



# Pay Calculator



**PUBLIC HEALTH SYSTEM NURSES' & MIDWIVES' (STATE) AWARD 2023**

**4% pay increase effective first full pay period on or after 1 July 2023**

**[www.nswnma.asn.au](http://www.nswnma.asn.au)**



## A MESSAGE TO NSWNMA MEMBERS



For more information and  
membership fees, scan the QR code

The New South Wales Nurses and Midwives' Association (NSWNMA) has developed this guide for members, detailing new rates of pay and conditions of employment, as listed in the *Public Health System Nurses' and Midwives' State Award 2023*.

The increase to your remuneration, as shown in this 2023 wage calculator, is thanks to your ongoing fight for better pay and conditions. Following a decade of stagnation, we are starting to see better financial recognition of your work.

Our 76,000-strong membership empowers our union to continue agitating for changes that improve the lives of nurses and midwives across New South Wales.

We encourage all workers in nursing and midwifery to join the NSWNMA. In doing so, we can continue to fight for outcomes that make a real impact in the workplace. Being a member of your unions means you have a voice, and support, whenever it is needed.

*Shaye Candish*

GENERAL SECRETARY

*Michael Whaites*

ASSISTANT GENERAL SECRETARY

# ASSISTANT IN NURSING/MIDWIFERY



	Weekly Rate	Hourly Rate	Penalty Rate*						Casual Rate 10%
			10%	12.5%	15%	50%	75%	150%	
1 <sup>st</sup> year	964.70	25.3868	2.5387	3.1734	3.8080	12.6934	19.0401	38.0803	27.9255
2 <sup>nd</sup> year	995.40	26.1947	2.6195	3.2743	3.9292	13.0974	19.6461	39.2921	28.8142
3 <sup>rd</sup> year	1,026.70	27.0184	2.7018	3.3773	4.0528	13.5092	20.2638	40.5276	29.7203
4 <sup>th</sup> year and thereafter	1,058.40	27.8526	2.7853	3.4816	4.1779	13.9263	20.8895	41.7789	30.6379



**Are you working as an AiN while studying as undergraduate Bachelor of Nursing/ Midwifery or Diploma of Nursing?**

*A special membership rate<sup>#</sup> is available to you!*

YEAR	QUARTER	MONTH	FORTNIGHT
\$288	\$72	\$24	\$11.06

**MEMBERSHIP FEES ARE TAX DEDUCTIBLE. Contact the NSWNMA on 1300 167 962.**

\*Penalty rates are a mandated minimum rate of pay, paid to nurses and midwives who work outside normal hours (weekends, public holidays, overtime, late night or early shifts). See clause 15, Penalty Rates for Shift Work and Weekend Work, *Public Health System Nurses' and Midwives (State) Award 2022* # Students working in a nursing role undertaking fulltime studies in an undergraduate Bachelor of Nursing/Midwifery or Diploma of Nursing for the duration of the bachelor/diploma



# ENROLLED NURSE



	Weekly Rate	Hourly Rate	Penalty Rate*						Casual Rate
			10%	12.5%	15%	50%	75%	150%	10%
<b>Enrolled Nurse without medication qualification</b>									
1 <sup>st</sup> year	1,183.90	31.1553	3.1155	3.8944	4.6733	15.5776	23.3664	46.7329	34.2708
2 <sup>nd</sup> year	1,209.90	31.8395	3.1839	3.9799	4.7759	15.9197	23.8796	47.7592	35.0234
3 <sup>rd</sup> year	1,235.60	32.5158	3.2516	4.0645	4.8774	16.2579	24.3868	48.7737	35.7674
4 <sup>th</sup> year	1,261.90	33.2079	3.3208	4.1510	4.9812	16.6039	24.9059	49.8118	36.5287
5 <sup>th</sup> year and thereafter	1,288.60	33.9105	3.3911	4.2388	5.0866	16.9553	25.4329	50.8658	37.3016
Special Grade	1,328.70	34.9658	3.4966	4.3707	5.2449	17.4829	26.2243	52.4487	38.4624
<b>Enrolled Nurse</b>									
1 <sup>st</sup> year	1,209.90	31.8395	3.1839	3.9799	4.7759	15.9197	23.8796	47.7592	35.0234
2 <sup>nd</sup> year	1,235.60	32.5158	3.2516	4.0645	4.8774	16.2579	24.3868	48.7737	35.7674
3 <sup>rd</sup> year	1,261.90	33.2079	3.3208	4.1510	4.9812	16.6039	24.9059	49.8118	36.5287
4 <sup>th</sup> year	1,288.60	33.9105	3.3911	4.2388	5.0866	16.9553	25.4329	50.8658	37.3016
5 <sup>th</sup> year and thereafter	1,314.70	34.5974	3.4597	4.3247	5.1896	17.2987	25.9480	51.8961	38.0571
Special Grade	1,354.90	35.6553	3.5655	4.4569	5.3483	17.8276	26.7414	53.4829	39.2208
<b>Mothercraft Nurse<sup>#</sup></b>									
9 <sup>th</sup> year	1,599.70	42.0974	4.2097	5.2622	6.3146	21.0487	31.5730	63.1461	46.3071

