

# Public Health System Nurses' & Midwives' (State) Award 2019

Pay Calculator - 1 July 2019



**2.5% Pay Increase Effective 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%	Penalty Rate 150%	Casual Rate 10%
<b>Assistant in Nursing/Midwifery</b>									
1st year	883.90	23.2605	2.3261	2.9076	3.4891	11.6303	17.4454	34.8908	25.5866
2nd year	912.10	24.0026	2.4003	3.0003	3.6004	12.0013	18.0020	36.0039	26.4029
3rd year	940.80	24.7579	2.4758	3.0947	3.7137	12.3789	18.5684	37.1368	27.2337
4th year and thereafter	969.90	25.5237	2.5524	3.1905	3.8286	12.7618	19.1428	38.2855	28.0761
<b>Enrolled Nurse without medication qualification</b>									
1st year	1,084.80	28.5474	2.8547	3.5684	4.2821	14.2737	21.4105	42.8211	31.4021
2nd year	1,108.70	29.1763	2.9176	3.6470	4.3764	14.5882	21.8822	43.7645	32.0939
3rd year	1,132.20	29.7947	2.9795	3.7243	4.4692	14.8974	22.3461	44.6921	32.7742
4th year	1,156.30	30.4289	3.0429	3.8036	4.5643	15.2145	22.8217	45.6434	33.4718
5th year and thereafter	1,180.70	31.0711	3.1071	3.8839	4.6607	15.5355	23.3033	46.6066	34.1782
Special Grade	1,217.50	32.0395	3.2039	4.0049	4.8059	16.0197	24.0296	48.0592	35.2434
<b>Enrolled Nurse</b>									
1st year	1,108.70	29.1763	2.9176	3.6470	4.3764	14.5882	21.8822	43.7645	32.0939
2nd year	1,132.20	29.7947	2.9795	3.7243	4.4692	14.8974	22.3461	44.6921	32.7742
3rd year	1,156.30	30.4289	3.0429	3.8036	4.5643	15.2145	22.8217	45.6434	33.4718
4th year	1,180.70	31.0711	3.1071	3.8839	4.6607	15.5355	23.3033	46.6066	34.1782
5th year and thereafter	1,204.70	31.7026	3.1703	3.9628	4.7554	15.8513	23.7770	47.5539	34.8729
Special Grade	1,241.60	32.6737	3.2674	4.0842	4.9011	16.3368	24.5053	49.0105	35.9411
<b>Registered Nurse/Midwife</b>									
1st year	1,230.10	32.3711	3.2371	4.0464	4.8557	16.1855	24.2783	48.5566	35.6082
2nd year	1,296.90	34.1289	3.4129	4.2661	5.1193	17.0645	25.5967	51.1934	37.5418
3rd year	1,363.90	35.8921	3.5892	4.4865	5.3838	17.9461	26.9191	53.8382	39.4813
4th year	1,435.60	37.7789	3.7779	4.7224	5.6668	18.8895	28.3342	56.6684	41.5568
5th year	1,507.00	39.6579	3.9658	4.9572	5.9487	19.8289	29.7434	59.4868	43.6237
6th year	1,577.80	41.5211	4.1521	5.1901	6.2282	20.7605	31.1408	62.2816	45.6732
7th year	1,659.00	43.6579	4.3658	5.4572	6.5487	21.8289	32.7434	65.4868	48.0237
8th year and thereafter	1,727.20	45.4526	4.5453	5.6816	6.8179	22.7263	34.0895	68.1789	49.9979
<b>Clinical Nurse/Midwife Specialist</b>									
Grade 1, Year 1 and thereafter	1,797.40	47.3000	4.7300	5.9125	7.0950	23.6500	35.4750	70.9500	52.0300
Grade 2, Year 1	1,930.80	50.8105	5.0811	6.3513	7.6216	25.4053	38.1079	76.2158	55.8916
Grade 2, Year 2 and thereafter	1,994.20	52.4789	5.2479	6.5599	7.8718	26.2395	39.3592	78.7184	57.7268

