

New South Wales Nurses and Midwives' Association



Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2017

Wage Calculator Effective First Full Pay Period after 1 July 2019

Providers who transferred between 30 June 2017 to 1 July 2018

Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2017

| Classification | | Annual Rate | 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 | Hourly Rate + 15% |
|---|---------------------------|-------------|-------------|-------------|--------------------|----------------------|--------------------|--------------------|--------------------|-------------------|
| Assistant in Nursing | | | | | | | | | | |
| Under 18: | 1st year | 38,084 | 729.88 | 19.2073 | 1.9207 | 2.4009 | 2.8811 | 9.6037 | 14.4055 | 22.0884 |
| | 2nd year | 39,802 | 762.80 | 20.0738 | 2.0074 | 2.5092 | 3.0111 | 10.0369 | 15.0553 | 23.0848 |
| | Thereafter | 41,370 | 792.85 | 20.8646 | 2.0865 | 2.6081 | 3.1297 | 10.4323 | 15.6484 | 23.9943 |
| Assistant in Nursing & Trainee Enrolled Nurses' Aide | | | | | | | | | | |
| Over 18: | 1st year | 44,948 | 861.43 | 22.6691 | 2.2669 | 2.8336 | 3.4004 | 11.3346 | 17.0018 | 26.0695 |
| | 2nd year | 46,382 | 888.91 | 23.3923 | 2.3392 | 2.9240 | 3.5089 | 11.6962 | 17.5443 | 26.9012 |
| | 3rd year | 47,830 | 916.66 | 24.1226 | 2.4123 | 3.0153 | 3.6184 | 12.0613 | 18.0920 | 27.7410 |
| | 4th year | 49,312 | 945.06 | 24.8701 | 2.4870 | 3.1088 | 3.7305 | 12.4350 | 18.6525 | 28.6006 |
| Trainee Enrolled Nurse | | | | | | | | | | |
| Under 18: | 1st year | 38,142 | 730.99 | 19.2366 | 1.9237 | 2.4046 | 2.8855 | 9.6183 | 14.4274 | 22.1221 |
| | 2nd year | 39,822 | 763.19 | 20.0839 | 2.0084 | 2.5105 | 3.0126 | 10.0419 | 15.0629 | 23.0964 |
| | Thereafter | 41,417 | 793.75 | 20.8883 | 2.0888 | 2.6110 | 3.1332 | 10.4441 | 15.6662 | 24.0215 |
| Over 18: | 1st year | 44,994 | 862.31 | 22.6923 | 2.2692 | 2.8365 | 3.4038 | 11.3462 | 17.0192 | 26.0962 |
| | 2nd year | 46,428 | 889.79 | 23.4155 | 2.3416 | 2.9269 | 3.5123 | 11.7078 | 17.5617 | 26.9279 |
| | 3rd year | 47,885 | 917.71 | 24.1504 | 2.4150 | 3.0188 | 3.6226 | 12.0752 | 18.1128 | 27.7729 |
| | Thereafter | 49,383 | 946.42 | 24.9059 | 2.4906 | 3.1132 | 3.7359 | 12.4529 | 18.6794 | 28.6417 |
| Enrolled Nurse | | | | | | | | | | |
| | 1st year | 55,222 | 1058.33 | 27.8507 | 2.7851 | 3.4813 | 4.1776 | 13.9254 | 20.8880 | 32.0283 |
| | 2nd year | 56,432 | 1081.52 | 28.4610 | 2.8461 | 3.5576 | 4.2691 | 14.2305 | 21.3457 | 32.7301 |
| | 3rd year | 57,650 | 1104.86 | 29.0753 | 2.9075 | 3.6344 | 4.3613 | 14.5376 | 21.8064 | 33.4365 |
| | 4th year | 58,869 | 1128.22 | 29.6900 | 2.9690 | 3.7113 | 4.4535 | 14.8450 | 22.2675 | 34.1436 |
| | Thereafter | 60,099 | 1151.79 | 30.3104 | 3.0310 | 3.7888 | 4.5466 | 15.1552 | 22.7328 | 34.8569 |
| Enrolled Nurse - Medication Endorsement | | | | | | | | | | |
| | 1st year | 58,125 | 1113.96 | 29.3148 | 2.9315 | 3.6644 | 4.3972 | 14.6574 | 21.9861 | 33.7120 |
| | 2nd year | 59,376 | 1137.94 | 29.9457 | 2.9946 | 3.7432 | 4.4919 | 14.9729 | 22.4593 | 34.4376 |
| | 3rd year | 60,635 | 1162.07 | 30.5807 | 3.0581 | 3.8226 | 4.5871 | 15.2904 | 22.9355 | 35.1678 |
| | 4th year | 61,897 | 1186.25 | 31.2172 | 3.1217 | 3.9021 | 4.6826 | 15.6086 | 23.4129 | 35.8998 |
| | 5th year & T/A | 63,167 | 1210.59 | 31.8577 | 3.1858 | 3.9822 | 4.7787 | 15.9289 | 23.8933 | 36.6364 |
| Pre-registration assessment | | 53,983 | 1034.58 | 27.2258 | 2.7226 | 3.4032 | 4.0839 | 13.6129 | 20.4194 | |

Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2017

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|---|-------------|-------------|-------------|--------------------|----------------------|--------------------|--------------------|--------------------|-------------------|
| Registered Nurse | | | | | | | | | |
| 1st year | 62,606 | 1199.84 | 31.5748 | 3.1575 | 3.9468 | 4.7362 | 15.7874 | 23.6811 | 36.3110 |
| 2nd year | 66,027 | 1265.40 | 33.3001 | 3.3300 | 4.1625 | 4.9950 | 16.6501 | 24.9751 | 38.2951 |
| 3rd year | 69,429 | 1330.60 | 35.0159 | 3.5016 | 4.3770 | 5.2524 | 17.5079 | 26.2619 | 40.2683 |
| 4th year | 73,079 | 1400.56 | 36.8567 | 3.6857 | 4.6071 | 5.5285 | 18.4284 | 27.6425 | 42.3852 |
| 5th year | 76,699 | 1469.93 | 38.6824 | 3.8682 | 4.8353 | 5.8024 | 19.3412 | 29.0118 | 44.4848 |
| 6th year | 80,330 | 1539.52 | 40.5137 | 4.0514 | 5.0642 | 6.0771 | 20.2569 | 30.3853 | 46.5908 |
| 7th year | 84,449 | 1618.46 | 42.5911 | 4.2591 | 5.3239 | 6.3887 | 21.2955 | 31.9433 | 48.9798 |
| 8th year | 87,931 | 1685.19 | 44.3472 | 4.4347 | 5.5434 | 6.6521 | 22.1736 | 33.2604 | 50.9993 |
| Residential Unit Nursing Manager | | | | | | | | | |
| Level 1 | 110,301 | 2113.91 | 55.6293 | 5.5629 | 6.9537 | 8.3444 | 27.8147 | 41.7220 | |
| Level 2 | 115,536 | 2214.24 | 58.2695 | 5.8270 | 7.2837 | 8.7404 | 29.1348 | 43.7022 | |
| Level 3 | 118,641 | 2273.75 | 59.8355 | 5.9836 | 7.4794 | 8.9753 | 29.9178 | 44.8766 | |
| Clinical Nurse Specialist | 91,516 | 1753.90 | 46.1553 | 4.6155 | 5.7694 | 6.9233 | 23.0776 | 34.6164 | |
| Clinical Nurse Consultant | | | | | | | | | |
| 1st year | 109,998 | 2108.11 | 55.4765 | 5.5476 | 6.9346 | 8.3215 | 27.7382 | 41.6074 | |
| 2nd year | 112,514 | 2156.33 | 56.7454 | 5.6745 | 7.0932 | 8.5118 | 28.3727 | 42.5591 | |
| Clinical Nurse Educator | 91,516 | 1753.90 | 46.1553 | 4.6155 | 5.7694 | 6.9233 | 23.0776 | 34.6164 | |
| Nurse Systems Support Officer | | | | | | | | | |
| Level 1 | 98,830 | 1894.07 | 49.8440 | 4.9844 | 6.2305 | 7.4766 | 24.9220 | 37.3830 | |
| Level 2 | 105,105 | 2014.33 | 53.0088 | 5.3009 | 6.6261 | 7.9513 | 26.5044 | 39.7566 | |
| Level 3 1st Yr | 109,998 | 2108.11 | 55.4765 | 5.5476 | 6.9346 | 8.3215 | 27.7382 | 41.6074 | |
| Level 3 2nd yr | 112,237 | 2151.02 | 56.6057 | 5.6606 | 7.0757 | 8.4909 | 28.3029 | 42.4543 | |
| Nurse Systems Support Co-ordinator | | | | | | | | | |
| Level 1 | 105,105 | 2014.33 | 53.0088 | 5.3009 | 6.6261 | 7.9513 | 26.5044 | 39.7566 | |
| Level 2 1st yr | 109,998 | 2108.11 | 55.4765 | 5.5476 | 6.9346 | 8.3215 | 27.7382 | 41.6074 | |
| Level 2 2nd yr | 112,237 | 2151.02 | 56.6057 | 5.6606 | 7.0757 | 8.4909 | 28.3029 | 42.4543 | |
| Level 3 1st Yr | 109,998 | 2108.11 | 55.4765 | 5.5476 | 6.9346 | 8.3215 | 27.7382 | 41.6074 | |
| Level 3 2nd yr | 112,237 | 2151.02 | 56.6057 | 5.6606 | 7.0757 | 8.4909 | 28.3029 | 42.4543 | |
| Level 3 3rd Yr | 114,466 | 2193.74 | 57.7299 | 5.7730 | 7.2162 | 8.6595 | 28.8649 | 43.2974 | |
| Level 3 4th yr | 116,734 | 2237.20 | 58.8737 | 5.8874 | 7.3592 | 8.8311 | 29.4369 | 44.1553 | |
| Level 4 1st yr | 114,466 | 2193.74 | 57.7299 | 5.7730 | 7.2162 | 8.6595 | 28.8649 | 43.2974 | |
| Level 4 2nd yr | 116,734 | 2237.20 | 58.8737 | 5.8874 | 7.3592 | 8.8311 | 29.4369 | 44.1553 | |

Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2017

| Classification | Annual Rate | 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 | Hourly Rate + 15% |
|--|-------------|-------------|-------------|-----------------------|-------------------------|-----------------------|-----------------------|-----------------------|----------------------|
| Nurse Learning and Development Officer | | | | | | | | | |
| 1st year | 101,517 | 1945.57 | 51.1992 | 5.1199 | 6.3999 | 7.6799 | 25.5996 | 38.3994 | |
| 2nd year | 104,373 | 2000.30 | 52.6396 | 5.2640 | 6.5799 | 7.8959 | 26.3198 | 39.4797 | |
| 3rd year | 106,935 | 2049.40 | 53.9317 | 5.3932 | 6.7415 | 8.0898 | 26.9658 | 40.4488 | |
| 4th year | 112,515 | 2156.35 | 56.7459 | 5.6746 | 7.0932 | 8.5119 | 28.3730 | 42.5594 | |
| Nurse Manager Learning and Development Unit | | | | | | | | | |
| 1st year | 121,211 | 2323.00 | 61.1317 | 6.1132 | 7.6415 | 9.1698 | 30.5658 | 45.8488 | |
| 2nd year | 123,470 | 2366.30 | 62.2710 | 6.2271 | 7.7839 | 9.3406 | 31.1355 | 46.7032 | |
| Nurse Manager Resource Support Unit | | | | | | | | | |
| 1st year | 121,211 | 2323.00 | 61.1317 | 6.1132 | 7.6415 | 9.1698 | 30.5658 | 45.8488 | |
| 2nd year | 123,470 | 2366.30 | 62.2710 | 6.2271 | 7.7839 | 9.3406 | 31.1355 | 46.7032 | |
| Nurse Manager | | | | | | | | | |
| Grade 1 | 1st year | 109,998 | 2108.11 | 55.4765 | 5.5476 | 6.9346 | 8.3215 | 27.7382 | 41.6074 |
| | 2nd year | 112,237 | 2151.02 | 56.6057 | 5.6606 | 7.0757 | 8.4909 | 28.3029 | 42.4543 |
| Grade 2 | 1st year | 114,466 | 2193.74 | 57.7299 | 5.7730 | 7.2162 | 8.6595 | 28.8649 | 43.2974 |
| | 2nd year | 116,734 | 2237.20 | 58.8737 | 5.8874 | 7.3592 | 8.8311 | 29.4369 | 44.1553 |
| Grade 3 | 1st year | 121,211 | 2323.00 | 61.1317 | 6.1132 | 7.6415 | 9.1698 | 30.5658 | 45.8488 |
| | 2nd year | 123,470 | 2366.30 | 62.2710 | 6.2271 | 7.7839 | 9.3406 | 31.1355 | 46.7032 |
