

New South Wales Nurses and Midwives' Association



Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2018

Wage Calculator for Nurses transferred between 1/07/2018 & 30/06/2019

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

Classifications		Annual Rate 1/07/2017	Annual Rate 1/07/2018	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%	2.50%	2.50%	2.50%	3.00%	1.75%	2.50%	4.60%	5.75%
Assistant in Nursing										
Under 18:	1st year*	35,724	\$36,617	\$18.0171	\$18.4675	\$19.0215	\$19.3544	\$19.8383	\$20.8909	22.0921
	2nd year*	37,336	\$38,269	\$18.8301	\$19.3006	\$19.8796	\$20.2275	\$20.7332	\$21.7858	23.0385
	Thereafter*	38,807	\$39,777	\$19.5720	\$20.0612	\$20.6630	\$21.0246	\$21.5502	\$22.6028	23.9025
Assistant in Nursing & Trainee Enrolled Nurses' Aide										
Over 18:	1st year	42,163	\$43,217	\$21.2645	\$21.7961	\$22.4500	\$22.8429	\$23.4140	\$24.4910	25.8992
	2nd year	43,508	\$44,596	\$21.9429	\$22.4916	\$23.1663	\$23.5717	\$24.1610	\$25.2724	26.7256
	3rd year	44,867	\$45,989	\$22.6283	\$23.1941	\$23.8899	\$24.3080	\$24.9157	\$26.0618	27.5604
	4th year	46,257	\$47,413	\$23.3293	\$23.9123	\$24.6297	\$25.0607	\$25.6872	\$26.8688	28.4138
Trainee Enrolled Nurse										
Under 18:	1st year	35,779	\$36,673	\$18.0448	\$18.4957	\$19.0506	\$19.3840	\$19.8686	\$20.7826	21.9776
	2nd year	37,355	\$38,289	\$18.8397	\$19.3107	\$19.8900	\$20.2381	\$20.7441	\$21.6983	22.946
	Thereafter	38,851	\$39,822	\$19.5942	\$20.0839	\$20.6864	\$21.0484	\$21.5746	\$22.5670	23.8646
Over 18:	1st year	42,206	\$43,261	\$21.2862	\$21.8183	\$22.4728	\$22.8661	\$23.4378	\$24.5159	25.9256
	2nd year	43,551	\$44,640	\$21.9646	\$22.5138	\$23.1892	\$23.5950	\$24.1849	\$25.2974	26.752
	3rd year	44,918	\$46,041	\$22.6540	\$23.2204	\$23.9170	\$24.3355	\$24.9439	\$26.0913	27.5915
	Thereafter	46,323	\$47,481	\$23.3626	\$23.9466	\$24.6650	\$25.0966	\$25.7240	\$26.9073	28.4545
Enrolled Nurse										
	1st year	51,801	\$53,096	\$26.1254	\$26.7785	\$27.5819	\$28.0646	\$28.7662	\$30.0894	31.8195
	2nd year	52,936	\$54,259	\$26.6978	\$27.3650	\$28.1860	\$28.6793	\$29.3963	\$30.7485	32.5165
	3rd year	54,078	\$55,430	\$27.2737	\$27.9556	\$28.7943	\$29.2982	\$30.0307	\$31.4121	33.2183
	4th year	55,222	\$56,603	\$27.8507	\$28.5472	\$29.4036	\$29.9182	\$30.6662	\$32.0768	33.9212
	Thereafter	56,375	\$57,784	\$28.4322	\$29.1428	\$30.0171	\$30.5424	\$31.3060	\$32.7461	34.629
Enrolled Nurse - Medication Endorsement										
	1st year	54,524	\$55,887	\$27.4987	\$28.1861	\$29.0317	\$29.5398	\$30.2783	\$31.6711	33.4922
	2nd year	55,697	\$57,089	\$28.0903	\$28.7923	\$29.6561	\$30.1751	\$30.9295	\$32.3523	34.2126
	3rd year	56,878	\$58,300	\$28.6859	\$29.4031	\$30.2852	\$30.8152	\$31.5856	\$33.0385	34.9382
	4th year	58,062	\$59,514	\$29.2830	\$30.0153	\$30.9158	\$31.4568	\$32.2432	\$33.7264	35.6657
	5th year & T/A	59,253	\$60,734	\$29.8837	\$30.6306	\$31.5495	\$32.1016	\$32.9041	\$34.4177	36.3967
Pre-registration assessment		50,638	\$51,904	\$25.5388	\$26.1773	\$26.9626	\$27.4344	\$28.1203	\$29.4138	31.1051