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Penalty Rate 150%	Casual Rate 10%
<b>Clinical Nurse/Midwife Consultant</b>									
Appointed prior to 31/12/99	2,210.30	58.1658	5.8166	7.2707	8.7249	29.0829	43.6243	87.2487	
Grade 1 - 1st year >31.12.99	2,160.60	56.8579	5.6858	7.1072	8.5287	28.4289	42.6434	85.2868	
Grade 1 - 2nd year >31.12.99	2,204.80	58.0211	5.8021	7.2526	8.7032	29.0105	43.5158	87.0316	
Grade 2 - 1st year >31.12.99	2,248.40	59.1684	5.9168	7.3961	8.8753	29.5842	44.3763	88.7526	
Grade 2 - 2nd year >31.12.99	2,293.10	60.3447	6.0345	7.5431	9.0517	30.1724	45.2586	90.5171	
Grade 3 - 1st year >31.12.99	2,381.20	62.6632	6.2663	7.8329	9.3995	31.3316	46.9974	93.9947	
Grade 3 - 2nd year >31.12.99	2,425.40	63.8263	6.3826	7.9783	9.5739	31.9132	47.8697	95.7395	
<b>Clinical Nurse/Midwife Educator</b>									
Year 1	1,870.10	49.2132	4.9213	6.1516	7.3820	24.6066	36.9099	73.8197	
Year 2 and thereafter	1,930.80	50.8105	5.0811	6.3513	7.6216	25.4053	38.1079	76.2158	
<b>Nurse/Midwife Educator</b>									
Employees on N/ME 4th year as at 1/7/08	2,210.30	58.1658	5.8166	7.2707	8.7249	29.0829	43.6243	87.2487	
Grade 1, Year 1	2,100.60	55.2789	5.5279	6.9099	8.2918	27.6395	41.4592	82.9184	
Grade 1, Year 2 and thereafter	2,160.60	56.8579	5.6858	7.1072	8.5287	28.4289	42.6434	85.2868	
Grade 2, Year 1	2,248.40	59.1684	5.9168	7.3961	8.8753	29.5842	44.3763	88.7526	
Grade 2, Year 2 and thereafter	2,293.10	60.3447	6.0345	7.5431	9.0517	30.1724	45.2586	90.5171	
Grade 3, Year 1	2,381.20	62.6632	6.2663	7.8329	9.3995	31.3316	46.9974	93.9947	
Grade 3, Year 2 and thereafter	2,425.40	63.8263	6.3826	7.9783	9.5739	31.9132	47.8697	95.7395	
<b>Nurse/Midwife Practitioners</b>									
1st year	2,381.20	62.6632	6.2663	7.8329	9.3995	31.3316	46.9974	93.9947	
2nd year	2,425.40	63.8263	6.3826	7.9783	9.5739	31.9132	47.8697	95.7395	
3rd year	2,487.30	65.4553	6.5455	8.1819	9.8183	32.7276	49.0914	98.1829	
4th year and thereafter	2,549.60	67.0947	6.7095	8.3868	10.0642	33.5474	50.3211	100.6421	
<b>Nursing/Midwife Unit Manager</b>									
Level I	2,166.90	57.0237	5.7024	7.1280	8.5536	28.5118	42.7678	85.5355	
Level II	2,269.50	59.7237	5.9724	7.4655	8.9586	29.8618	44.7928	89.5855	
Level III	2,330.60	61.3316	6.1332	7.6664	9.1997	30.6658	45.9987	91.9974	

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10%	Penalty Rate 12.50%	Penalty Rate 15%	Penalty Rate 50%	Penalty Rate 75%	Penalty Rate 150%	Casual Rate 10%
----------------	-------------	-------------	------------------	---------------------	------------------	------------------	------------------	-------------------	-----------------

**Nurse/Midwifery Managers**

Grade 1 - 1st year	2,160.60	56.8579	5.6858	7.1072	8.5287	28.4289	42.6434	85.2868	
Grade 1 - 2nd year and thereafter	2,204.80	58.0211	5.8021	7.2526	8.7032	29.0105	43.5158	87.0316	
Grade 2 - 1st year	2,248.40	59.1684	5.9168	7.3961	8.8753	29.5842	44.3763	88.7526	
Grade 2 - 2nd year and thereafter	2,293.10	60.3447	6.0345	7.5431	9.0517	30.1724	45.2586	90.5171	
Grade 3 - 1st year	2,381.20	62.6632	6.2663	7.8329	9.3995	31.3316	46.9974	93.9947	
Grade 3 - 2nd year and thereafter	2,425.40	63.8263	6.3826	7.9783	9.5739	31.9132	47.8697	95.7395	
Grade 4 - 1st year	2,513.50	66.1447	}						
Grade 4 - 2nd year and thereafter	2,557.60	67.3053	}						
Grade 5 - 1st year	2,645.20	69.6105	}						
Grade 5 - 2nd year and thereafter	2,689.90	70.7868	}						
Grade 6 - 1st year	2,778.20	73.1105	}						
Grade 6 - 2nd year and thereafter	2,822.50	74.2763	}						
Grade 7 - 1st year	2,998.20	78.9000	}						
Grade 7 - 2nd year and thereafter	3,042.80	80.0737	}						
Grade 8 - 1st year	3,219.20	84.7158	}						
Grade 8 - 2nd year and thereafter	3,263.10	85.8711	}						
Grade 9 - 1st year	3,439.30	90.5079	}						
Grade 9 - 2nd year and thereafter	3,483.70	91.6763	}						

Grade 4 Nurse Managers and above are not eligible for shift penalties (see clause 15 (vi) of the Award)

**Mothercraft Nurse**

9th year	1,465.80	38.5737	3.8574	4.8217	5.7861	19.2868	28.9303	57.8605	42.4311
----------	----------	---------	--------	--------	--------	---------	---------	---------	---------

The mothercraft classification applies only to persons employed in this classification as at 31 December 1988. Persons employed after that date are classified as Enrolled Nurses. As at 30 June 2015, all existing Registered Mothercraft Nurses were classified as Registered Mothercraft Nurse 9th Year.

