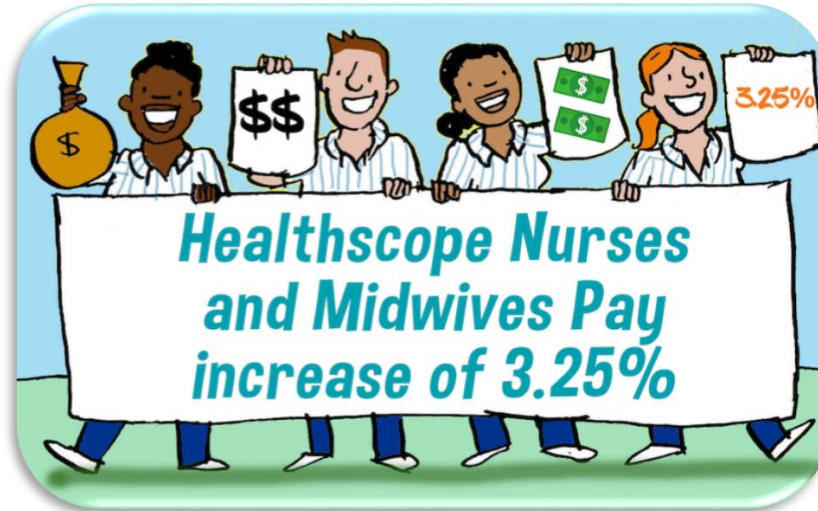


New South Wales Nurses and Midwives' Association

# Respect nurses & midwives

THE KEY TO QUALITY CARE Fair Staffing • Fair Rosters • Fair Pay



**Healthscope and NSWNMA/ANMF - NSW  
Nurses & Midwives' Enterprise Agreement 2015 - 2019**

**Wage Calculator Commencing First Full Pay Period On Or After 1 July 2019**

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Casual Rate 25.00%
<b>Assistant in Nursing</b>								
1st Year	903.39	23.7733	2.3773	2.9717	3.5660	11.8867	17.8300	29.7166
2nd Year	932.29	24.5340	2.4534	3.0668	3.6801	12.2670	18.4005	30.6675
3rd Year	961.44	25.3011	2.5301	3.1626	3.7952	12.6506	18.9758	31.6264
4th Year	991.59	26.0944	2.6094	3.2618	3.9142	13.0472	19.5708	32.6180
<b>Enrolled Nurse with Notation</b>								
1st Year	1116.66	29.3857	2.9386	3.6732	4.4079	14.6929	22.0393	36.7321
2nd Year	1141.31	30.0346	3.0035	3.7543	4.5052	15.0173	22.5260	37.5433
3rd Year	1165.85	30.6802	3.0680	3.8350	4.6020	15.3401	23.0102	38.3503
4th Year	1190.50	31.3290	3.1329	3.9161	4.6994	15.6645	23.4968	39.1613
5th Year	1215.41	31.9845	3.1985	3.9981	4.7977	15.9923	23.9884	39.9806
<b>Enrolled Nurse – No Further Qualification</b>								
1st Year	1139.08	29.9758	2.9976	3.7470	4.4964	14.9879	22.4819	37.4698
2nd Year	1163.99	30.6313	3.0631	3.8289	4.5947	15.3157	22.9735	38.2891
3rd Year	1189.14	31.2932	3.1293	3.9117	4.6940	15.6466	23.4699	39.1165
4th Year	1214.29	31.9551	3.1955	3.9944	4.7933	15.9776	23.9663	39.9439
5th Year	1239.57	32.6203	3.2620	4.0775	4.8930	16.3102	24.4652	40.7754
<b>Enrolled Nurse – Additional Relevant Advanced Certificate per 9(iv)</b>								
1st Year	1156.19	30.4261	3.0426	3.8033	4.5639	15.2131	22.8196	38.0326
2nd Year	1181.10	31.0816	3.1082	3.8852	4.6622	15.5408	23.3112	38.8520
3rd Year	1206.25	31.7435	3.1744	3.9679	4.7615	15.8718	23.8076	39.6794
4th Year	1231.41	32.4054	3.2405	4.0507	4.8608	16.2027	24.3041	40.5068
5th Year	1256.68	33.0706	3.3071	4.1338	4.9606	16.5353	24.8030	41.3383
<b>Enrolled Nurse – Additional Relevant Advanced Diploma per 9(iv)</b>								
1st Year	1173.30	30.8764	3.0876	3.8596	4.6315	15.4382	23.1573	38.5955
2nd Year	1198.21	31.5319	3.1532	3.9415	4.7298	15.7660	23.6489	39.4149
3rd Year	1223.36	32.1938	3.2194	4.0242	4.8291	16.0969	24.1454	40.2423
4th Year	1248.52	32.8557	3.2856	4.1070	4.9284	16.4279	24.6418	41.0696
5th Year	1273.79	33.5209	3.3521	4.1901	5.0281	16.7605	25.1407	41.9011
<b>Registered Nurse/Midwife</b>								
1st Year	1257.16	33.0831	3.3083	4.1354	4.9625	16.5416	24.8123	41.3539
2nd Year	1325.43	34.8798	3.4880	4.3600	5.2320	17.4399	26.1599	43.5998
3rd Year	1393.95	36.6828	3.6683	4.5854	5.5024	18.3414	27.5121	45.8535
4th Year	1467.26	38.6122	3.8612	4.8265	5.7918	19.3061	28.9592	48.2653
5th Year	1539.72	40.5189	4.0519	5.0649	6.0778	20.2595	30.3892	50.6486
6th Year	1612.78	42.4416	4.2442	5.3052	6.3662	21.2208	31.8312	53.0520
7th Year	1695.57	44.6202	4.4620	5.5775	6.6930	22.3101	33.4652	55.7753
8th Year	1765.43	46.4588	4.6459	5.8074	6.9688	23.2294	34.8441	58.0735