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

Classifications		Annual Rate 1/07/2017	Annual Rate 1/07/2018	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	\$60,195	\$29.6184	\$30.3588	\$31.2696	\$31.8168	\$32.6122	\$34.1124	36.0739
	2nd year	61,936	\$63,484	\$31.2369	\$32.0176	\$32.9781	\$33.5552	\$34.3941	\$35.9762	38.0448
	3rd year	65,127	\$66,755	\$32.8462	\$33.6673	\$34.6773	\$35.2842	\$36.1663	\$37.8299	40.0051
	4th year	68,551	\$70,265	\$34.5731	\$35.4375	\$36.5006	\$37.1394	\$38.0679	\$39.8190	42.1086
	5th year	71,947	\$73,746	\$36.2858	\$37.1931	\$38.3089	\$38.9793	\$39.9538	\$41.7917	44.1947
	6th year	75,353	\$77,237	\$38.0036	\$38.9538	\$40.1224	\$40.8245	\$41.8451	\$43.7700	46.2868
	7th year	79,217	\$81,197	\$39.9524	\$40.9510	\$42.1795	\$42.9176	\$43.9905	\$46.0141	48.6599
	8th year	82,483	\$84,545	\$41.5996	\$42.6395	\$43.9187	\$44.6873	\$45.8045	\$47.9115	50.6664
Residential Unit Nursing Manager										
	Level 1	103,467	\$106,054	\$52.1826	\$53.4874	\$55.0920	\$56.0561	\$57.4575	\$60.1005	63.5563
	Level 2	108,378	\$111,087	\$54.6595	\$56.0257	\$57.7065	\$58.7164	\$60.1843	\$62.9528	66.5726
	Level 3	111,290	\$114,072	\$56.1281	\$57.5312	\$59.2571	\$60.2941	\$61.8015	\$64.6444	68.3615
Clinical Nurse Specialist		85,846	\$87,992	\$43.2957	\$44.3780	\$45.7093	\$46.5092	\$47.6719	\$49.8648	52.732
Clinical Nurse Consultant										
	1st year	103,183	\$105,763	\$52.0394	\$53.3406	\$54.9408	\$55.9023	\$57.2999	\$59.9357	63.382
	2nd year	105,543	\$108,182	\$53.2297	\$54.5606	\$56.1974	\$57.1809	\$58.6104	\$61.3065	64.8316
Clinical Nurse Educator		85,846	\$87,992	\$43.2957	\$44.3780	\$45.7093	\$46.5092	\$47.6719	\$49.8648	52.732
Nurse Systems Support Officer										
	Level 1	92,707	\$95,025	\$46.7559	\$47.9250	\$49.3628	\$50.2266	\$51.4823	\$53.8505	56.9469
	Level 2	98,593	\$101,058	\$49.7245	\$50.9677	\$52.4967	\$53.4154	\$54.7508	\$57.2693	60.5623
	Level 3 1st Yr	103,183	\$105,763	\$52.0394	\$53.3406	\$54.9408	\$55.9023	\$57.2999	\$59.9357	63.382
	Level 3 2nd yr	105,283	\$107,915	\$53.0985	\$54.4260	\$56.0588	\$57.0398	\$58.4658	\$61.1552	64.6716
Nurse Systems Support Co-ordinator										
	Level 1	98,593	\$101,058	\$49.7245	\$50.9677	\$52.4967	\$53.4154	\$54.7508	\$57.2693	60.5623
	Level 2 1st yr	103,183	\$105,763	\$52.0394	\$53.3406	\$54.9408	\$55.9023	\$57.2999	\$59.9357	63.382
	Level 2 2nd yr	105,283	\$107,915	\$53.0985	\$54.4260	\$56.0588	\$57.0398	\$58.4658	\$61.1552	64.6716
	Level 3 1st Yr	103,183	\$105,763	\$52.0394	\$53.3406	\$54.9408	\$55.9023	\$57.2999	\$59.9357	63.382
	Level 3 2nd yr	105,283	\$107,915	\$53.0985	\$54.4260	\$56.0588	\$57.0398	\$58.4658	\$61.1552	64.6716
	Level 3 3rd Yr	107,374	\$110,058	\$54.1531	\$55.5068	\$57.1720	\$58.1725	\$59.6268	\$62.3696	65.9559
	Level 3 4th yr	109,501	\$112,239	\$55.2258	\$56.6067	\$58.3049	\$59.3252	\$60.8083	\$63.6055	67.2628
	Level 4 1st yr	107,374	\$110,058	\$54.1531	\$55.5068	\$57.1720	\$58.1725	\$59.6268	\$62.3696	65.9559
	Level 4 2nd yr	109,501	\$112,239	\$55.2258	\$56.6067	\$58.3049	\$59.3252	\$60.8083	\$63.6055	67.2628

