

New South Wales Nurses and Midwives' Association



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

Wage Calculator for Nurses transferred between 1/07/2019 & 30/06/2020

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	Annual Rate 1/07/2019	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%	2.50%	2.50%	1.75%	2.50%	4.6%	5.75%
Assistant in Nursing											
Under 18:	1st year*	\$35,724	\$36,617	\$37,532	\$18.0171	\$18.4675	\$18.9289	\$19.2602	\$19.7417	\$20.7943	\$21.9900
	2nd year*	\$37,336	\$38,269	\$39,226	\$18.8301	\$19.3006	\$19.7833	\$20.1295	\$20.6327	\$21.6853	\$22.9322
	Thereafter*	\$38,807	\$39,777	\$40,771	\$19.5720	\$20.0612	\$20.5625	\$20.9223	\$21.4454	\$22.4980	\$23.7916
Assistant in Nursing & Trainee Enrolled Nurs											
Over 18:	1st year	\$42,163	\$43,217	\$44,297	\$21.2645	\$21.7961	\$22.3408	\$22.7318	\$23.3001	\$24.3719	\$25.7733
	2nd year	\$43,508	\$44,596	\$45,711	\$21.9429	\$22.4916	\$23.0539	\$23.4573	\$24.0437	\$25.1497	\$26.5958
	3rd year	\$44,867	\$45,989	\$47,139	\$22.6283	\$23.1941	\$23.7741	\$24.1901	\$24.7949	\$25.9355	\$27.4268
	4th year	\$46,257	\$47,413	\$48,598	\$23.3293	\$23.9123	\$24.5100	\$24.9389	\$25.5624	\$26.7383	\$28.2758
Trainee Enrolled Nurse											
Under 18:	1st year	\$35,779	\$36,673	\$37,590	\$18.0448	\$18.4957	\$18.9582	\$19.2900	\$19.7723	\$20.6818	\$21.8710
	2nd year	\$37,355	\$38,289	\$39,246	\$18.8397	\$19.3107	\$19.7934	\$20.1398	\$20.6433	\$21.5929	\$22.8345
	Thereafter	\$38,851	\$39,822	\$40,818	\$19.5942	\$20.0839	\$20.5862	\$20.9465	\$21.4702	\$22.4578	\$23.7491
Over 18:	1st year	\$42,206	\$43,261	\$44,343	\$21.2862	\$21.8183	\$22.3640	\$22.7554	\$23.3243	\$24.3972	\$25.8000
	2nd year	\$43,551	\$44,640	\$45,756	\$21.9646	\$22.5138	\$23.0766	\$23.4804	\$24.0674	\$25.1745	\$26.6220
	3rd year	\$44,918	\$46,041	\$47,192	\$22.6540	\$23.2204	\$23.8009	\$24.2174	\$24.8228	\$25.9646	\$27.4576
	Thereafter	\$46,323	\$47,481	\$48,668	\$23.3626	\$23.9466	\$24.5453	\$24.9748	\$25.5992	\$26.7768	\$28.3165
Enrolled Nurse											
	1st year	\$51,801	\$53,096	\$54,423	\$26.1254	\$26.7785	\$27.4477	\$27.9280	\$28.6262	\$29.9430	\$31.6647
	2nd year	\$52,936	\$54,259	\$55,615	\$26.6978	\$27.3650	\$28.0489	\$28.5398	\$29.2533	\$30.5990	\$32.3584
	3rd year	\$54,078	\$55,430	\$56,816	\$27.2737	\$27.9556	\$28.6546	\$29.1561	\$29.8850	\$31.2597	\$33.0571
	4th year	\$55,222	\$56,603	\$58,018	\$27.8507	\$28.5472	\$29.2609	\$29.7730	\$30.5173	\$31.9211	\$33.7566
	Thereafter	\$56,375	\$57,784	\$59,229	\$28.4322	\$29.1428	\$29.8716	\$30.3944	\$31.1543	\$32.5874	\$34.4612
Enrolled Nurse - Medication Endorsement											
	1st year	\$54,524	\$55,887	\$57,284	\$27.4987	\$28.1861	\$28.8907	\$29.3963	\$30.1312	\$31.5172	\$33.3294
	2nd year	\$55,697	\$57,089	\$58,516	\$28.0903	\$28.7923	\$29.5120	\$30.0285	\$30.7792	\$32.1950	\$34.0462
	3rd year	\$56,878	\$58,300	\$59,758	\$28.6859	\$29.4031	\$30.1384	\$30.6658	\$31.4324	\$32.8783	\$34.7688
	4th year	\$58,062	\$59,514	\$61,002	\$29.2830	\$30.0153	\$30.7658	\$31.3042	\$32.0868	\$33.5628	\$35.4927
	5th year & T/A	\$59,253	\$60,734	\$62,252	\$29.8837	\$30.6306	\$31.3962	\$31.9456	\$32.7442	\$34.2504	\$36.2198
Pre-registration assessment		\$50,638	\$51,904	\$53,202	\$25.5388	\$26.1773	\$26.8319	\$27.3015	\$27.9840	\$29.2713	\$30.9544

