



# Continuing Education Allowance

**Know  
YOUR  
Rights!**



It's time to know your rights to a continuing education allowance (CEA) under Clause 13 of the *Public Health System Nurses' and Midwives' (State) Award*.

Do you hold a qualification in addition to the qualification which led to you being registered or enrolled? If you do, you may qualify for the Continuing Education Allowance.

CEA allowances range from \$29.50 to \$74 per week.



## What is the CEA?

Your qualification must be clinical in nature and be directly related to the clinical area in which you are working. At this stage,

management and some education qualifications do not attract the allowance.

For example, if you are a registered midwife in addition to being a registered nurse and you work in maternity, you would receive the allowance for your midwifery qualification.



## Who is eligible to receive the CEA?

Eligibility is divided into three groups. You should apply for the allowance if you satisfy the criteria in one of the groups below.

### Group One

- Registered Nurses/Midwives 1-8,
- Clinical Nurse/Midwife Specialist 1,

- Nurse Unit Manager and
- Nurse Manager 1 and 2
- Nurse Manager 3 or above, where the employer is satisfied you are engaged in clinical work for more than 50% of your time.

And you hold either:

- A post-registration hospital certificate,
- Post-graduate certificate,
- Post-graduate diploma or degree (other than an undergraduate nursing degree) or
- Masters degree or Doctorate

### Group Two

- Enrolled Nurse
- Enrolled Nurse without Medical Endorsement
- Enrolled Nurse Special Grade or
- Enrolled Nurse Special Grade without Medical Endorsement

And you hold either:

- Certificate IV or equivalent in a clinical field or
- Advanced Diploma of Nursing (Enrolled/Division 2 Nursing)

### Group Three

- Clinical Nurse/Midwife Educator  
And you hold a post-graduate Diploma, Degree, Masters or Doctorate in a clinical or education field
- Clinical Nurse/Midwife Specialist Grade 2  
And you hold a post-graduate Diploma, Degree, Masters or Doctorate in a clinical field



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## How do I know if my qualification meets the criteria?

It is the employer who determines the relevance of a qualification to the competency

and skills you use in your daily nursing duties. However, there's a list of recognised qualifications which, if you are working in the relevant clinical field, means you are entitled to the CEA. These are listed in Schedules Two and Three of the Award: [www.ircgazette.justice.nsw.gov.au/irc/ircgazette.nsf/webviewdate/C9034](http://www.ircgazette.justice.nsw.gov.au/irc/ircgazette.nsf/webviewdate/C9034)



## What if my qualification is not from an Australian tertiary institution?

You may still be eligible for the CEA.

You can find further information on the CEA, including a list of some non-tertiary qualifications, information on the criteria applicable to non-tertiary and overseas qualifications in Ministry of Health PD2018\_008. The policy also includes a list of major functional groups and the areas of qualifications that may attract the allowance.



## When should you start receiving the allowance?

You must apply for the allowance and provide evidence of the qualification to your employer within three months of obtaining the qualification or commencing work for it to be backdated to the date of commencement/qualification.

If you provide evidence later than three months, you will start receiving the allowance from the date you provided the evidence and no backpay will apply.

**If you have any further questions regarding the CEA or are having trouble getting your qualification recognised by your employer, contact the Association on 1300 367 962**

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Authorised by S. Candish, General Secretary, NSWNMA | August 2022 | 1.3

