

## New South Wales Nurses and Midwives' Association



## **Ramsay Health Australia Pty Limited & NSW Nurses & Midwives' Association/ANMF Enterprise Agreement 2018-2020**

Wage Calculator operative from first full pay period commencing on or after 1 July 2019

| <b>Classification</b>                                  | <b>Weekly Rate</b> | <b>Hourly Rate</b> | <b>Penalty Rate<br/>10.00%</b> | <b>Penalty Rate<br/>12.50%</b> | <b>Penalty Rate<br/>15.00%</b> | <b>Penalty Rate<br/>50.00%</b> | <b>Penalty Rate<br/>75.00%</b> | <b>Casual Rate<br/>25.00%</b> |
|--|--------------------|--------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-------------------------------|
| <b>Assistant in Nursing/ Midwifery</b>                 |                    |                    |                                |                                |                                |                                |                                |                               |
| 1st year   | 889.91             | 23.42              | 2.34                           | 2.93                           | 3.51                           | 11.71                          | 17.56                          | 29.27                         |
| 2nd year   | 917.99             | 24.16              | 2.42                           | 3.02                           | 3.62                           | 12.08                          | 18.12                          | 30.20                         |
| 3rd year   | 946.90             | 24.92              | 2.49                           | 3.11                           | 3.74                           | 12.46                          | 18.69                          | 31.15                         |
| Thereafter   | 976.62             | 25.70              | 2.57                           | 3.21                           | 3.86                           | 12.85                          | 19.28                          | 32.13                         |
| <b>Enrolled Nurse without Medication Qualification</b> |                    |                    |                                |                                |                                |                                |                                |                               |
|  | 1188.59            | 31.28              | 3.13                           | 3.91                           | 4.69                           | 15.64                          | 23.46                          | 7.82                          |
| <b>Enrolled Nurse - Mothercraft Nurse</b>              |                    |                    |                                |                                |                                |                                |                                |                               |
|  | 1273.87            | 33.52              | 3.35                           | 4.19                           | 5.03                           | 16.76                          | 25.14                          | 8.38                          |
| <b>Enrolled Nurse</b>                                  |                    |                    |                                |                                |                                |                                |                                |                               |
| 1st year   | 1113.77            | 29.31              | 2.93                           | 3.66                           | 4.40                           | 14.65                          | 21.98                          | 36.64                         |
| 2nd year   | 1138.16            | 29.95              | 3.00                           | 3.74                           | 4.49                           | 14.98                          | 22.46                          | 37.44                         |
| 3rd year   | 1162.76            | 30.60              | 3.06                           | 3.82                           | 4.59                           | 15.30                          | 22.95                          | 38.25                         |
| 4th year   | 1187.57            | 31.25              | 3.13                           | 3.91                           | 4.69                           | 15.63                          | 23.44                          | 39.06                         |
| Thereafter   | 1212.06            | 31.90              | 3.19                           | 3.99                           | 4.78                           | 15.95                          | 23.92                          | 39.87                         |
| <b>Registered Nurse/ Midwife</b>                       |                    |                    |                                |                                |                                |                                |                                |                               |
| 1st year   | 1238.20            | 32.58              | 3.26                           | 4.07                           | 4.89                           | 16.29                          | 24.44                          | 40.73                         |
| 2nd year   | 1305.54            | 34.36              | 3.44                           | 4.29                           | 5.15                           | 17.18                          | 25.77                          | 42.95                         |
| 3rd year   | 1372.89            | 36.13              | 3.61                           | 4.52                           | 5.42                           | 18.06                          | 27.10                          | 45.16                         |
| 4th year   | 1445.25            | 38.03              | 3.80                           | 4.75                           | 5.70                           | 19.02                          | 28.52                          | 47.54                         |
| 5th year   | 1516.59            | 39.91              | 3.99                           | 4.99                           | 5.99                           | 19.96                          | 29.93                          | 49.89                         |
| 6th year   | 1588.65            | 41.81              | 4.18                           | 5.23                           | 6.27                           | 20.90                          | 31.35                          | 52.26                         |
| 7th year   | 1669.93            | 43.95              | 4.39                           | 5.49                           | 6.59                           | 21.97                          | 32.96                          | 54.93                         |
| 8th year   | 1738.91            | 45.76              | 4.58                           | 5.72                           | 6.86                           | 22.88                          | 34.32                          | 57.20                         |
| <b>Clinical Nurse/ Midwifery Specialist</b>            |                    |                    |                                |                                |                                |                                |                                |                               |
|  | 1809.64            | 47.62              | 4.76                           | 5.95                           | 7.14                           | 23.81                          | 35.72                          | 59.53                         |
| <b>Clinical Nurse/ Midwifery Educator</b>              |                    |                    |                                |                                |                                |                                |                                |                               |
|  | 1809.64            | 47.62              | 4.76                           | 5.95                           | 7.14                           | 23.81                          | 35.72                          | 59.53                         |
| <b>Clinical Nurse/ Midwifery Consultant</b>            |                    |                    |                                |                                |                                |                                |                                |                               |
|  | 2225.07            | 58.55              | 5.86                           | 7.32                           | 8.78                           | 29.28                          | 43.92                          | 73.19                         |
| <b>Nursing/ Midwifery Unit Manager</b>                 |                    |                    |                                |                                |                                |                                |                                |                               |
| Level I  | 2181.20            | 57.40              | 5.74                           | 7.18                           | 8.61                           | 28.70                          | 43.05                          | 71.75                         |
| Level II   | 2284.73            | 60.12              | 6.01                           | 7.52                           | 9.02                           | 30.06                          | 45.09                          | 75.16                         |
| Level III  | 2346.23            | 61.74              | 6.17                           | 7.72                           | 9.26                           | 30.87                          | 46.31                          | 77.18                         |
| <b>Nurse undergoing pre-registration training</b>      |                    |                    |                                |                                |                                |                                |                                |                               |
|  | 1067.64            | 28.10              | 2.81                           | 3.51                           | 4.21                           | 14.05                          | 21.07                          | 35.12                         |

