

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 2020

Admin Increase - 2%

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10.00%	Penalty Rate 12.50%	Penalty Rate 15.00%	Penalty Rate 50.00%	Penalty Rate 75.00%	Casual Rate 25.00%
Assistant in Nursing/Midwifery								
1st year	907.71	23.89	2.39	2.99	3.58	11.94	17.92	29.86
2nd year	936.35	24.64	2.46	3.08	3.70	12.32	18.48	30.80
3rd year	965.84	25.42	2.54	3.18	3.81	12.71	19.06	31.77
Thereafter	996.15	26.21	2.62	3.28	3.93	13.11	19.66	32.77
Enrolled Nurse without Medication Qualification								
	1212.36	31.90	3.19	3.99	4.79	15.95	23.93	7.98
Enrolled Nurse - Mothercraft Nurse								
	1299.35	34.19	3.42	4.27	5.13	17.10	25.65	8.55
Enrolled Nurse								
1st year	1136.05	29.90	2.99	3.74	4.48	14.95	22.42	37.37
2nd year	1160.92	30.55	3.06	3.82	4.58	15.28	22.91	38.19
3rd year	1186.02	31.21	3.12	3.90	4.68	15.61	23.41	39.01
4th year	1211.32	31.88	3.19	3.98	4.78	15.94	23.91	39.85
Thereafter	1236.30	32.53	3.25	4.07	4.88	16.27	24.40	40.67
Advanced Enrolled Nurse								
	1275.09	33.56	3.36	4.19	5.03	16.78	25.17	41.94
Registered Nurse/Midwife								
1st year	1262.96	33.24	3.32	4.15	4.99	16.62	24.93	41.54
2nd year	1331.65	35.04	3.50	4.38	5.26	17.52	26.28	43.80
3rd year	1400.35	36.85	3.69	4.61	5.53	18.43	27.64	46.06
4th year	1474.16	38.79	3.88	4.85	5.82	19.40	29.10	48.49
5th year	1546.92	40.71	4.07	5.09	6.11	20.35	30.53	50.89
6th year	1620.42	42.64	4.26	5.33	6.40	21.32	31.98	53.30
7th year	1703.33	44.82	4.48	5.60	6.72	22.41	33.62	56.03
8th year	1773.69	46.68	4.67	5.83	7.00	23.34	35.01	58.35
Clinical Nurse/ Midwifery Specialist								
	1845.83	48.57	4.86	6.07	7.29	24.29	36.43	60.72
Clinical Nurse/ Midwifery Educator								
	1845.83	48.57	4.86	6.07	7.29	24.29	36.43	60.72
Clinical Nurse/ Midwifery Consultant								
	2269.57	59.73	5.97	7.47	8.96	29.86	44.79	74.66
Nursing/ Midwifery Unit Manager								
Level I	2224.82	58.55	5.85	7.32	8.78	29.27	43.91	73.18
Level II	2330.42	61.33	6.13	7.67	9.20	30.66	46.00	76.66
Level III	2393.15	62.98	6.30	7.87	9.45	31.49	47.23	78.72
Nurse undergoing pre-registration training								
	1088.99	28.66	2.87	3.58	4.30	14.33	21.49	35.82