# The mothercraft classification applies only to persons employed in this classification as at 31 December 1988. Persons employed after that date are classified as Enrolled Nurses. As at 30 June 2015, all existing Registered Mothercraft Nurses were classified as Registered Mothercraft Nurse 9<sup>th</sup> Year.

\*Penalty rates are a mandated minimum rate of pay, paid to nurses and midwives who work outside normal hours (weekends, public holidays, overtime, late night or early shifts). See clause 15, Penalty Rates for Shift Work and Weekend Work, *Public Health System Nurses' and Midwives (State) Award 2023*

# REGISTERED NURSE/MIDWIFE



	Weekly Rate	Hourly Rate	Penalty Rate*						Casual Rate
			10%	12.5%	15%	50%	75%	150%	10%
Registered Nurse/Midwife									
1 <sup>st</sup> year	1,342.50	35.3289	3.5329	4.4161	5.2993	17.6645	26.4967	52.9934	38.8618
2 <sup>nd</sup> year	1,415.30	37.2447	3.7245	4.6556	5.5867	18.6224	27.9336	55.8671	40.9692
3 <sup>rd</sup> year	1,488.40	39.1684	3.9168	4.8961	5.8753	19.5842	29.3763	58.7526	43.0853
4 <sup>th</sup> year	1,566.80	41.2316	4.1232	5.1539	6.1847	20.6158	30.9237	61.8474	45.3547
5 <sup>th</sup> year	1,644.60	43.2789	4.3279	5.4099	6.4918	21.6395	32.4592	64.9184	47.6068
6 <sup>th</sup> year	1,721.90	45.3132	4.5313	5.6641	6.7970	22.6566	33.9849	67.9697	49.8445
7 <sup>th</sup> year	1,810.50	47.6447	4.7645	5.9556	7.1467	23.8224	35.7336	71.4671	52.4092
8 <sup>th</sup> year and thereafter	1,884.90	49.6026	4.9603	6.2003	7.4404	24.8013	37.2020	74.4039	54.5629
Registered Nurse – Pre Registration									
1 <sup>st</sup> Year and Thereafter	1,157.50	30.4605	3.0461	3.8076	4.5691	15.2303	22.8454	45.6908	33.5066

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# CLINICAL CONSULTANTS & SPECIALISTS

