

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 1/07/2020 & 30/06/2021

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

Classification		Annual Rate 1/07/2017	Annual Rate 1/07/2018	Annual Rate 1/07/2019	Annual Rate 1/07/2020	Annual Rate 1/07/2021	Annual Rate 1/07/2022	Annual Rate 1/07/2023	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
		2.5%	2.5%	2.5%	0.3%	2.04%	4.6%	5.75%	2.5%	2.5%	2.5%	0.3%	2.04%	4.6%	5.75%
Assistant in Nursing															
Under 18:	1st year*	\$35,724	\$36,617	\$37,532	\$37,645	\$38,413	\$40,500	\$42,829	\$18.0171	\$18.4675	\$18.9289	\$18.9859	\$19.3732	\$20.4258	\$21.6004
	2nd year*	\$37,336	\$38,269	\$39,226	\$39,344	\$40,147	\$42,234	\$44,662	\$18.8301	\$19.3006	\$19.7833	\$19.8428	\$20.2478	\$21.3003	\$22.5249
	Thereafter*	\$38,807	\$39,777	\$40,771	\$40,893	\$41,727	\$43,814	\$46,333	\$19.5720	\$20.0612	\$20.5625	\$20.6240	\$21.0446	\$22.0972	\$23.3676
Assistant in Nursing & Trainee Enrolled Nurses' Aide															
Over 18:	1st year*	\$42,163	\$43,217	\$44,297	\$44,430	\$45,336	\$47,423	\$50,150	\$21.2645	\$21.7961	\$22.3408	\$22.4079	\$22.8648	\$23.9174	\$25.2927
	2nd year	\$43,508	\$44,596	\$45,711	\$45,848	\$46,783	\$48,935	\$51,749	\$21.9429	\$22.4916	\$23.0539	\$23.1230	\$23.5946	\$24.6799	\$26.0991
	3rd year	\$44,867	\$45,989	\$47,139	\$47,280	\$48,245	\$50,464	\$53,366	\$22.6283	\$23.1941	\$23.7741	\$23.8452	\$24.3319	\$25.4511	\$26.9147
	4th year	\$46,257	\$47,413	\$48,598	\$48,744	\$49,738	\$52,026	\$55,017	\$23.3293	\$23.9123	\$24.5100	\$24.5836	\$25.0849	\$26.2388	\$27.7473
Trainee Enrolled Nurse															
Under 18:	1st year	\$35,779	\$36,673	\$37,590	\$37,703	\$38,472	\$40,242	\$42,556	\$18.0448	\$18.4957	\$18.9582	\$19.0152	\$19.4030	\$20.2957	\$21.4627
	2nd year	\$37,355	\$38,289	\$39,246	\$39,364	\$40,167	\$42,015	\$44,431	\$18.8397	\$19.3107	\$19.7934	\$19.8529	\$20.2579	\$21.1899	\$22.4084
	Thereafter	\$38,851	\$39,822	\$40,818	\$40,940	\$41,775	\$43,697	\$46,210	\$19.5942	\$20.0839	\$20.5862	\$20.6477	\$21.0688	\$22.0382	\$23.3056
Over 18:	1st year	\$42,206	\$43,261	\$44,343	\$44,476	\$45,383	\$47,471	\$50,201	\$21.2862	\$21.8183	\$22.3640	\$22.4311	\$22.8885	\$23.9416	\$25.3184
	2nd year	\$43,551	\$44,640	\$45,756	\$45,893	\$46,829	\$48,983	\$51,800	\$21.9646	\$22.5138	\$23.0766	\$23.1457	\$23.6178	\$24.7041	\$26.1249
	3rd year	\$44,918	\$46,041	\$47,192	\$47,334	\$48,300	\$50,522	\$53,427	\$22.6540	\$23.2204	\$23.8009	\$23.8725	\$24.3597	\$25.4803	\$26.9454
	Thereafter	\$46,323	\$47,481	\$48,668	\$48,814	\$49,810	\$52,101	\$55,097	\$23.3626	\$23.9466	\$24.5453	\$24.6189	\$25.1212	\$26.2767	\$27.7877
Enrolled Nurse															
	1st year	\$51,801	\$53,096	\$54,423	\$54,586	\$55,700	\$58,262	\$61,612	\$26.1254	\$26.7785	\$27.4477	\$27.5300	\$28.0918	\$29.3839	\$31.0735
	2nd year	\$52,936	\$54,259	\$55,615	\$55,782	\$56,920	\$59,538	\$62,961	\$26.6978	\$27.3650	\$28.0489	\$28.1331	\$28.7071	\$30.0275	\$31.7538
	3rd year	\$54,078	\$55,430	\$56,816	\$56,986	\$58,149	\$60,824	\$64,321	\$27.2737	\$27.9556	\$28.6546	\$28.7404	\$29.3269	\$30.6760	\$32.4397
	4th year	\$55,222	\$56,603	\$58,018	\$58,192	\$59,379	\$62,110	\$65,681	\$27.8507	\$28.5472	\$29.2609	\$29.3486	\$29.9473	\$31.3246	\$33.1256
	Thereafter	\$56,375	\$57,784	\$59,229	\$59,407	\$60,619	\$63,407	\$67,053	\$28.4322	\$29.1428	\$29.8716	\$29.9614	\$30.5726	\$31.9787	\$33.8176
Enrolled Nurse - Medication Endorsement															
	1st year	\$54,524	\$55,887	\$57,284	\$57,456	\$58,628	\$61,325	\$64,851	\$27.4987	\$28.1861	\$28.8907	\$28.9774	\$29.5685	\$30.9287	\$32.7070
	2nd year	\$55,697	\$57,089	\$58,516	\$58,692	\$59,889	\$62,644	\$66,246	\$28.0903	\$28.7923	\$29.5120	\$29.6008	\$30.2045	\$31.5939	\$33.4106
	3rd year	\$56,878	\$58,300	\$59,758	\$59,937	\$61,160	\$63,973	\$67,651	\$28.6859	\$29.4031	\$30.1384	\$30.2287	\$30.8455	\$32.2642	\$34.1192
	4th year	\$58,062	\$59,514	\$61,002	\$61,185	\$62,433	\$65,305	\$69,060	\$29.2830	\$30.0153	\$30.7658	\$30.8581	\$31.4875	\$32.9360	\$34.8298
	5th year & T/A	\$59,253	\$60,734	\$62,252	\$62,439	\$63,713	\$66,644	\$70,476	\$29.8837	\$30.6306	\$31.3962	\$31.4905	\$32.1331	\$33.6113	\$35.5439
Pre-registration assessment		\$50,638	\$51,904	\$53,202	\$53,362	\$54,451	\$56,956	\$60,231	\$25.5388	\$26.1773	\$26.8319	\$26.9126	\$27.4619	\$28.7252	\$30.3770