**Registered Nurse - Pre Registration**

1st Year and Thereafter	1,060.60	27.9105	2.7911	3.4888	4.1866	13.9553	20.9329	41.8658	30.7016
-------------------------	----------	---------	--------	--------	--------	---------	---------	---------	---------

# Allowances

<b>Allowance</b>	<b>Award Clause</b>	<b>Amount (\$)</b>
<b><u>On Call Allowance</u></b>		
On Call Allowance^	12 (ii)(a)	\$3.85 per hour
On Call Allowance minimum^	12 (ii)(a)	\$30.84
On Call Allowance on rostered day off^	12 (ii)(b)	\$7.68 per hour
On Call Allowance on rostered day off minimum^	12 (ii)(b)	\$61.44
On Call Allowance during meal break^	12 (ii)(c)	\$15.13 per break
<b><u>Radiographic Allowance</u></b>		
Director of Nursing^	12 (iii)(a)	\$42.90 per week
Employee in absence of Director of Nursing^	12 (iii)(c)	\$8.58 per day
Maximum payment^	12 (iii)(c)	\$42.90 per week
Employee wearing lead apron^	12 (iv)	\$2.13 per hour
<b><u>In Charge</u></b>		
Registered Nurse in charge of hospital^	12 (i)(a)	\$35.17 per shift
Registered Nurse in charge of ward^	12 (v)(a) & (b)	\$35.17 per shift
Registered Nurse in charge of ward and also in charge of hospital of less 100 beds^	12 (vi)	\$52.75 per shift
Registered Nurse in charge of hospital over 100 beds^	12 (ix)	\$67.43 per shift
<b><u>Special Allowances</u></b>		
Climatic Allowance*	14 (i)	\$3.90 per week
Isolation Allowance*	14 (ii)	\$7.66 per week
<b><u>Special Rates Tibooburra/Ivanhoe Hospitals</u></b>		
Registered Nurse*	17 (i)	\$34.40 per week
Enrolled Nurse/Assistant in Nursing*	17 (i)	\$14.99 per week
<b><u>Justice Health Service</u></b>		
Justice Health Service Environment Allowance^	17 (iii)	\$3,085 per annum
Justice Health Service Productivity Allowance^	17 (iv)	\$76.04 per week

# Allowances

Allowance	Award Clause	Amount
<b><u>Uniform and Laundry Allowance</u></b>		
Uniform*	23 (iii)(a)	\$7.73 per week
Shoes*	23 (iii)(a)	\$2.39 per week
Uniform (including shoes allowance)*	23 (iii)(a)	\$10.12 per week
Cardigan or Jacket*	23 (iii)(a)	\$2.32 per week
Laundry*	23 (iv)	\$6.45 per week
<b><u>Accommodation and Board Deductions</u></b>		
Separate bedroom^	38 (iii)(a)	\$73.64 per week
Self contained flat^	38 (iii)(b)	\$89.73 per week
Deduction for meals (full board)^	38 (iv)	\$158.96 per week
Breakfast^	38 (v)(b)	\$5.37 per meal
Other Meals^	38 (v)(b)	\$9.79 per meal
<b><u>Miscellaneous</u></b>		
Enrolled Nurse employed in the CSSD of a hospital and in possession of a Sterilising Technology Certificate issued by the Sterilising Research and Advisory Council of Aust.^	12 (viii)	\$16.68 per week
Industry Allowance, Flight Nurses, Ambulance Service^	17 (v)	\$17.03 per week
Excess Fares*	20 (iv)(b)	\$5.40 per day
<b><u>Continuing Education Allowances^#</u></b>		
Hospital Post Registration Certificate	13 (ii)	\$41.00 per week
Post Graduate Certificate	13 (iii)	\$41.00 per week
Post Graduate Diploma or Degree	13 (iv) & (x)	\$61.50 per week
Masters Degree or Doctorate	13 (v) & (x)	\$74.00 per week
Enrolled Nurse Certificate 4	13 (vii)	\$29.50 per week
Enrolled Nurse Adv. Diploma of Nursing	13 (viii)	\$37.00 per week