	Weekly Rate	Hourly Rate	Penalty Rate*						Casual Rate
			10%	12.5%	15%	50%	75%	150%	10%
Clinical Nurse/Midwife Specialist									
Grade 1, Year 1 and thereafter	1,961.50	51.6184	5.1618	6.4523	7.7428	25.8092	38.7138	77.4276	56.7803
Grade 2, Year 1	2,107.10	55.4500	5.5450	6.9313	8.3175	27.7250	41.5875	83.1750	60.9950
Grade 2, Year 2 and thereafter	2,176.30	57.2711	5.7271	7.1589	8.5907	28.6355	42.9533	85.9066	62.9982
Clinical Nurse/Midwife Consultant									
Appointed prior to 31/12/99	2,412.10	63.4763	6.3476	7.9345	9.5214	31.7382	47.6072	95.2145	
Grade 1 – 1 <sup>st</sup> year >31.12.99	2,357.90	62.0500	6.2050	7.7563	9.3075	31.0250	46.5375	93.0750	
Grade 1 – 2 <sup>nd</sup> year >31.12.99	2,406.10	63.3184	6.3318	7.9148	9.4978	31.6592	47.4888	94.9776	
Grade 2 – 1 <sup>st</sup> year >31.12.99	2,453.70	64.5711	6.4571	8.0714	9.6857	32.2855	48.4283	96.8566	
Grade 2 – 2 <sup>nd</sup> year >31.12.99	2,502.60	65.8579	6.5858	8.2322	9.8787	32.9289	49.3934	98.7868	
Grade 3 – 1 <sup>st</sup> year >31.12.99	2,598.60	68.3842	6.8384	8.5480	10.2576	34.1921	51.2882	102.5763	
Grade 3 – 2 <sup>nd</sup> year >31.12.99	2,646.90	69.6553	6.9655	8.7069	10.4483	34.8276	52.2414	104.4829	
Nurse/Midwife Practitioners									
1 <sup>st</sup> year	2,598.60	68.3842	6.8384	8.5480	10.2576	34.1921	51.2882	102.5763	
2 <sup>nd</sup> year	2,646.90	69.6553	6.9655	8.7069	10.4483	34.8276	52.2414	104.4829	
3 <sup>rd</sup> year	2,714.50	71.4342	7.1434	8.9293	10.7151	35.7171	53.5757	107.1513	
4 <sup>th</sup> year and thereafter	2,782.40	73.2211	7.3221	9.1526	10.9832	36.6105	54.9158	109.8316	

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# EDUCATOR



	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*			
			15%	50%	75%	150%		
<b>Clinical Nurse/Midwife Educator</b>								
Year 1	2,040.90	53.7079	5.3708	6.7135	8.0562	26.8539	40.2809	80.5618
Year 2 and thereafter	2,107.10	55.4500	5.5450	6.9313	8.3175	27.7250	41.5875	83.1750
<b>Nurse/Midwife Educator</b>								
Employees on N/ME 4 <sup>th</sup> year as at 1/7/08	2,412.10	63.4763	6.3476	7.9345	9.5214	31.7382	47.6072	95.2145
Grade 1, Year 1	2,292.50	60.3289	6.0329	7.5411	9.0493	30.1645	45.2467	90.4934
Grade 1, Year 2 and thereafter	2,357.90	62.0500	6.2050	7.7563	9.3075	31.0250	46.5375	93.0750
Grade 2, Year 1	2,453.70	64.5711	6.4571	8.0714	9.6857	32.2855	48.4283	96.8566
Grade 2, Year 2 and thereafter	2,502.60	65.8579	6.5858	8.2322	9.8787	32.9289	49.3934	98.7868
Grade 3, Year 1	2,598.60	68.3842	6.8384	8.5480	10.2576	34.1921	51.2882	102.5763
Grade 3, Year 2 and thereafter	2,646.90	69.6553	6.9655	8.7069	10.4483	34.8276	52.2414	104.4829

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# MANAGER



	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*		75%	150%
Nursing/Midwife Unit Manager								
Level I	2,364.80	62.2316	6.2232	7.7789	9.3347	31.1158	46.6737	93.3474
Level II	2,476.80	65.1789	6.5179	8.1474	9.7768	32.5895	48.8842	97.7684
Level III	2,543.40	66.9316	6.6932	8.3664	10.0397	33.4658	50.1987	100.3974
Nurse/Midwifery Managers								
Grade 1 – 1 <sup>st</sup> year	2,357.90	62.0500	6.2050	7.7563	9.3075	31.0250	46.5375	93.0750
Grade 1 – 2 <sup>nd</sup> year & thereafter	2,406.10	63.3184	6.3318	7.9148	9.4978	31.6592	47.4888	94.9776
Grade 2 – 1 <sup>st</sup> year	2,453.70	64.5711	6.4571	8.0714	9.6857	32.2855	48.4283	96.8566
Grade 2 – 2 <sup>nd</sup> year & thereafter	2,502.60	65.8579	6.5858	8.2322	9.8787	32.9289	49.3934	98.7868
Grade 3 – 1 <sup>st</sup> year	2,598.60	68.3842	6.8384	8.5480	10.2576	34.1921	51.2882	102.5763
Grade 3 – 2 <sup>nd</sup> year & thereafter	2,646.90	69.6553	6.9655	8.7069	10.4483	34.8276	52.2414	104.4829
Grade 4 – 1 <sup>st</sup> year	2,743.00	72.1842	}	Grade 4 Nurse Managers and above are not eligible for shift penalties (see clause 15 (vi) of the Award)				
Grade 4 – 2 <sup>nd</sup> year & thereafter	2,791.20	73.4526	}					
Grade 5 – 1 <sup>st</sup> year	2,886.70	75.9658	}					
Grade 5 – 2 <sup>nd</sup> year & thereafter	2,935.60	77.2526	}					
Grade 6 – 1 <sup>st</sup> year	3,031.80	79.7842	}					
Grade 6 – 2 <sup>nd</sup> year & thereafter	3,080.40	81.0632	}					
Grade 7 – 1 <sup>st</sup> year	3,271.90	86.1026	}					
Grade 7 – 2 <sup>nd</sup> year & thereafter	3,320.70	87.3868	}					
Grade 8 – 1 <sup>st</sup> year	3,513.30	92.4553	}					
Grade 8 – 2 <sup>nd</sup> year & thereafter	3,561.20	93.7158	}	*Penalty rates are a mandated minimum rate of pay, paid to nurses and midwives who work outside normal hours (weekends, public holidays, overtime, late night or early shifts). See clause 15, Penalty Rates for Shift Work and Weekend Work, <i>Public Health System Nurses' and Midwives (State) Award 2022</i> .				
Grade 9 – 1 <sup>st</sup> year	3,753.50	98.7763	}					
Grade 9 – 2 <sup>nd</sup> year & thereafter	3,801.90	100.0500	}					