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Registered Nurse											
	1st year	\$58,727	\$60,195	\$61,700	\$29.6184	\$30.3588	\$31.1178	\$31.6624	\$32.4540	\$33.9469	\$35.8988
	2nd year	\$61,936	\$63,484	\$65,071	\$31.2369	\$32.0176	\$32.8180	\$33.3923	\$34.2271	\$35.8015	\$37.8601
	3rd year	\$65,127	\$66,755	\$68,424	\$32.8462	\$33.6673	\$34.5090	\$35.1129	\$35.9907	\$37.6463	\$39.8110
	4th year	\$68,551	\$70,265	\$72,022	\$34.5731	\$35.4375	\$36.3236	\$36.9593	\$37.8833	\$39.6259	\$41.9044
	5th year	\$71,947	\$73,746	\$75,590	\$36.2858	\$37.1931	\$38.1231	\$38.7903	\$39.7601	\$41.5891	\$43.9805
	6th year	\$75,353	\$77,237	\$79,168	\$38.0036	\$38.9538	\$39.9277	\$40.6264	\$41.6421	\$43.5576	\$46.0622
	7th year	\$79,217	\$81,197	\$83,227	\$39.9524	\$40.9510	\$41.9748	\$42.7094	\$43.7771	\$45.7908	\$48.4238
	8th year	\$82,483	\$84,545	\$86,659	\$41.5996	\$42.6395	\$43.7057	\$44.4705	\$45.5823	\$47.6791	\$50.4206
Residential Unit Nursing Manager											
	Level 1	\$103,467	\$106,054	\$108,705	\$52.1826	\$53.4874	\$54.8244	\$55.7838	\$57.1784	\$59.8086	\$63.2476
	Level 2	\$108,378	\$111,087	\$113,864	\$54.6595	\$56.0257	\$57.4263	\$58.4313	\$59.8921	\$62.6471	\$66.2493
	Level 3	\$111,290	\$114,072	\$116,924	\$56.1281	\$57.5312	\$58.9696	\$60.0016	\$61.5016	\$64.3307	\$68.0297
Clinical Nurse Specialist		\$85,846	\$87,992	\$90,192	\$43.2957	\$44.3780	\$45.4875	\$46.2835	\$47.4406	\$49.6229	\$52.4762
Clinical Nurse Consultant											
	1st year	\$103,183	\$105,763	\$108,407	\$52.0394	\$53.3406	\$54.6741	\$55.6309	\$57.0217	\$59.6447	\$63.0743
	2nd year	\$105,543	\$108,182	\$110,887	\$53.2297	\$54.5606	\$55.9249	\$56.9036	\$58.3262	\$61.0092	\$64.5172
Clinical Nurse Educator		\$85,846	\$87,992	\$90,192	\$43.2957	\$44.3780	\$45.4875	\$46.2835	\$47.4406	\$49.6229	\$52.4762
Nurse Systems Support Officer											
	Level 1	\$92,707	\$95,025	\$97,401	\$46.7559	\$47.9250	\$49.1233	\$49.9830	\$51.2326	\$53.5893	\$56.6707
	Level 2	\$98,593	\$101,058	\$103,584	\$49.7245	\$50.9677	\$52.2417	\$53.1559	\$54.4848	\$56.9911	\$60.2681
	Level 3 1st Yr	\$103,183	\$105,763	\$108,407	\$52.0394	\$53.3406	\$54.6741	\$55.6309	\$57.0217	\$59.6447	\$63.0743
	Level 3 2nd yr	\$105,283	\$107,915	\$110,613	\$53.0985	\$54.4260	\$55.7867	\$56.7630	\$58.1821	\$60.8585	\$64.3579
Nurse Systems Support Co-ordinator											
	Level 1	\$98,593	\$101,058	\$103,584	\$49.7245	\$50.9677	\$52.2417	\$53.1559	\$54.4848	\$56.9911	\$60.2681
	Level 2 1st yr	\$103,183	\$105,763	\$108,407	\$52.0394	\$53.3406	\$54.6741	\$55.6309	\$57.0217	\$59.6447	\$63.0743
	Level 2 2nd yr	\$105,283	\$107,915	\$110,613	\$53.0985	\$54.4260	\$55.7867	\$56.7630	\$58.1821	\$60.8585	\$64.3579
	Level 3 1st Yr	\$103,183	\$105,763	\$108,407	\$52.0394	\$53.3406	\$54.6741	\$55.6309	\$57.0217	\$59.6447	\$63.0743
	Level 3 2nd yr	\$105,283	\$107,915	\$110,613	\$53.0985	\$54.4260	\$55.7867	\$56.7630	\$58.1821	\$60.8585	\$64.3579
	Level 3 3rd Yr	\$107,374	\$110,058	\$112,809	\$54.1531	\$55.5068	\$56.8942	\$57.8898	\$59.3370	\$62.0665	\$65.6353
	Level 3 4th yr	\$109,501	\$112,239	\$115,045	\$55.2258	\$56.6067	\$58.0219	\$59.0373	\$60.5132	\$63.2968	\$66.9364
	Level 4 1st yr	\$107,374	\$110,058	\$112,809	\$54.1531	\$55.5068	\$56.8942	\$57.8898	\$59.3370	\$62.0665	\$65.6353
	Level 4 2nd yr	\$109,501	\$112,239	\$115,045	\$55.2258	\$56.6067	\$58.0219	\$59.0373	\$60.5132	\$63.2968	\$66.9364

