

New South Wales Nurses and Midwives' Association



Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2017

Wage Calculator for Nurses transferred between 1/07/2017 & 30/06/2018

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

Classifications		Annual Rate 1/07/2017	Hourly Wage Rate 1/07/2017	Hourly Wage Rate 1/07/2018	Hourly Wage Rate 1/07/2019	Hourly Wage Rate 1/07/2020	Hourly Wage Rate 1/07/2021	Hourly Wage Rate 1/07/2022	Hourly Wage Rate 1/07/2023
			2.50%	3.50%	3.00%	1.75%	2.50%	4.60%	5.75%
Assistant in Nursing									
Under 18:	1st year*	35,724	\$18.0171	\$18.6477	\$19.2071	\$19.5432	\$20.0318	\$21.0844	\$22.2968
	2nd year*	37,336	\$18.8301	\$19.4892	\$20.0739	\$20.4252	\$20.9358	\$21.9884	\$23.2527
	Thereafter*	38,807	\$19.5720	\$20.2570	\$20.8647	\$21.2298	\$21.7605	\$22.8131	\$24.1249
Assistant in Nursing & Trainee Enrolled Nurses' Aide									
Over 18:	1st year	42,163	\$21.2645	\$22.0088	\$22.6691	\$23.0658	\$23.6424	\$24.7300	\$26.1520
	2nd year	43,508	\$21.9429	\$22.7109	\$23.3922	\$23.8016	\$24.3966	\$25.5188	\$26.9861
	3rd year	44,867	\$22.6283	\$23.4203	\$24.1229	\$24.5451	\$25.1587	\$26.3160	\$27.8292
	4th year	46,257	\$23.3293	\$24.1458	\$24.8702	\$25.3054	\$25.9380	\$27.1311	\$28.6911
Trainee Enrolled Nurse									
Under 18:	1st year	35,779	\$18.0448	\$18.6764	\$19.2367	\$19.5733	\$20.0626	\$20.9855	\$22.1922
	2nd year	37,355	\$18.8397	\$19.4991	\$20.0841	\$20.4356	\$20.9465	\$21.9100	\$23.1698
	Thereafter	38,851	\$19.5942	\$20.2800	\$20.8884	\$21.2539	\$21.7852	\$22.7873	\$24.0976
Over 18:	1st year	42,206	\$21.2862	\$22.0312	\$22.6921	\$23.0892	\$23.6664	\$24.7551	\$26.1785
	2nd year	43,551	\$21.9646	\$22.7334	\$23.4154	\$23.8252	\$24.4208	\$25.5442	\$27.0130
	3rd year	44,918	\$22.6540	\$23.4469	\$24.1503	\$24.5729	\$25.1872	\$26.3458	\$27.8607
	Thereafter	46,323	\$23.3626	\$24.1803	\$24.9057	\$25.3415	\$25.9750	\$27.1699	\$28.7322
Enrolled Nurse									
	1st year	51,801	\$26.1254	\$27.0398	\$27.8510	\$28.3384	\$29.0469	\$30.3831	\$32.1301
	2nd year	52,936	\$26.6978	\$27.6322	\$28.4612	\$28.9593	\$29.6833	\$31.0487	\$32.8340
	3rd year	54,078	\$27.2737	\$28.2283	\$29.0751	\$29.5839	\$30.3235	\$31.7184	\$33.5422
	4th year	55,222	\$27.8507	\$28.8255	\$29.6903	\$30.2099	\$30.9651	\$32.3895	\$34.2519
	Thereafter	56,375	\$28.4322	\$29.4273	\$30.3101	\$30.8405	\$31.6115	\$33.0656	\$34.9669
Enrolled Nurse - Medication Endorsement									
	1st year	54,524	\$27.4987	\$28.4612	\$29.3150	\$29.8280	\$30.5737	\$31.9801	\$33.8190
	2nd year	55,697	\$28.0903	\$29.0735	\$29.9457	\$30.4697	\$31.2314	\$32.6680	\$34.5464
	3rd year	56,878	\$28.6859	\$29.6899	\$30.5806	\$31.1158	\$31.8937	\$33.3608	\$35.2790
	4th year	58,062	\$29.2830	\$30.3079	\$31.2171	\$31.7634	\$32.5575	\$34.0551	\$36.0133
	5th year & T/A	59,253	\$29.8837	\$30.9296	\$31.8575	\$32.4150	\$33.2254	\$34.7538	\$36.7521
Pre-registration assessment		50,638	\$25.5388	\$26.4327	\$27.2257	\$27.7021	\$28.3947	\$29.7009	\$31.4087