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Casual Rate 25.00%
<b>Clinical Nurse/Midwife Specialist</b>								
Grade 1	1837.15	48.3461	4.8346	6.0433	7.2519	24.1731	36.2596	60.4326
Grade 2 Year 1	1973.57	51.9361	5.1936	6.4920	7.7904	25.9681	38.9521	64.9201
Grade 2 Year 2	2038.03	53.6323	5.3632	6.7040	8.0448	26.8162	40.2242	67.0404
<b>Clinical Nurse/Midwife Consultant</b>								
Grade 1 Year 1	2258.95	59.4460	5.9446	7.4308	8.9169	29.7230	44.5845	74.3075
Grade 1 Year 2	2305.21	60.6633	6.0663	7.5829	9.0995	30.3317	45.4975	75.8291
Grade 2 Year 1	2350.72	61.8611	6.1861	7.7326	9.2792	30.9306	46.3958	77.3264
Grade 2 Year 2	2397.47	63.0912	6.3091	7.8864	9.4637	31.5456	47.3184	78.8640
Grade 3 Year 1	2489.35	65.5093	6.5509	8.1887	9.8264	32.7547	49.1320	81.8866
Grade 3 Year 2	2535.97	66.7360	6.6736	8.3420	10.0104	33.3680	50.0520	83.4200
<b>Nursing/Midwife Unit Manager</b>								
Level I	2214.42	58.2743	5.8274	7.2843	8.7411	29.1372	43.7057	72.8429
Level II	2319.47	61.0388	6.1039	7.6299	9.1558	30.5194	45.7791	76.2985
Level III	2381.84	62.6801	6.2680	7.8350	9.4020	31.3401	47.0101	78.3501
<b>Nurse/Midwife Practitioner</b>								
1st Year	2432.77	64.0203	6.4020	8.0025	9.6030	32.0102	48.0152	80.0254
2nd Year	2478.99	65.2366	6.5237	8.1546	9.7855	32.6183	48.9275	81.5458
3rd Year	2526.09	66.4761	6.6476	8.3095	9.9714	33.2381	49.8571	83.0951
4th Year	2574.09	67.7392	6.7739	8.4674	10.1609	33.8696	50.8044	84.6740
<b>Asst DON</b>								
100 beds & Over	2381.84	62.6800	6.2680	7.8350	9.4020	31.3400	47.0100	78.3500
<b>Clinical Nurse/Midwife Educator</b>								
Year 1	1859.69	48.9392	4.8939	6.1174	7.3409	24.4696	36.7044	61.1740
Year 2	1921.08	50.5547	5.0555	6.3193	7.5832	25.2774	37.9160	63.1934
<b>Nurse/Midwife Educator</b>								
Grade 1 Year 1	2062.91	54.2870	5.4287	6.7859	8.1431	27.1435	40.7153	67.8588
Grade 1 Year 2	2122.92	55.8664	5.5866	6.9833	8.3800	27.9332	41.8998	69.8330
Grade 2 Year 1	2172.98	57.1836	5.7184	7.1480	8.5775	28.5918	42.8877	71.4795
Grade 2 Year 2	2202.24	57.9537	5.7954	7.2442	8.6931	28.9769	43.4653	72.4421
Grade 3 Year 1	2285.92	60.1557	6.0156	7.5195	9.0234	30.0779	45.1168	75.1946
Grade 3 Year 2	2329.31	61.2977	6.1298	7.6622	9.1947	30.6489	45.9733	76.6221
<b>Senior Nurse/Midwife Educator</b>								
1st Year	2341.83	61.6270	6.1627	7.7034	9.2441	30.8135	46.2203	77.0338
2nd Year	2390.01	62.8951	6.2895	7.8619	9.4343	31.4476	47.1713	78.6189
3rd Year	2469.83	64.9956	6.4996	8.1245	9.7493	32.4978	48.7467	81.2445

