

New South Wales Nurses and Midwives' Association



**Nurses' (Department of Communities and Justice Services - Ageing, Disability and Home Care) (State)
Award 2019**

Wage Calculator Effective First Full Pay Period after 1 July 2019

Nurses' (Department of Communities and Justice Services - Ageing, Disability and Home Care) (State) Award 2019

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	37,532	719.30	18.9289	1.8929	2.3661	2.8393	9.4645	14.1967	21.7683
	2nd year	39,226	751.76	19.7833	1.9783	2.4729	2.9675	9.8916	14.8375	22.7508
	Thereafter	40,771	781.37	20.5625	2.0562	2.5703	3.0844	10.2812	15.4219	23.6469
Assistant in Nursing & Trainee Enrolled Nurses' Aide										
Over 18:	1st year	44,297	848.95	22.3408	2.2341	2.7926	3.3511	11.1704	16.7556	25.6919
	2nd year	45,711	876.05	23.0539	2.3054	2.8817	3.4581	11.5270	17.2904	26.5120
	3rd year	47,139	903.42	23.7741	2.3774	2.9718	3.5661	11.8871	17.8306	27.3402
	4th year	48,598	931.38	24.5100	2.4510	3.0637	3.6765	12.2550	18.3825	28.1865
Trainee Enrolled Nurse										
Under 18:	1st year	37,590	720.41	18.9582	1.8958	2.3698	2.8437	9.4791	14.2186	21.8019
	2nd year	39,246	752.15	19.7934	1.9793	2.4742	2.9690	9.8967	14.8450	22.7624
	Thereafter	40,818	782.28	20.5862	2.0586	2.5733	3.0879	10.2931	15.4396	23.6741
Over 18:	1st year	44,343	849.83	22.3640	2.2364	2.7955	3.3546	11.1820	16.7730	25.7186
	2nd year	45,756	876.91	23.0766	2.3077	2.8846	3.4615	11.5383	17.3075	26.5381
	3rd year	47,192	904.43	23.8009	2.3801	2.9751	3.5701	11.9004	17.8506	27.3710
	Thereafter	48,668	932.72	24.5453	2.4545	3.0682	3.6818	12.2726	18.4089	28.2271
Enrolled Nurse										
	1st year	54,423	1043.01	27.4477	2.7448	3.4310	4.1172	13.7239	20.5858	31.5649
	2nd year	55,615	1065.86	28.0489	2.8049	3.5061	4.2073	14.0245	21.0367	32.2563
	3rd year	56,816	1088.88	28.6546	2.8655	3.5818	4.2982	14.3273	21.4910	32.9528
	4th year	58,018	1111.91	29.2609	2.9261	3.6576	4.3891	14.6304	21.9456	33.6500
	Thereafter	59,229	1135.12	29.8716	2.9872	3.7340	4.4807	14.9358	22.4037	34.3524
Enrolled Nurse - Medication Endorsement										
	1st year	57,284	1097.85	28.8907	2.8891	3.6113	4.3336	14.4453	21.6680	33.2243
	2nd year	58,516	1121.46	29.5120	2.9512	3.6890	4.4268	14.7560	22.1340	33.9388
	3rd year	59,758	1145.26	30.1384	3.0138	3.7673	4.5208	15.0692	22.6038	34.6592
	4th year	61,002	1169.10	30.7658	3.0766	3.8457	4.6149	15.3829	23.0744	35.3807
	5th year & T/A	62,252	1193.06	31.3962	3.1396	3.9245	4.7094	15.6981	23.5472	36.1057
Pre-registration assessment		53,202	1019.61	26.8319	2.6832	3.3540	4.0248	13.4160	20.1240	

