DEAKIN	\$91,099	\$79,178	\$89,736	\$71,319	\$66,196	\$68,850	\$57,515
VIC - DUNKLEY	\$90,690	\$79,218	\$89,215	\$71,772	\$66,349	\$68,963	\$58,215
VIC - LA TROBE	\$89,912	\$79,243	\$88,738	\$70,455	\$66,156	\$68,412	\$57,709
WA - BURT	\$102,292	\$83,829	\$99,926	\$76,017	\$64,000	\$69,665	\$56,897
WA - COWAN	\$102,508	\$84,381	\$101,022	\$75,474	\$63,888	\$70,859	\$56,479
WA - SWAN	\$102,961	\$87,684	\$101,260	\$75,745	\$65,022	\$70,553	\$56,705

**Table 4. Employed Nurses & Aged Care PCWs by Electorate of Residence**

<b>Electorate</b>	<b>All Facilities</b>
NSW - BANKS	2943
NSW - BARTON	4047
NSW - DOBELL	3754
NSW - EDEN-MONARO	3127
NSW - GILMORE	3367
NSW - LINDSAY	3372
NSW - MACARTHUR	3719
NSW - MACQUARIE	3552
NSW - NEW ENGLAND	3707
NSW - PAGE	3967
NSW - PATERSON	3198
NSW - REID	3252
NSW - ROBERTSON	3502
NT - SOLOMON	1976
QLD - BONNER	3035
QLD - BRISBANE	3313
QLD - CAPRICORNIA	2765
QLD - DAWSON	2656
QLD - DICKSON	3286
QLD - FLYNN	2100
QLD - FORDE	2600
QLD - HERBERT	3752
QLD - LEICHHARDT	3588
QLD - LONGMAN	3080
QLD - PETRIE	3832
SA - HINDMARSH	3873
TAS - BASS	2807
TAS - BRADDON	1874
TAS - LYONS	1901
VIC - CORANGAMITE	3439
VIC - DEAKIN	3471
VIC - DUNKLEY	3739
VIC - LA TROBE	3469
WA - BURT	2560
WA - COWAN	3087
WA - SWAN	3311

**Table 5. Annual Gross Penalty Payments - incl shift allowances**

Electorate	Aged Care	Hospitals
	Nurses & PCWs	RNs & ENs
NSW - BANKS	\$10,138,668	\$11,447,369
NSW - BARTON	\$14,305,478	\$14,714,647
NSW - DOBELL	\$12,780,937	\$15,056,824
NSW - EDEN-MONARO	\$9,495,172	\$14,491,094
NSW - GILMORE	\$12,187,257	\$12,246,095
NSW - LINDSAY	\$7,662,095	\$18,665,580
NSW - MACARTHUR	\$11,347,654	\$16,675,167
NSW - MACQUARIE	\$8,042,744	\$19,151,685
NSW - NEW ENGLAND	\$8,624,784	\$19,137,064
NSW - PAGE	\$11,433,933	\$18,252,230
NSW - PATERSON	\$10,019,975	\$13,680,116
NSW - REID	\$7,664,740	\$16,990,160
NSW - ROBERTSON	\$9,343,839	\$17,203,888
NT - SOLOMON	\$1,899,084	\$21,257,326
QLD - BONNER	\$5,552,112	\$18,029,236
QLD - BRISBANE	\$3,820,612	\$22,684,661
QLD - CAPRICORNIA	\$6,480,317	\$14,720,352
QLD - DAWSON	\$6,417,259	\$13,188,121
QLD - DICKSON	\$5,948,812	\$19,951,321
QLD - FLYNN	\$5,525,611	\$9,747,788
QLD - FORDE	\$7,110,648	\$11,977,155
QLD - HERBERT	\$5,220,220	\$24,969,051
QLD - LEICHHARDT	\$5,650,602	\$21,895,626
QLD - LONGMAN	\$9,594,089	\$12,699,945
QLD - PETRIE	\$9,802,776	\$19,207,957
SA - HINDMARSH	\$10,340,923	\$18,651,178
TAS - BASS	\$7,887,295	\$14,504,926
TAS - BRADDON	\$6,397,787	\$7,858,882
TAS - LYONS	\$7,238,493	\$6,949,472
VIC - CORANGAMITE	\$10,094,813	\$13,726,906
VIC - DEAKIN	\$7,917,128	\$16,457,954
VIC - DUNKLEY	\$10,065,841	\$16,684,067
VIC - LA TROBE	\$8,075,304	\$16,085,779
WA - BURT	\$7,333,935	\$12,550,602
WA - COWAN	\$6,877,140	\$17,981,012
WA - SWAN	\$8,043,586	\$18,165,373