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

Classifications		Annual Rate 1/07/2017	Hourly Wage Rate 1/07/2017	Hourly Wage Rate 1/07/2018	Hourly Wage Rate 1/07/2019	Hourly Wage Rate 1/07/2020	Hourly Wage Rate 1/07/2021	Hourly Wage Rate 1/07/2022	Hourly Wage Rate 1/07/2023
Registered Nurse									
	1st year	58,727	\$29.6184	\$30.6550	\$31.5747	\$32.1273	\$32.9305	\$34.4453	\$36.4259
	2nd year	61,936	\$31.2369	\$32.3302	\$33.3001	\$33.8829	\$34.7300	\$36.3276	\$38.4164
	3rd year	65,127	\$32.8462	\$33.9958	\$35.0157	\$35.6285	\$36.5192	\$38.1991	\$40.3955
	4th year	68,551	\$34.5731	\$35.7832	\$36.8567	\$37.5017	\$38.4392	\$40.2074	\$42.5193
	5th year	71,947	\$36.2858	\$37.5558	\$38.6825	\$39.3594	\$40.3434	\$42.1992	\$44.6257
	6th year	75,353	\$38.0036	\$39.3337	\$40.5137	\$41.2227	\$42.2533	\$44.1970	\$46.7383
	7th year	79,217	\$39.9524	\$41.3507	\$42.5912	\$43.3365	\$44.4199	\$46.4632	\$49.1348
	8th year	82,483	\$41.5996	\$43.0556	\$44.3473	\$45.1234	\$46.2515	\$48.3791	\$51.1609
Residential Unit Nursing Manager									
	Level 1	103,467	\$52.1826	\$54.0090	\$55.6293	\$56.6028	\$58.0179	\$60.6867	\$64.1762
	Level 2	108,378	\$54.6595	\$56.5726	\$58.2698	\$59.2895	\$60.7717	\$63.5672	\$67.2223
	Level 3	111,290	\$56.1281	\$58.0926	\$59.8354	\$60.8825	\$62.4046	\$65.2752	\$69.0285
	Clinical Nurse Specialist	85,846	\$43.2957	\$44.8110	\$46.1553	\$46.9630	\$48.1371	\$50.3514	\$53.2466
	Clinical Nurse Consultant								
	1st year	103,183	\$52.0394	\$53.8608	\$55.4766	\$56.4474	\$57.8586	\$60.5201	\$64.0000
	2nd year	105,543	\$53.2297	\$55.0927	\$56.7455	\$57.7385	\$59.1820	\$61.9044	\$65.4639
	Clinical Nurse Educator	85,846	\$43.2957	\$44.8110	\$46.1553	\$46.9630	\$48.1371	\$50.3514	\$53.2466
	Nurse Systems Support Officer								
	Level 1	92,707	\$46.7559	\$48.3924	\$49.8442	\$50.7165	\$51.9844	\$54.3757	\$57.5023
	Level 2	98,593	\$49.7245	\$51.4649	\$53.0088	\$53.9365	\$55.2849	\$57.8280	\$61.1531
	Level 3 1st Yr	103,183	\$52.0394	\$53.8608	\$55.4766	\$56.4474	\$57.8586	\$60.5201	\$64.0000
	Level 3 2nd yr	105,283	\$53.0985	\$54.9569	\$56.6056	\$57.5962	\$59.0361	\$61.7518	\$65.3025
	Nurse Systems Support Co-ordinator								
	Level 1	98,593	\$49.7245	\$51.4649	\$53.0088	\$53.9365	\$55.2849	\$57.8280	\$61.1531
	Level 2 1st yr	103,183	\$52.0394	\$53.8608	\$55.4766	\$56.4474	\$57.8586	\$60.5201	\$64.0000
	Level 2 2nd yr	105,283	\$53.0985	\$54.9569	\$56.6056	\$57.5962	\$59.0361	\$61.7518	\$65.3025
	Level 3 1st Yr	103,183	\$52.0394	\$53.8608	\$55.4766	\$56.4474	\$57.8586	\$60.5201	\$64.0000
	Level 3 2nd yr	105,283	\$53.0985	\$54.9569	\$56.6056	\$57.5962	\$59.0361	\$61.7518	\$65.3025
	Level 3 3rd Yr	107,374	\$54.1531	\$56.0485	\$57.7300	\$58.7403	\$60.2088	\$62.9784	\$66.5997
	Level 3 4th yr	109,501	\$55.2258	\$57.1587	\$58.8735	\$59.9038	\$61.4014	\$64.2259	\$67.9189
	Level 4 1st yr	107,374	\$54.1531	\$56.0485	\$57.7300	\$58.7403	\$60.2088	\$62.9784	\$66.5997
	Level 4 2nd yr	109,501	\$55.2258	\$57.1587	\$58.8735	\$59.9038	\$61.4014	\$64.2259	\$67.9189