| Classification  | Weekly Rate | Hourly Rate | Penalty Rate<br>10.00% | Penalty Rate<br>12.50% | Penalty Rate<br>15.00% | Penalty Rate<br>50.00% | Penalty Rate<br>75.00% | Casual Rate<br>25.00% |
|---|-------------|-------------|------------------------|------------------------|------------------------|------------------------|------------------------|-----------------------|
| <b>Nurse/ Midwifery Educator</b>  |             |             |                        |                        |                        |                        |                        |                       |
| 1st year  | 2007.36     | 52.83       | 5.28                   | 6.60                   | 7.92                   | 26.41                  | 39.62                  | 66.03                 |
| 2nd year  | 2064.04     | 54.32       | 5.43                   | 6.79                   | 8.15                   | 27.16                  | 40.74                  | 67.90                 |
| 3rd year  | 2114.58     | 55.65       | 5.56                   | 6.96                   | 8.35                   | 27.82                  | 41.74                  | 69.56                 |
| 4th year  | 2225.07     | 58.55       | 5.86                   | 7.32                   | 8.78                   | 29.28                  | 43.92                  | 73.19                 |
| <b>Senior Nurse/ Midwifery Educator</b>                                       |             |             |                        |                        |                        |                        |                        |                       |
| 1st year  | 2278.68     | 59.97       | 6.00                   | 7.50                   | 8.99                   | 29.98                  | 44.97                  | 74.96                 |
| 2nd year  | 2325.52     | 61.20       | 6.12                   | 7.65                   | 9.18                   | 30.60                  | 45.90                  | 76.50                 |
| 3rd year  | 2403.63     | 63.25       | 6.33                   | 7.91                   | 9.49                   | 31.63                  | 47.44                  | 79.07                 |
| <b>Assistant Director of Nursing/ Assistant Director of Clinical Services</b> |             |             |                        |                        |                        |                        |                        |                       |
| More than 99 beds   | 2346.23     | 61.74       | 6.17                   | 7.72                   | 9.26                   | 30.87                  | 46.31                  | 77.18                 |
| <b>Deputy Director of Nursing/ Deputy Director of Clinical Services</b>       |             |             |                        |                        |                        |                        |                        |                       |
| Up to 99 beds   | 2284.73     | 60.12       | 6.01                   | 7.52                   | 9.02                   | 30.06                  | 45.09                  | 75.16                 |
| 100 to 199 beds   | 2346.23     | 61.74       | 6.17                   | 7.72                   | 9.26                   | 30.87                  | 46.31                  | 77.18                 |
| 200 to 249 beds   | 2403.63     | 63.25       | 6.33                   | 7.91                   | 9.49                   | 31.63                  | 47.44                  | 79.07                 |
| 250 to 349 beds   | 2493.11     | 65.61       | 6.56                   | 8.20                   | 9.84                   | 32.80                  | 49.21                  | 82.01                 |
| 350 to 449 beds   | 2582.90     | 67.97       | 6.80                   | 8.50                   | 10.20                  | 33.99                  | 50.98                  | 84.96                 |
| 450 to 749 beds   | 2677.71     | 70.47       | 7.05                   | 8.81                   | 10.57                  | 35.23                  | 52.85                  | 88.08                 |
| More than 749 beds  | 2782.06     | 73.21       | 7.32                   | 9.15                   | 10.98                  | 36.61                  | 54.91                  | 91.52                 |
| <b>Director of Nursing/ Director of Clinical Services</b>                     |             |             |                        |                        |                        |                        |                        |                       |
| Up to 24 beds   | 2354.63     | 61.96       | 6.20                   | 7.75                   | 9.29                   | 30.98                  | 46.47                  | 77.45                 |
| 25 to 49 beds   | 2493.01     | 65.61       | 6.56                   | 8.20                   | 9.84                   | 32.80                  | 49.20                  | 82.01                 |
| 50 to 74 beds   | 2547.13     | 67.03       | 6.70                   | 8.38                   | 10.05                  | 33.51                  | 50.27                  | 83.79                 |
| 75 to 99 beds   | 2600.32     | 68.43       | 6.84                   | 8.55                   | 10.26                  | 34.21                  | 51.32                  | 85.54                 |
| 100 to 149 beds   | 2674.74     | 70.39       | 7.04                   | 8.80                   | 10.56                  | 35.19                  | 52.79                  | 87.98                 |
| 150 to 199 beds   | 2764.12     | 72.74       | 7.27                   | 9.09                   | 10.91                  | 36.37                  | 54.56                  | 90.93                 |
| 200 to 249 beds   | 2853.60     | 75.09       | 7.51                   | 9.39                   | 11.26                  | 37.55                  | 56.32                  | 93.87                 |
| 250 to 349 beds   | 2961.12     | 77.92       | 7.79                   | 9.74                   | 11.69                  | 38.96                  | 58.44                  | 97.41                 |
| 350 to 449 beds   | 3139.58     | 82.62       | 8.26                   | 10.33                  | 12.39                  | 41.31                  | 61.97                  | 103.28                |
| 450 to 749 beds   | 3321.51     | 87.41       | 8.74                   | 10.93                  | 13.11                  | 43.70                  | 65.56                  | 109.26                |
| More than 749 beds  | 3529.79     | 92.89       | 9.29                   | 11.61                  | 13.93                  | 46.44                  | 69.67                  | 116.11                |
| <b>Nurse/ Midwife Practitioner</b>  |             |             |                        |                        |                        |                        |                        |                       |
| 1st year  | 2391.74     | 62.94       | 6.29                   | 7.87                   | 9.44                   | 31.47                  | 47.21                  | 78.68                 |
| 2nd year  | 2436.32     | 64.11       | 6.41                   | 8.01                   | 9.62                   | 32.06                  | 48.09                  | 80.14                 |
| 3rd year  | 2498.44     | 65.75       | 6.57                   | 8.22                   | 9.86                   | 32.87                  | 49.31                  | 82.19                 |
| 4th year  | 2561.07     | 67.40       | 6.74                   | 8.42                   | 10.11                  | 33.70                  | 50.55                  | 84.25                 |
| <b>Advanced Enrolled Nurse</b>  |             |             |                        |                        |                        |                        |                        |                       |
|   | 1250.09     | 32.90       | 3.29                   | 4.11                   | 4.93                   | 16.45                  | 24.67                  | 41.12                 |