Allowance	Item No.	Clause Ref.	From the first full pay period to commence on or after nominated dates					
				1/01/2016	1/07/2016	1/07/2017	1/07/2018	1/07/2019
				1.00%	2.00%	2.75%	3.00%	3.25%
<b>In Charge Allowances</b>								
In Charge Hospital, day, evening or night shift	1	11(1)(a)		\$27.5225	\$28.0730	\$28.8450	\$29.7103	\$30.6759
In Charge ward/unit in absence of NUM	2	11(i)(b)		\$27.5225	\$28.0730	\$28.8450	\$29.7103	\$30.6759
In Charge of ward/unit and Hospital no NUM <100 B	9	11(v)(a)		\$41.2383	\$42.0631	\$43.2198	\$44.5164	\$45.9632
Radiographic Allowance Hourly	6	11(iii)		\$7.9992	\$8.1592	\$8.3836	\$8.6351	\$8.9157
Radiographic Allowance Maximum	7	11(iii)		\$32.8452	\$33.5021	\$34.4234	\$35.4561	\$36.6084
Lead Apron (per hour)	8	11(iv)		\$1.9998	\$2.0398	\$2.0959	\$2.1588	\$2.2289
<b>Laundry Allowances</b>								
Uniform	10	17(iii)(a)		\$7.5144	\$7.6647	\$7.8755	\$8.1117	\$8.3754
Shoes (per week)	11	17(iii)(a)		\$2.3331	\$2.3798	\$2.4452	\$2.5186	\$2.6004
Stockings (per week)	12	17(iii)(b)		\$3.8885	\$3.9663	\$4.0753	\$4.1976	\$4.3340
Socks (per week)	15	17(iii)(f)		\$0.7575	\$0.7727	\$0.7939	\$0.8177	\$0.8443
Laundry (per week)	14	17(iii)(d)		\$6.2620	\$6.3872	\$6.5629	\$6.7598	\$6.9795
Cardigan or Jacket (per week)	13	17(iii)(c)		\$2.2725	\$2.3180	\$2.3817	\$2.4531	\$2.5329
<b>Meal Allowances</b>								
Meal Allowance on O/Time	16	19(ix)		\$21.3716	\$21.7990	\$22.3985	\$23.0705	\$23.8203
Breakfast	17	30(iii)		\$4.3632	\$4.4505	\$4.5729	\$4.7100	\$4.8631
Other Meals	18	30(iii)		\$7.9285	\$8.0871	\$8.3095	\$8.5587	\$8.8369
<b>Travel Allowances</b>								
Engine capacity	19	11(d)						
Over 2600 cc						Subject to ATO increases		
1601-2600 cc						Subject to ATO increases		
Under 1600 cc						Subject to ATO increases		
<b>Qualification Allowances</b>								
Hosp Post Registration/Post Grad Cert (per week)	20	13(ii)		\$39.8445	\$40.6414	\$41.7590	\$43.0118	\$44.4097
Post Graduate Certificate (per week)	21	13(iii)		\$39.8445	\$40.6414	\$41.7590	\$43.0118	\$44.4097
Post Grad Diploma/Degree (per week)	22	13(iv)		\$60.3879	\$61.5957	\$63.2895	\$65.1882	\$67.3068
Masters degree/Doctorate (per week)	23	13(v)		\$73.2351	\$74.6998	\$76.7540	\$79.0567	\$81.6260