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

Classification		Annual Rate 1/07/2017	Annual Rate 1/07/2018	Annual Rate 1/07/2019	Annual Rate 1/07/2020	Annual Rate 1/07/2021	Annual Rate 1/07/2022	Annual Rate 1/07/2023	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	\$61,700	\$61,885	\$63,147	\$66,052	\$69,850	\$29.6184	\$30.3588	\$31.1178	\$31.2111	\$31.8476	\$33.3127	\$35.2282
	2nd year	\$61,936	\$63,484	\$65,071	\$65,266	\$66,597	\$69,660	\$73,665	\$31.2369	\$32.0176	\$32.8180	\$32.9163	\$33.5876	\$35.1324	\$37.1523
	3rd year	\$65,127	\$66,755	\$68,424	\$68,629	\$70,029	\$73,250	\$77,462	\$32.8462	\$33.6673	\$34.5090	\$34.6124	\$35.3185	\$36.9430	\$39.0673
	4th year	\$68,551	\$70,265	\$72,022	\$72,238	\$73,712	\$77,103	\$81,536	\$34.5731	\$35.4375	\$36.3236	\$36.4326	\$37.1760	\$38.8862	\$41.1219
	5th year	\$71,947	\$73,746	\$75,590	\$75,817	\$77,364	\$80,923	\$85,576	\$36.2858	\$37.1931	\$38.1231	\$38.2376	\$39.0178	\$40.8128	\$43.1595
	6th year	\$75,353	\$77,237	\$79,168	\$79,406	\$81,026	\$84,753	\$89,626	\$38.0036	\$38.9538	\$39.9277	\$40.0477	\$40.8647	\$42.7444	\$45.2021
	7th year	\$79,217	\$81,197	\$83,227	\$83,477	\$85,180	\$89,098	\$94,221	\$39.9524	\$40.9510	\$41.9748	\$42.1009	\$42.9598	\$44.9358	\$47.5195
	8th year	\$82,483	\$84,545	\$86,659	\$86,919	\$88,692	\$92,772	\$98,106	\$41.5996	\$42.6395	\$43.7057	\$43.8368	\$44.7310	\$46.7887	\$49.4789
Residential Unit Nursing Manager															
	Level 1	\$103,467	\$106,054	\$108,705	\$109,031	\$111,255	\$116,373	\$123,064	\$52.1826	\$53.4874	\$54.8244	\$54.9888	\$56.1105	\$58.6917	\$62.0662
	Level 2	\$108,378	\$111,087	\$113,864	\$114,206	\$116,536	\$121,897	\$128,906	\$54.6595	\$56.0257	\$57.4263	\$57.5988	\$58.7739	\$61.4776	\$65.0126
	Level 3	\$111,290	\$114,072	\$116,924	\$117,275	\$119,667	\$125,172	\$132,369	\$56.1281	\$57.5312	\$58.9696	\$59.1466	\$60.3530	\$63.1294	\$66.7591
Clinical Nurse Specialist		\$85,846	\$87,992	\$90,192	\$90,463	\$92,308	\$96,554	\$102,106	\$43.2957	\$44.3780	\$45.4875	\$45.6242	\$46.5547	\$48.6961	\$51.4962
Clinical Nurse Consultant															
	1st year	\$103,183	\$105,763	\$108,407	\$108,732	\$110,950	\$116,054	\$122,727	\$52.0394	\$53.3406	\$54.6741	\$54.8380	\$55.9566	\$58.5308	\$61.8963
	2nd year	\$105,543	\$108,182	\$110,887	\$111,220	\$113,489	\$118,709	\$125,535	\$53.2297	\$54.5606	\$55.9249	\$56.0928	\$57.2371	\$59.8698	\$63.3124