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Registered Nurse									
1st year	61,700	1182.48	31.1178	3.1118	3.8897	4.6677	15.5589	23.3384	35.7855
2nd year	65,071	1247.08	32.8180	3.2818	4.1022	4.9227	16.4090	24.6135	37.7407
3rd year	68,424	1311.34	34.5090	3.4509	4.3136	5.1764	17.2545	25.8818	39.6854
4th year	72,022	1380.30	36.3236	3.6324	4.5405	5.4485	18.1618	27.2427	41.7722
5th year	75,590	1448.68	38.1231	3.8123	4.7654	5.7185	19.0616	28.5923	43.8416
6th year	79,168	1517.25	39.9277	3.9928	4.9910	5.9891	19.9638	29.9457	45.9168
7th year	83,227	1595.04	41.9748	4.1975	5.2468	6.2962	20.9874	31.4811	48.2710
8th year	86,659	1660.82	43.7057	4.3706	5.4632	6.5559	21.8528	32.7793	50.2615
Residential Unit Nursing Manager									
Level 1	108,705	2083.33	54.8244	5.4824	6.8530	8.2237	27.4122	41.1183	
Level 2	113,864	2182.20	57.4263	5.7426	7.1783	8.6139	28.7131	43.0697	
Level 3	116,924	2240.84	58.9696	5.8970	7.3712	8.8454	29.4848	44.2272	
Clinical Nurse Specialist	90,192	1728.53	45.4875	4.5488	5.6859	6.8231	22.7438	34.1156	
Clinical Nurse Consultant									
1st year	108,407	2077.62	54.6741	5.4674	6.8343	8.2011	27.3370	41.0056	
2nd year	110,887	2125.14	55.9249	5.5925	6.9906	8.3887	27.9624	41.9436	
Clinical Nurse Educator	90,192	1728.53	45.4875	4.5488	5.6859	6.8231	22.7438	34.1156	
Nurse Systems Support Officer									
Level 1	97,401	1866.69	49.1233	4.9123	6.1404	7.3685	24.5617	36.8425	
Level 2	103,584	1985.18	52.2417	5.2242	6.5302	7.8362	26.1208	39.1812	
Level 3 1st Yr	108,407	2077.62	54.6741	5.4674	6.8343	8.2011	27.3370	41.0056	
Level 3 2nd yr	110,613	2119.89	55.7867	5.5787	6.9733	8.3680	27.8933	41.8400	
Nurse Systems Support Co-ordinator									
Level 1	103,584	1985.18	52.2417	5.2242	6.5302	7.8362	26.1208	39.1812	
Level 2 1st yr	108,407	2077.62	54.6741	5.4674	6.8343	8.2011	27.3370	41.0056	
Level 2 2nd yr	110,613	2119.89	55.7867	5.5787	6.9733	8.3680	27.8933	41.8400	
Level 3 1st Yr	108,407	2077.62	54.6741	5.4674	6.8343	8.2011	27.3370	41.0056	
Level 3 2nd yr	110,613	2119.89	55.7867	5.5787	6.9733	8.3680	27.8933	41.8400	
Level 3 3rd Yr	112,809	2161.98	56.8942	5.6894	7.1118	8.5341	28.4471	42.6706	
Level 3 4th yr	115,045	2204.83	58.0219	5.8022	7.2527	8.7033	29.0110	43.5164	
Level 4 1st yr	112,809	2161.98	56.8942	5.6894	7.1118	8.5341	28.4471	42.6706	
Level 4 2nd yr	115,045	2204.83	58.0219	5.8022	7.2527	8.7033	29.0110	43.5164	

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Nurse Learning and Development Officer									
1st year	100,048	1917.42	50.4583	5.0458	6.3073	7.5687	25.2292	37.8437	
2nd year	102,863	1971.36	51.8780	5.1878	6.4848	7.7817	25.9390	38.9085	
3rd year	105,387	2019.74	53.1510	5.3151	6.6439	7.9726	26.5755	39.8632	
4th year	110,888	2125.16	55.9254	5.5925	6.9907	8.3888	27.9627	41.9440	
Nurse Manager Learning and Development Unit									
1st year	119,458	2289.41	60.2476	6.0248	7.5309	9.0371	30.1238	45.1857	
2nd year	121,684	2332.07	61.3702	6.1370	7.6713	9.2055	30.6851	46.0277	
Nurse Manager Resource Support Unit									
1st year	119,458	2289.41	60.2476	6.0248	7.5309	9.0371	30.1238	45.1857	
2nd year	121,684	2332.07	61.3702	6.1370	7.6713	9.2055	30.6851	46.0277	
Nurse Manager									
Grade 1	1st year	108,407	2077.62	54.6741	5.4674	6.8343	8.2011	27.3370	41.0056
	2nd year	110,613	2119.89	55.7867	5.5787	6.9733	8.3680	27.8933	41.8400
Grade 2	1st year	112,809	2161.98	56.8942	5.6894	7.1118	8.5341	28.4471	42.6706
	2nd year	115,045	2204.83	58.0219	5.8022	7.2527	8.7033	29.0110	43.5164
Grade 3	1st year	119,458	2289.41	60.2476	6.0248	7.5309	9.0371	30.1238	45.1857
	2nd year	121,684	2332.07	61.3702	6.1370	7.6713	9.2055	30.6851	46.0277
Grade 4	1st year	126,105	2416.80	63.5999	6.3600	7.9500	9.5400	31.8000	47.6999
	2nd year	128,314	2459.13	64.7140	6.4714	8.0893	9.7071	32.3570	48.5355
Grade 5	1st year	132,720	2543.57	66.9361	6.6936	8.3670	10.0404	33.4681	50.2021
	2nd year	134,962	2586.54	68.0669	6.8067	8.5084	10.2100	34.0334	51.0501
Grade 6	1st year	139,384	2671.29	70.2971	7.0297	8.7871	10.5446	35.1485	52.7228
	2nd year	141,442	2710.73	71.3350	7.1335	8.9169	10.7002	35.6675	53.5012
Grade 7	1st year	150,434	2883.06	75.8700	7.5870	9.4838	11.3805	37.9350	56.9025
	2nd year	152,659	2925.70	76.9922	7.6992	9.6240	11.5488	38.4961	57.7441
Grade 8	1st year	161,493	3095.01	81.4475	8.1448	10.1809	12.2171	40.7238	61.0856
	2nd year	163,703	3137.36	82.5621	8.2562	10.3203	12.3843	41.2811	61.9216

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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)	\$33.75 per shift
A Registered Nurse designated as the Rover in charge of a Residence after hours (Norton Road, Riverside)	9(iv)	\$33.75 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)	\$50.73 per shift
A Registered Nurse designated as the Rover in charge of a Residential centre after hours (Casuarina Grove, Kanangra)	9(v)	\$50.73 per shift
Uniforms and Laundry Allowances		
Uniform Allowance	11(i)	\$6.26 per week
Shoe Allowance	11(ii)(a)	\$1.93 per week
Stocking Allowance	11(ii)(b)	\$3.25 per week
Sock Allowance	11(ii)(c)	\$0.60 per week
Laundry Allowance	11(iv)	\$5.21 per week