	From the first full pay period to commence on or after nominated dates				
	1/01/2016	1/07/2016	1/07/2017	1/07/2018	1/07/2019

**On Call Allowance – Per 24 Hours Unless Stated Otherwise – Clause 11(ii)(a)**

Norwest PH (per 6 hours only on Sat/Sun/PH)	\$28.74	\$28.74	\$28.74	\$28.74	\$28.74
Norwest PH – Other than circumstances specified above – 24 Hours	\$27.03	\$28.38	\$29.80	\$31.29	\$32.86
Prince of Wales PH - Theatres (only on Sat/Sun/PH) – 24 Hours	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
Prince of Wales PH – Cardiac Theatres (Mon-Fri) – 24 Hours	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
Prince of Wales PH – Cardiac Theatres (only on Sat/Sun/PH) – 24 Hours	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Prince of Wales PH – Other than circumstances specified above – 24 Hours	\$27.03	\$28.38	\$29.80	\$31.29	\$32.86
Nepean PH Theatres (only on Sun/PH) – 24 Hours	\$44.56	\$44.56	\$44.56	\$44.56	\$44.56
Nepean PH – Other than circumstances specified above – 24 Hours	\$27.03	\$28.38	\$29.80	\$31.29	\$32.86
All Other Hospitals – 24 Hours	\$27.03	\$28.38	\$29.80	\$31.29	\$32.86

**On Call Allowance – Days Rostered Off – Per 24 Hours Unless Stated Otherwise – Clause 11(ii)(b)**

Prince of Wales PH – Cardiac Theatres (only on Sat/Sun/PH) – 24 Hours	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00
Prince of Wales PH – Other than circumstances specified above – 24 Hours	\$54.05	\$56.75	\$59.59	\$62.57	\$65.70
Norwest PH (per 6 hours only on Sat/Sun/PH)	\$28.74	\$28.74	\$28.74	\$28.74	\$28.74
Norwest PH – Other than circumstances specified above – 24 Hours	\$54.05	\$56.75	\$59.59	\$62.57	\$65.70
All Other Hospitals – 24 Hours	\$54.05	\$56.75	\$59.59	\$62.57	\$65.70

**On Call Allowance – Meal Break – Clause 11(ii)(c)**

All Hospitals	\$13.44	\$13.71	\$14.09	\$14.51	\$14.98
---------------	---------	---------	---------	---------	---------