| Allowances (refer to clause 7)  |  |  |  | Refer to provisions | from FFPOA <u>1/7/16</u> | from FFPOA <u>1/7/17</u> | from FFPOA <u>1/7/18</u> | from FFPOA <u>1/7/19</u> |
|---|--|--|--|---------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>On call (per 24 hours or part thereof)</b>   |  |  |  | 7.10.3              | \$41.20                  | \$42.23                  | \$43.29                  | \$44.37                  |
| <b>On call on rostered days off or ADOs (per 24 hours or part thereof)</b>                |  |  |  | 7.10.3              | \$82.40                  | \$84.46                  | \$86.57                  | \$88.74                  |
| <b>On call during meal break (per meal break)</b>   |  |  |  | 7.10.4              | \$14.14                  | \$14.49                  | \$14.85                  | \$15.22                  |
| <b>In charge ward/unit (per shift or part thereof)</b>                                    |  |  |  | 7.10.6              |                          |                          | \$29.47                  | \$30.21                  |
| <b>In charge hospital, day evening or night shift (per shift or part thereof)</b>         |  |  |  | 7.10.6              | \$28.05                  | \$28.75                  | \$29.47                  | \$30.21                  |
| <b>In charge of ward/unit and hospital less than 100 beds (per shift or part thereof)</b> |  |  |  | 7.10.6              | \$28.05                  | \$28.75                  | \$41.00                  | \$42.03                  |
| <b>Laundry (per week)</b>   |  |  |  | 7.10.11             | \$6.38                   | \$6.54                   | \$6.70                   | \$6.87                   |
| <b>Travel Allowance (per kilometre)</b>   |  |  |  | 7.10.12             |                          |                          | \$0.78                   | \$0.78                   |
| <b>Meal on overtime</b>   |  |  |  | 7.10.15             | \$19.99                  | \$20.49                  | \$21.00                  | \$21.53                  |
| <b>Qualification Allowance - Level 1 (per week)</b>                                       |  |  |  | 7.10.17-7.10.24     | \$31.49                  | \$32.28                  | \$33.09                  | \$33.91                  |
| <b>Qualification Allowance - Level 2 (per week)</b>                                       |  |  |  | 7.10.17-7.10.24     | \$44.07                  | \$45.17                  | \$46.30                  | \$47.46                  |
| <b>Lead Apron Allowance (hourly)</b>  |  |  |  | 7.10.25             | \$2.00                   | \$2.05                   | \$2.10                   | \$2.15                   |