Clinical Nurse Educator		\$85,846	\$87,992	\$90,192	\$90,463	\$92,308	\$96,554	\$102,106	\$43.2957	\$44.3780	\$45.4875	\$45.6242	\$46.5547	\$48.6961	\$51.4962
Nurse Systems Support Officer															
	Level 1	\$92,707	\$95,025	\$97,401	\$97,693	\$99,686	\$104,272	\$110,268	\$46.7559	\$47.9250	\$49.1233	\$49.2706	\$50.2757	\$52.5886	\$55.6127
	Level 2	\$98,593	\$101,058	\$103,584	\$103,895	\$106,014	\$110,891	\$117,267	\$49.7245	\$50.9677	\$52.2417	\$52.3985	\$53.4672	\$55.9269	\$59.1425
	Level 3 1st Yr	\$103,183	\$105,763	\$108,407	\$108,732	\$110,950	\$116,054	\$122,727	\$52.0394	\$53.3406	\$54.6741	\$54.8380	\$55.9566	\$58.5308	\$61.8963
	Level 3 2nd yr	\$105,283	\$107,915	\$110,613	\$110,945	\$113,208	\$118,416	\$125,225	\$53.0985	\$54.4260	\$55.7867	\$55.9541	\$57.0954	\$59.7220	\$63.1561
Nurse Systems Support Co-ordinator															
	Level 1	\$98,593	\$101,058	\$103,584	\$103,895	\$106,014	\$110,891	\$117,267	\$49.7245	\$50.9677	\$52.2417	\$52.3985	\$53.4672	\$55.9269	\$59.1425
	Level 2 1st yr	\$103,183	\$105,763	\$108,407	\$108,732	\$110,950	\$116,054	\$122,727	\$52.0394	\$53.3406	\$54.6741	\$54.8380	\$55.9566	\$58.5308	\$61.8963
	Level 2 2nd yr	\$105,283	\$107,915	\$110,613	\$110,945	\$113,208	\$118,416	\$125,225	\$53.0985	\$54.4260	\$55.7867	\$55.9541	\$57.0954	\$59.7220	\$63.1561
	Level 3 1st Yr	\$103,183	\$105,763	\$108,407	\$108,732	\$110,950	\$116,054	\$122,727	\$52.0394	\$53.3406	\$54.6741	\$54.8380	\$55.9566	\$58.5308	\$61.8963
	Level 3 2nd yr	\$105,283	\$107,915	\$110,613	\$110,945	\$113,208	\$118,416	\$125,225	\$53.0985	\$54.4260	\$55.7867	\$55.9541	\$57.0954	\$59.7220	\$63.1561
	Level 3 3rd Yr	\$107,374	\$110,058	\$112,809	\$113,147	\$115,455	\$120,766	\$127,710	\$54.1531	\$55.5068	\$56.8942	\$57.0647	\$58.2287	\$60.9072	\$64.4094
	Level 3 4th yr	\$109,501	\$112,239	\$115,045	\$115,390	\$117,744	\$123,160	\$130,242	\$55.2258	\$56.6067	\$58.0219	\$58.1959	\$59.3831	\$62.1146	\$65.6864
	Level 4 1st yr	\$107,374	\$110,058	\$112,809	\$113,147	\$115,455	\$120,766	\$127,710	\$54.1531	\$55.5068	\$56.8942	\$57.0647	\$58.2287	\$60.9072	\$64.4094
	Level 4 2nd yr	\$109,501	\$112,239	\$115,045	\$115,390	\$117,744	\$123,160	\$130,242	\$55.2258	\$56.6067	\$58.0219	\$58.1959	\$59.3831	\$62.1146	\$65.6864