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

Classifications		Annual Rate 1/07/2017	Annual Rate 1/07/2018	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
Nurse Learning and Development Officer										
	1st year	95,227	\$97,608	\$48.0269	\$49.2277	\$50.7045	\$51.5918	\$52.8816	\$55.3142	58.4948
	2nd year	97,906	\$100,354	\$49.3780	\$50.6126	\$52.1310	\$53.0433	\$54.3694	\$56.8704	60.1404
	3rd year	100,309	\$102,817	\$50.5899	\$51.8548	\$53.4104	\$54.3451	\$55.7037	\$58.2661	61.6164
	4th year	105,544	\$108,183	\$53.2302	\$54.5611	\$56.1979	\$57.1814	\$58.6109	\$61.3070	64.8322
Nurse Manager Learning and Development Unit										
	1st year	113,701	\$116,544	\$57.3441	\$58.7779	\$60.5412	\$61.6007	\$63.1407	\$66.0452	69.8428
	2nd year	115,820	\$118,716	\$58.4128	\$59.8733	\$61.6695	\$62.7487	\$64.3174	\$67.2760	71.1444
Nurse Manager Resource Support Unit										
	1st year	113,701	\$116,544	\$57.3441	\$58.7779	\$60.5412	\$61.6007	\$63.1407	\$66.0452	69.8428
	2nd year	115,820	\$118,716	\$58.4128	\$59.8733	\$61.6695	\$62.7487	\$64.3174	\$67.2760	71.1444
Nurse Manager										
Grade 1	1st year	103,183	\$105,763	\$52.0394	\$53.3406	\$54.9408	\$55.9023	\$57.2999	\$59.9357	63.382
	2nd year	105,283	\$107,915	\$53.0985	\$54.4260	\$56.0588	\$57.0398	\$58.4658	\$61.1552	64.6716
Grade 2	1st year	107,374	\$110,058	\$54.1531	\$55.5068	\$57.1720	\$58.1725	\$59.6268	\$62.3696	65.9559
	2nd year	109,501	\$112,239	\$55.2258	\$56.6067	\$58.3049	\$59.3252	\$60.8083	\$63.6055	67.2628
Grade 3	1st year	113,701	\$116,544	\$57.3441	\$58.7779	\$60.5412	\$61.6007	\$63.1407	\$66.0452	69.8428
	2nd year	115,820	\$118,716	\$58.4128	\$59.8733	\$61.6695	\$62.7487	\$64.3174	\$67.2760	71.1444
Grade 4	1st year	120,028	\$123,029	\$60.5350	\$62.0486	\$63.9101	\$65.0285	\$66.6542	\$69.7203	73.7292
	2nd year	122,131	\$125,184	\$61.5957	\$63.1354	\$65.0295	\$66.1675	\$67.8217	\$70.9415	75.0206
Grade 5	1st year	126,325	\$129,483	\$63.7109	\$65.3036	\$67.2627	\$68.4398	\$70.1508	\$73.3777	77.5969
	2nd year	128,459	\$131,670	\$64.7871	\$66.4066	\$68.3988	\$69.5958	\$71.3357	\$74.6171	78.9076
Grade 6	1st year	132,667	\$135,984	\$66.9094	\$68.5823	\$70.6398	\$71.8760	\$73.6729	\$77.0619	81.493
	2nd year	134,626	\$137,992	\$67.8974	\$69.5950	\$71.6829	\$72.9374	\$74.7608	\$78.1998	82.6963
Grade 7	1st year	143,185	\$146,765	\$72.2141	\$74.0196	\$76.2402	\$77.5744	\$79.5138	\$83.1714	87.9538
	2nd year	145,303	\$148,936	\$73.2823	\$75.1145	\$77.3679	\$78.7218	\$80.6898	\$84.4015	89.2546
Grade 8	1st year	153,711	\$157,554	\$77.5228	\$79.4609	\$81.8447	\$83.2770	\$85.3589	\$89.2854	94.4193
	2nd year	155,815	\$159,710	\$78.5839	\$80.5483	\$82.9647	\$84.4166	\$86.5270	\$90.5072	95.7114

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
Registered Nurse in charge of Unit in absence of RUNM or in charge of Residence of not more than 100 resident clients	per shift	9(i) & (ii)	\$32.13	\$32.93	\$33.92	\$34.51	\$35.37	\$37.00	\$39.13
Registered Nurse designated as the Rover in charge of a residence after hours (Norton Road, Riverside)	per shift	9(iv)	\$32.13	\$32.93	\$33.92	\$34.51	\$35.37	\$37.00	\$39.13
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	\$49.50	\$50.99	\$51.88	\$53.18	\$55.63	\$58.83
Registered Nurse designated as the Rover in charge of a residential centre after hours (Casuarina Grove and Kanangra)	per shift	9(v)	\$48.29	\$49.50	\$50.99	\$51.88	\$53.18	\$55.63	\$58.83
Uniforms and Laundry Allowances									
Uniform Allowance	per week	11(i)	\$5.96	\$6.11	\$6.29	\$6.40	\$6.56	\$6.86	\$7.25
Shoe Allowance	per week	11(iii)(a)	\$1.83	\$1.88	\$1.94	\$1.97	\$2.02	\$2.11	\$2.23
Stocking Allowance	per week	11(iii)(b)	\$3.09	\$3.17	\$3.27	\$3.33	\$3.41	\$3.57	\$3.78
Sock Allowance	per week	11(iii)c	\$0.58	\$0.59	\$0.61	\$0.62	\$0.64	\$0.67	\$0.71
Laundry Allowance	per week	11(iv)	\$4.96	\$5.08	\$5.23	\$5.32	\$5.45	\$5.70	\$6.03

* 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.