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	Annual Rate 1/07/2019	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	\$100,048	\$48.0269	\$49.2277	\$50.4583	\$51.3413	\$52.6248	\$55.0455	\$58.2106
	2nd year	\$97,906	\$100,354	\$102,863	\$49.3780	\$50.6126	\$51.8780	\$52.7859	\$54.1055	\$56.5944	\$59.8486
	3rd year	\$100,309	\$102,817	\$105,387	\$50.5899	\$51.8548	\$53.1510	\$54.0811	\$55.4331	\$57.9830	\$61.3170
	4th year	\$105,544	\$108,183	\$110,888	\$53.2302	\$54.5611	\$55.9254	\$56.9041	\$58.3267	\$61.0097	\$64.5178
Nurse Manager Learning and Development U											
	1st year	\$113,701	\$116,544	\$119,458	\$57.3441	\$58.7779	\$60.2476	\$61.3019	\$62.8344	\$65.7248	\$69.5040
	2nd year	\$115,820	\$118,716	\$121,684	\$58.4128	\$59.8733	\$61.3702	\$62.4442	\$64.0053	\$66.9495	\$70.7991
Nurse Manager Resource Support Unit											
	1st year	\$113,701	\$116,544	\$119,458	\$57.3441	\$58.7779	\$60.2476	\$61.3019	\$62.8344	\$65.7248	\$69.5040
	2nd year	\$115,820	\$118,716	\$121,684	\$58.4128	\$59.8733	\$61.3702	\$62.4442	\$64.0053	\$66.9495	\$70.7991
Nurse Manager											
Grade 1	1st year	\$103,183	\$105,763	\$108,407	\$52.0394	\$53.3406	\$54.6741	\$55.6309	\$57.0217	\$59.6447	\$63.0743
	2nd year	\$105,283	\$107,915	\$110,613	\$53.0985	\$54.4260	\$55.7867	\$56.7630	\$58.1821	\$60.8585	\$64.3579
Grade 2	1st year	\$107,374	\$110,058	\$112,809	\$54.1531	\$55.5068	\$56.8942	\$57.8898	\$59.3370	\$62.0665	\$65.6353
	2nd year	\$109,501	\$112,239	\$115,045	\$55.2258	\$56.6067	\$58.0219	\$59.0373	\$60.5132	\$63.2968	\$66.9364
Grade 3	1st year	\$113,701	\$116,544	\$119,458	\$57.3441	\$58.7779	\$60.2476	\$61.3019	\$62.8344	\$65.7248	\$69.5040
	2nd year	\$115,820	\$118,716	\$121,684	\$58.4128	\$59.8733	\$61.3702	\$62.4442	\$64.0053	\$66.9495	\$70.7991
Grade 4	1st year	\$120,028	\$123,029	\$126,105	\$60.5350	\$62.0486	\$63.5999	\$64.7129	\$66.3307	\$69.3819	\$73.3714