| Grade 4 | 1st year | 127,956 | 2452.27 | 64.5335 | 6.4533 | 8.0667 | 9.6800 | 32.2667 | 48.4001 |
| | 2nd year | 130,198 | 2495.24 | 65.6642 | 6.5664 | 8.2080 | 9.8496 | 32.8321 | 49.2481 |
| Grade 5 | 1st year | 134,669 | 2580.93 | 67.9191 | 6.7919 | 8.4899 | 10.1879 | 33.9595 | 50.9393 |
| | 2nd year | 136,944 | 2624.53 | 69.0665 | 6.9066 | 8.6333 | 10.3600 | 34.5332 | 51.7999 |
| Grade 6 | 1st year | 141,430 | 2710.50 | 71.3289 | 7.1329 | 8.9161 | 10.6993 | 35.6645 | 53.4967 |
| | 2nd year | 143,518 | 2750.52 | 72.3820 | 7.2382 | 9.0478 | 10.8573 | 36.1910 | 54.2865 |
| Grade 7 | 1st year | 152,642 | 2925.38 | 76.9836 | 7.6984 | 9.6230 | 11.5475 | 38.4918 | 57.7377 |
| | 2nd year | 154,900 | 2968.65 | 78.1224 | 7.8122 | 9.7653 | 11.7184 | 39.0612 | 58.5918 |
| Grade 8 | 1st year | 163,864 | 3140.45 | 82.6433 | 8.2643 | 10.3304 | 12.3965 | 41.3217 | 61.9825 |
| | 2nd year | 166,107 | 3183.43 | 83.7746 | 8.3775 | 10.4718 | 12.5662 | 41.8873 | 62.8309 |

Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2017

ALLOWANCES

| | CLAUSE | AMOUNT |
|--|-----------|-------------------|
| A Registered Nurse in charge of unit in absence of a RUNM or in charge of a Residence of not more than 100 resident clients. | 9(i)&(ii) | \$34.25 per shift |
| A Registered Nurse designated as the Rover in charge of a Residence after hours (Norton Road, Riverside) | 9(iv) | \$34.25 per shift |
| A Registered Nurse in charge of unit in absence of a RUNM and in charge of a Residence not more than 100 resident clients. | 9(iii) | \$51.48 per shift |
| A Registered Nurse designated as the Rover in charge of a Residential centre after hours (Casuarina Grove, Kanangra) | 9(v) | \$51.48 per shift |
| Uniforms and Laundry Allowances | | |
| Uniform Allowance | 11(i) | \$6.35 per week |
| Shoe Allowance | 11(ii)(a) | \$1.95 per week |
| Stocking Allowance | 11(ii)(b) | \$3.29 per week |
| Sock Allowance | 11(ii)(c) | \$0.62 per week |
| Laundry Allowance | 11(iv) | \$5.29 per week |