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

Classification		Annual Rate 1/07/2017	Annual Rate 1/07/2018	Annual Rate 1/07/2019	Annual Rate 1/07/2020	Annual Rate 1/07/2021	Annual Rate 1/07/2022	Annual Rate 1/07/2023	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	\$100,348	\$102,395	\$107,105	\$113,264	\$48.0269	\$49.2277	\$50.4583	\$50.6096	\$51.6420	\$54.0174	\$57.1237
	2nd year	\$97,906	\$100,354	\$102,863	\$103,172	\$105,277	\$110,120	\$116,452	\$49.3780	\$50.6126	\$51.8780	\$52.0339	\$53.0955	\$55.5380	\$58.7315
	3rd year	\$100,309	\$102,817	\$105,387	\$105,703	\$107,859	\$112,821	\$119,308	\$50.5899	\$51.8548	\$53.1510	\$53.3104	\$54.3977	\$56.9003	\$60.1719
	4th year	\$105,544	\$108,183	\$110,888	\$111,221	\$113,490	\$118,711	\$125,537	\$53.2302	\$54.5611	\$55.9254	\$56.0933	\$57.2377	\$59.8708	\$63.3134
Nurse Manager Learning and Development Unit															
	1st year	\$113,701	\$116,544	\$119,458	\$119,816	\$122,260	\$127,884	\$135,237	\$57.3441	\$58.7779	\$60.2476	\$60.4281	\$61.6607	\$64.4971	\$68.2056
	2nd year	\$115,820	\$118,716	\$121,684	\$122,049	\$124,539	\$130,268	\$137,758	\$58.4128	\$59.8733	\$61.3702	\$61.5543	\$62.8101	\$65.6995	\$69.4770
Nurse Manager Resource Support Unit															
	1st year	\$113,701	\$116,544	\$119,458	\$119,816	\$122,260	\$127,884	\$135,237	\$57.3441	\$58.7779	\$60.2476	\$60.4281	\$61.6607	\$64.4971	\$68.2056
	2nd year	\$115,820	\$118,716	\$121,684	\$122,049	\$124,539	\$130,268	\$137,758	\$58.4128	\$59.8733	\$61.3702	\$61.5543	\$62.8101	\$65.6995	\$69.4770
Nurse Manager															
Grade 1	1st year	\$103,183	\$105,763	\$108,407	\$108,732	\$110,950	\$116,054	\$122,727	\$52.0394	\$53.3406	\$54.6741	\$54.8380	\$55.9566	\$58.5308	\$61.8963
	2nd year	\$105,283	\$107,915	\$110,613	\$110,945	\$113,208	\$118,416	\$125,225	\$53.0985	\$54.4260	\$55.7867	\$55.9541	\$57.0954	\$59.7220	\$63.1561
Grade 2	1st year	\$107,374	\$110,058	\$112,809	\$113,147	\$115,455	\$120,766	\$127,710	\$54.1531	\$55.5068	\$56.8942	\$57.0647	\$58.2287	\$60.9072	\$64.4094
	2nd year	\$109,501	\$112,239	\$115,045	\$115,390	\$117,744	\$123,160	\$130,242	\$55.2258	\$56.6067	\$58.0219	\$58.1959	\$59.3831	\$62.1146	\$65.6864
Grade 3	1st year	\$113,701	\$116,544	\$119,458	\$119,816	\$122,260	\$127,884	\$135,237	\$57.3441	\$58.7779	\$60.2476	\$60.4281	\$61.6607	\$64.4971	\$68.2056
	2nd year	\$115,820	\$118,716	\$121,684	\$122,049	\$124,539	\$130,268	\$137,758	\$58.4128	\$59.8733	\$61.3702	\$61.5543	\$62.8101	\$65.6995	\$69.4770
Grade 4	1st year	\$120,028	\$123,029	\$126,105	\$126,483	\$129,063	\$135,000	\$142,763	\$60.5350	\$62.0486	\$63.5999	\$63.7906	\$65.0918	\$68.0860	\$72.0012
	2nd year	\$122,131	\$125,184	\$128,314	\$128,699	\$131,324	\$137,365	\$145,263	\$61.5957	\$63.1354	\$64.7140	\$64.9082	\$66.2321	\$69.2788	\$73.2621
Grade 5	1st year	\$126,325	\$129,483	\$132,720	\$133,118	\$135,834	\$142,082	\$150,252	\$63.7109	\$65.3036	\$66.9361	\$67.1369	\$68.5066	\$71.6578	\$75.7782
	2nd year	\$128,459	\$131,670	\$134,962	\$135,367	\$138,128	\$144,482	\$152,790	\$64.7871	\$66.4066	\$68.0669	\$68.2711	\$69.6636	\$72.8682	\$77.0583
Grade 6	1st year	\$132,667	\$135,984	\$139,384	\$139,802	\$142,654	\$149,216	\$157,796	\$66.9094	\$68.5823	\$70.2971	\$70.5079	\$71.9463	\$75.2557	\$79.5830
	2nd year	\$134,626	\$137,992	\$141,442	\$141,866	\$144,760	\$151,419	\$160,126	\$67.8974	\$69.5950	\$71.3350	\$71.5488	\$73.0084	\$76.3668	\$80.7581
Grade 7	1st year	\$143,185	\$146,765	\$150,434	\$150,885	\$153,963	\$161,045	\$170,305	\$72.2141	\$74.0196	\$75.8700	\$76.0975	\$77.6498	\$81.2216	\$85.8918
	2nd year	\$145,303	\$148,936	\$152,659	\$153,117	\$156,241	\$163,428	\$172,825	\$73.2823	\$75.1145	\$76.9922	\$77.2232	\$78.7987	\$82.4234	\$87.1627
Grade 8	1st year	\$153,711	\$157,554	\$161,493	\$161,977	\$165,281	\$172,884	\$182,825	\$77.5228	\$79.4609	\$81.4475	\$81.6916	\$83.3580	\$87.1925	\$92.2061
	2nd year	\$155,815	\$159,710	\$163,703	\$164,194	\$167,544	\$175,251	\$185,328	\$78.5839	\$80.5483	\$82.5621	\$82.8098	\$84.4993	\$88.3863	\$93.4685