	2nd year	\$122,131	\$125,184	\$128,314	\$61.5957	\$63.1354	\$64.7140	\$65.8465	\$67.4927	\$70.5974	\$74.6568
Grade 5	1st year	\$126,325	\$129,483	\$132,720	\$63.7109	\$65.3036	\$66.9361	\$68.1075	\$69.8102	\$73.0215	\$77.2202
	2nd year	\$128,459	\$131,670	\$134,962	\$64.7871	\$66.4066	\$68.0669	\$69.2581	\$70.9896	\$74.2551	\$78.5248
Grade 6	1st year	\$132,667	\$135,984	\$139,384	\$66.9094	\$68.5823	\$70.2971	\$71.5273	\$73.3155	\$76.6880	\$81.0976
	2nd year	\$134,626	\$137,992	\$141,442	\$67.8974	\$69.5950	\$71.3350	\$72.5834	\$74.3980	\$77.8203	\$82.2950
Grade 7	1st year	\$143,185	\$146,765	\$150,434	\$72.2141	\$74.0196	\$75.8700	\$77.1977	\$79.1276	\$82.7675	\$87.5266
	2nd year	\$145,303	\$148,936	\$152,659	\$73.2823	\$75.1145	\$76.9922	\$78.3396	\$80.2981	\$83.9918	\$88.8213
Grade 8	1st year	\$153,711	\$157,554	\$161,493	\$77.5228	\$79.4609	\$81.4475	\$82.8728	\$84.9446	\$88.8521	\$93.9611
	2nd year	\$155,815	\$159,710	\$163,703	\$78.5839	\$80.5483	\$82.5621	\$84.0069	\$86.1071	\$90.0680	\$95.2469

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	\$33.75	\$34.34	\$35.20	\$36.82	38.94
Registered Nurse designated as the Rover in charge of a residence after hours (Norton Road, Riverside)	per shift	9(iv)	\$32.13	\$32.93	\$33.75	\$34.34	\$35.20	\$36.82	38.94
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	\$50.73	\$51.62	\$52.91	\$55.34	58.52
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	\$50.73	\$51.62	\$52.91	\$55.34	58.52
Uniforms and Laundry Allowances									
Uniform Allowance	per week	11(i)	\$5.96	\$6.11	\$6.26	\$6.37	\$6.53	\$6.83	7.22
Shoe Allowance	per week	11(iii)(a)	\$1.83	\$1.88	\$1.93	\$1.96	\$2.01	\$2.10	2.22
Stocking Allowance	per week	11(iii)(b)	\$3.09	\$3.17	\$3.25	\$3.31	\$3.39	\$3.55	3.75
Sock Allowance	per week	11(iii)c	\$0.58	\$0.59	\$0.60	\$0.61	\$0.63	\$0.66	0.7
Laundry Allowance	per week	11(iv)	\$4.96	\$5.08	\$5.21	\$5.30	\$5.43	\$5.68	6.01

* 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.