**Table 6. Annual Aggregate Gross Wage Lost Due to Equivalent Weekend Penalty Rates Residential Aged Care**

<b>Electorate</b>	<b>RNs</b>	<b>EN</b>	<b>PCW</b>	<b>Total</b>
NSW - BANKS	\$221,988	\$135,449	\$950,598	\$1,308,034
NSW - BARTON	\$366,002	\$223,909	\$1,254,284	\$1,844,196
NSW - DOBELL	\$342,732	\$207,286	\$1,090,905	\$1,640,923
NSW - EDEN-MONARO	\$270,043	\$164,637	\$807,517	\$1,242,197
NSW - GILMORE	\$321,261	\$196,098	\$1,051,227	\$1,568,586
NSW - LINDSAY	\$186,830	\$113,492	\$696,668	\$996,990
NSW - MACARTHUR	\$259,542	\$160,677	\$1,037,368	\$1,457,587
NSW - MACQUARIE	\$223,770	\$135,607	\$674,758	\$1,034,136
NSW - NEW ENGLAND	\$225,244	\$141,231	\$747,388	\$1,113,864
NSW - PAGE	\$298,523	\$182,093	\$988,206	\$1,468,822
NSW - PATERSON	\$259,562	\$158,583	\$872,596	\$1,290,741
NSW - REID	\$241,257	\$147,607	\$602,584	\$991,448
NSW - ROBERTSON	\$269,117	\$162,471	\$776,312	\$1,207,900
NT - SOLOMON	\$49,396	\$35,388	\$204,579	\$289,362
QLD - BONNER	\$121,777	\$81,345	\$528,516	\$731,638
QLD - BRISBANE	\$115,074	\$76,712	\$300,948	\$492,734
QLD - CAPRICORNIA	\$167,418	\$109,449	\$554,904	\$831,771
QLD - DAWSON	\$154,603	\$106,317	\$578,780	\$839,700
QLD - DICKSON	\$133,868	\$88,077	\$511,710	\$733,655
QLD - FLYNN	\$108,886	\$71,829	\$401,630	\$582,344
QLD - FORDE	\$151,119	\$101,509	\$601,235	\$853,864
QLD - HERBERT	\$130,503	\$84,889	\$471,258	\$686,650
QLD - LEICHHARDT	\$134,324	\$91,621	\$520,388	\$746,333
QLD - LONGMAN	\$217,940	\$143,646	\$831,312	\$1,192,898
QLD - PETRIE	\$221,238	\$147,212	\$819,441	\$1,187,891
SA - HINDMARSH	\$282,497	\$171,327	\$864,918	\$1,318,743
TAS - BASS	\$309,523	\$201,647	\$1,110,155	\$1,621,325
TAS - BRADDON	\$288,814	\$174,210	\$891,035	\$1,354,059
TAS - LYONS	\$303,262	\$198,220	\$952,555	\$1,454,037
VIC - CORANGAMITE	\$19,508	\$12,835	\$63,047	\$95,390
VIC - DEAKIN	\$9,434	\$6,325	\$27,981	\$43,740
VIC - DUNKLEY	\$26,832	\$17,332	\$106,857	\$151,021
VIC - LA TROBE	\$22,629	\$15,034	\$74,004	\$111,667
WA - BURT	\$166,046	\$101,413	\$674,576	\$942,035
WA - COWAN	\$147,801	\$89,154	\$684,721	\$921,676
WA - SWAN	\$207,676	\$123,653	\$714,043	\$1,045,372

**Table 7. Annual Aggregate Gross Wage Lost Due to Equivalent Weekend Penalty Rates Hospitals**

<b>Electorate</b>	<b>RNs</b>	<b>EN</b>	<b>All Nurses</b>
NSW - BANKS	\$1,303,543	\$123,802	\$1,427,345
NSW - BARTON	\$1,671,781	\$157,939	\$1,829,720
NSW - DOBELL	\$1,721,451	\$144,481	\$1,865,931
NSW - EDEN-MONARO	\$1,594,050	\$146,805	\$1,740,855
NSW - GILMORE	\$1,381,147	\$136,090	\$1,517,237
NSW - LINDSAY	\$2,143,139	\$171,801	\$2,314,940
NSW - MACARTHUR	\$1,912,826	\$156,040	\$2,068,866
NSW - MACQUARIE	\$2,193,450	\$181,731	\$2,375,181
NSW - NEW ENGLAND	\$2,148,019	\$225,708	\$2,373,727
NSW - PAGE	\$2,058,264	\$212,152	\$2,270,415
NSW - PATERSON	\$1,564,376	\$131,668	\$1,696,044
NSW - REID	\$1,948,150	\$164,034	\$2,112,184
NSW - ROBERTSON	\$1,960,732	\$171,017	\$2,131,750
NT - SOLOMON	\$3,996,616	\$434,705	\$4,431,321
QLD - BONNER	\$2,155,611	\$188,933	\$2,344,544
QLD - BRISBANE	\$2,736,674	\$225,894	\$2,962,568
QLD - CAPRICORNIA	\$1,764,213	\$156,204	\$1,920,417
QLD - DAWSON	\$1,590,084	\$146,033	\$1,736,117
QLD - DICKSON	\$2,438,177	\$184,645	\$2,622,822
QLD - FLYNN	\$1,182,691	\$101,046	\$1,283,737
QLD - FORDE	\$1,471,173	\$113,572	\$1,584,745
QLD - HERBERT	\$3,016,673	\$310,234	\$3,326,907
QLD - LEICHHARDT	\$2,663,063	\$276,897	\$2,939,960
QLD - LONGMAN	\$1,560,595	\$116,859	\$1,677,455
QLD - PETRIE	\$2,351,409	\$178,775	\$2,530,184
SA - HINDMARSH	\$1,984,375	\$249,180	\$2,233,555
TAS - BASS	\$1,607,210	\$114,597	\$1,721,807
TAS - BRADDON	\$871,961	\$58,206	\$930,167
TAS - LYONS	\$768,894	\$54,749	\$823,643
VIC - CORANGAMITE	\$420	\$60	\$480
VIC - DEAKIN	\$8,974	\$1,223	\$10,197
VIC - DUNKLEY	\$1,197	\$163	\$1,360
VIC - LA TROBE	\$3,590	\$489	\$4,079
WA - BURT	\$1,386,807	\$107,777	\$1,494,584
WA - COWAN	\$1,983,447	\$157,113	\$2,140,560
WA - SWAN	\$2,005,977	\$157,169	\$2,163,146