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	\$ 33.85	\$ 34.70	\$ 36.29	\$ 38.38
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	\$ 33.85	\$ 34.70	\$ 36.29	\$ 38.38
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	\$ 50.88	\$ 52.15	\$ 54.55	\$ 57.69
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	\$ 50.88	\$ 52.15	\$ 54.55	\$ 57.69

Uniforms and Laundry Allowances									
Uniform Allowance	per week	11(i)	\$ 5.96	\$ 6.11	\$ 6.26	\$ 6.28	\$ 6.44	\$ 6.73	\$ 7.12
Shoe Allowance	per week	11(iii)(a)	\$ 1.83	\$ 1.88	\$ 1.93	\$ 1.94	\$ 1.99	\$ 2.08	\$ 2.20
Stocking Allowance	per week	11(iii)(b)	\$ 3.09	\$ 3.17	\$ 3.25	\$ 3.26	\$ 3.34	\$ 3.50	\$ 3.70
Sock Allowance	per week	11(iii)c	\$ 0.58	\$ 0.59	\$ 0.60	\$ 0.60	\$ 0.62	\$ 0.64	\$ 0.68
Laundry Allowance	per week	11(iv)	\$ 4.96	\$ 5.08	\$ 5.21	\$ 5.23	\$ 5.36	\$ 5.61	\$ 5.93

* 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.