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10.00%	Penalty Rate 12.50%	Penalty Rate 15.00%	Penalty Rate 50.00%	Penalty Rate 75.00%	Casual Rate 25.00%
Nurse/ Midwifery Educator								
1st year	2047.51	53.88	5.39	6.74	8.08	26.94	40.41	67.35
2nd year	2105.32	55.40	5.54	6.93	8.31	27.70	41.55	69.25
3rd year	2156.87	56.76	5.68	7.09	8.51	28.38	42.57	70.95
4th year	2269.57	59.73	5.97	7.47	8.96	29.86	44.79	74.66
Senior Nurse/ Midwifery Educator								
1st year	2324.25	61.16	6.12	7.65	9.17	30.58	45.87	76.46
2nd year	2372.03	62.42	6.24	7.80	9.36	31.21	46.82	78.03
3rd year	2451.70	64.52	6.45	8.06	9.68	32.26	48.39	80.65
Assistant Director of Nursing/ Assistant Director of Clinical Services								
More than 99 beds	2393.15	62.98	6.30	7.87	9.45	31.49	47.23	78.72
Deputy Director of Nursing/ Deputy Director of Clinical Services								
Up to 99 beds	2330.42	61.33	6.13	7.67	9.20	30.66	46.00	76.66
100 to 199 beds	2393.15	62.98	6.30	7.87	9.45	31.49	47.23	78.72
200 to 249 beds	2451.70	64.52	6.45	8.06	9.68	32.26	48.39	80.65
250 to 349 beds	2542.97	66.92	6.69	8.37	10.04	33.46	50.19	83.65
350 to 449 beds	2634.56	69.33	6.93	8.67	10.40	34.67	52.00	86.66
450 to 749 beds	2731.26	71.88	7.19	8.98	10.78	35.94	53.91	89.84
More than 749 beds	2837.70	74.68	7.47	9.33	11.20	37.34	56.01	93.35
Director of Nursing/ Director of Clinical Services								
Up to 24 beds	2401.72	63.20	6.32	7.90	9.48	31.60	47.40	79.00
25 to 49 beds	2542.87	66.92	6.69	8.36	10.04	33.46	50.19	83.65
50 to 74 beds	2598.07	68.37	6.84	8.55	10.26	34.19	51.28	85.46
75 to 99 beds	2652.33	69.80	6.98	8.72	10.47	34.90	52.35	87.25
100 to 149 beds	2728.23	71.80	7.18	8.97	10.77	35.90	53.85	89.74
150 to 199 beds	2819.40	74.19	7.42	9.27	11.13	37.10	55.65	92.74
200 to 249 beds	2910.67	76.60	7.66	9.57	11.49	38.30	57.45	95.75
250 to 349 beds	3020.34	79.48	7.95	9.94	11.92	39.74	59.61	99.35
350 to 449 beds	3202.37	84.27	8.43	10.53	12.64	42.14	63.20	105.34
450 to 749 beds	3387.94	89.16	8.92	11.14	13.37	44.58	66.87	111.45
More than 749 beds	3600.39	94.75	9.47	11.84	14.21	47.37	71.06	118.43
Nurse/ Midwife Practitioner								
1st year	2439.57	64.20	6.42	8.02	9.63	32.10	48.15	80.25
2nd year	2485.05	65.40	6.54	8.17	9.81	32.70	49.05	81.75
3rd year	2548.41	67.06	6.71	8.38	10.06	33.53	50.30	83.83
4th year	2612.29	68.74	6.87	8.59	10.31	34.37	51.56	85.93

Allowances (refer to clause 7)	Refer to provisions	from FFPOA 1/7/16	from FFPOA 1/7/17	from FFPOA 1/7/18	from FFPOA 1/7/19	from FFPOA 1/7/20
On call (per 24 hours or part thereof)	7.10.3	\$41.20	\$42.23	\$43.29	\$44.37	\$45.26
On call on rostered days off or ADOs (per 24 hours or part thereof)	7.10.3	\$82.40	\$84.46	\$86.57	\$88.74	\$90.51
On call during meal break (per meal break)	7.10.4	\$14.14	\$14.49	\$14.85	\$15.22	\$15.52
In charge ward/unit (per shift or part thereof)	7.10.6			\$29.47	\$30.21	\$30.81
In charge hospital, day evening or night shift (per shift or part thereof)	7.10.6	\$28.05	\$28.75	\$29.47	\$30.21	\$30.81
In charge of ward/unit and hospital less than 100 beds (per shift or part thereof)	7.10.6	\$28.05	\$28.75	\$41.00	\$42.03	\$42.87
Laundry (per week)	7.10.11	\$6.38	\$6.54	\$6.70	\$6.87	\$7.01
Travel Allowance (per kilometre)	7.10.12			\$0.78	\$0.78	\$0.80
Meal on overtime	7.10.15	\$19.99	\$20.49	\$21.00	\$21.53	\$21.96
Qualification Allowance - Level 1 (per week)	7.10.17-7.10.24	\$31.49	\$32.28	\$33.09	\$33.91	\$34.59
Qualification Allowance - Level 2 (per week)	7.10.17-7.10.24	\$44.07	\$45.17	\$46.30	\$47.46	\$48.41
Lead Apron Allowance (hourly)	7.10.25	\$2.00	\$2.05	\$2.10	\$2.15	\$2.19