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

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Nurse Learning and Development Officer									
	1st year	95,227	\$48.0269	\$49.7078	\$51.1990	\$52.0950	\$53.3974	\$55.8537	\$59.0653
	2nd year	97,906	\$49.3780	\$51.1062	\$52.6394	\$53.5606	\$54.8996	\$57.4250	\$60.7269
	3rd year	100,309	\$50.5899	\$52.3605	\$53.9313	\$54.8751	\$56.2470	\$58.8344	\$62.2174
	4th year	105,544	\$53.2302	\$55.0933	\$56.7461	\$57.7392	\$59.1827	\$61.9051	\$65.4646
Nurse Manager Learning and Development Unit									
	1st year	113,701	\$57.3441	\$59.3511	\$61.1316	\$62.2014	\$63.7564	\$66.6892	\$70.5238
	2nd year	115,820	\$58.4128	\$60.4572	\$62.2709	\$63.3606	\$64.9446	\$67.9321	\$71.8382
Nurse Manager Resource Support Unit									
	1st year	113,701	\$57.3441	\$59.3511	\$61.1316	\$62.2014	\$63.7564	\$66.6892	\$70.5238
	2nd year	115,820	\$58.4128	\$60.4572	\$62.2709	\$63.3606	\$64.9446	\$67.9321	\$71.8382
Nurse Manager									
Grade 1	1st year	103,183	\$52.0394	\$53.8608	\$55.4766	\$56.4474	\$57.8586	\$60.5201	\$64.0000
	2nd year	105,283	\$53.0985	\$54.9569	\$56.6056	\$57.5962	\$59.0361	\$61.7518	\$65.3025
Grade 2	1st year	107,374	\$54.1531	\$56.0485	\$57.7300	\$58.7403	\$60.2088	\$62.9784	\$66.5997
	2nd year	109,501	\$55.2258	\$57.1587	\$58.8735	\$59.9038	\$61.4014	\$64.2259	\$67.9189
Grade 3	1st year	113,701	\$57.3441	\$59.3511	\$61.1316	\$62.2014	\$63.7564	\$66.6892	\$70.5238
	2nd year	115,820	\$58.4128	\$60.4572	\$62.2709	\$63.3606	\$64.9446	\$67.9321	\$71.8382
Grade 4	1st year	120,028	\$60.5350	\$62.6537	\$64.5333	\$65.6626	\$67.3042	\$70.4002	\$74.4482
	2nd year	122,131	\$61.5957	\$63.7515	\$65.6640	\$66.8131	\$68.4834	\$71.6336	\$75.7525
Grade 5	1st year	126,325	\$63.7109	\$65.9408	\$67.9190	\$69.1076	\$70.8353	\$74.0937	\$78.3541
	2nd year	128,459	\$64.7871	\$67.0546	\$69.0662	\$70.2749	\$72.0318	\$75.3453	\$79.6777
Grade 6	1st year	132,667	\$66.9094	\$69.2512	\$71.3287	\$72.5770	\$74.3914	\$77.8134	\$82.2877
	2nd year	134,626	\$67.8974	\$70.2738	\$72.3820	\$73.6487	\$75.4899	\$78.9624	\$83.5027
Grade 7	1st year	143,185	\$72.2141	\$74.7416	\$76.9838	\$78.3310	\$80.2893	\$83.9826	\$88.8116
	2nd year	145,303	\$73.2823	\$75.8472	\$78.1226	\$79.4897	\$81.4769	\$85.2248	\$90.1252
Grade 8	1st year	153,711	\$77.5228	\$80.2361	\$82.6432	\$84.0895	\$86.1917	\$90.1565	\$95.3405
	2nd year	155,815	\$78.5839	\$81.3343	\$83.7743	\$85.2404	\$87.3714	\$91.3905	\$96.6455

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

Allowances	Frequency	Clause	1/07/2017	1/07/2018	1/07/2019	1/07/2020	1/07/2021	1/07/2022	1/07/2023
or in charge of Residence of not more than 100 resident clients	per shift	9(i) & (ii)	\$32.13	\$33.25	\$34.25	\$34.85	\$35.72	\$37.36	\$39.51
Registered Nurse designated as the Rover in charge of a residence after hours (Norton Road, Riverside)	per shift	9(iv)	\$32.13	\$33.25	\$34.25	\$34.85	\$35.72	\$37.36	\$39.51
Registered Nurse in charge in absence of RUNM and in charge of a residence of not more than 100 resident clients	per shift	9 (iii)	\$48.29	\$49.98	\$51.48	\$52.38	\$53.69	\$56.16	\$59.39
Registered Nurse designated as the Rover in charge of a residential centre after hours (Casuarina Grove and Kanangra)	per shift	9(v)	\$48.29	\$49.98	\$51.48	\$52.38	\$53.69	\$56.16	\$59.39
Uniforms and Laundry Allowances									
Uniform Allowance	per week	11(i)	\$5.96	\$6.17	\$6.36	\$6.47	\$6.63	\$6.93	\$7.33
Shoe Allowance	per week	11(iii)(a)	\$1.83	\$1.89	\$1.95	\$1.98	\$2.03	\$2.12	\$2.24
Stocking Allowance	per week	11(iii)(b)	\$3.09	\$3.20	\$3.30	\$3.36	\$3.44	\$3.60	\$3.81
Sock Allowance	per week	11(iii)c	\$0.58	\$0.60	\$0.62	\$0.63	\$0.65	\$0.68	\$0.72
Laundry Allowance	per week	11(iv)	\$4.96	\$5.13	\$5.28	\$5.37	\$5.50	\$5.75	\$6.08

* 2022 wages were increased by FWC wage decision. The decision was 4.6% or \$40.00 if the weekly increase was less than \$40.00. This classification received \$40.00.