Grade 4 Nurse Managers and above are not eligible for shift penalties (see clause 15 (vi) of the Award)

\*Penalty rates are a mandated minimum rate of pay, paid to nurses and midwives who work outside normal hours (weekends, public holidays, overtime, late night or early shifts). See clause 15, Penalty Rates for Shift Work and Weekend Work, *Public Health System Nurses' and Midwives (State) Award 2023*



# ALLOWANCES



## On Call Allowance

	Award Clause	Amount
On Call Allowance^	12 (ii)(a)	\$4.20 per hour
On Call Allowance minimum^	12 (ii)(a)	\$33.60
On Call Allowance on rostered day off^	12 (ii)(b)	\$8.38 per hour
On Call Allowance on rostered day off minimum^	12 (ii)(b)	\$67.04
On Call Allowance during meal break^	12 (ii)(c)	\$16.52 per break



## In Charge

	Award Clause	Amount
Registered Nurse in charge of hospital^	12 (i)(a)	\$38.39 per shift
Registered Nurse in charge of ward^	12 (v)	\$38.39 per shift
Registered Nurse in charge of ward and also in charge of hospital of less 100 beds^	12 (vi)	\$57.57 per shift
Registered Nurse in charge of hospital over 100 beds^	12 (ix)	\$73.59 per shift



## Radiographic Allowance

	Award Clause	Amount
Director of Nursing^	12 (iii)(a)	\$46.82 per week
Employee in absence of Director of Nursing^	12 (iii)(c)	\$9.37 per day
Maximum payment^	12 (iii)(c)	\$46.86 per week
Employee wearing lead apron^	12 (iv)	\$2.33 per hour

## Special Rates Tibooburra/ Ivanhoe Hospitals

	Award Clause	Amount
Registered Nurse*	17 (i)	\$39.98 per week
Enrolled Nurse/Assistant in Nursing*	17 (i)	\$17.42 per week



## Special Allowances

	Award Clause	Amount
Climatic Allowance*	14 (i)	\$4.54 per week
Isolation Allowance*	14 (ii)	\$8.90 per week

## Justice Health Service

	Award Clause	Amount
Justice Health Service Environment Allowance^	17 (iii)	\$3,366 per annum
Justice Health Service Productivity Allowance^	17 (iv)	\$82.99 per week

^salary-related

\*not salary-related

# ALLOWANCES



## Uniform and Laundry Allowance

	Award Clause	Amount
Uniform*	23 (iii)(a)	\$8.99 per week
Shoes*	23 (iii)(a)	\$2.78 per week
Uniform (including shoes allowance)*	23 (iii)(a)	\$11.77 per week
Cardigan or Jacket*	23 (iii)(a)	\$2.70 per week
Laundry*	23 (iv)	\$7.49 per week



## Miscellaneous

	Award Clause	Amount
Enrolled Nurse employed in the CSSD of a hospital and in possession of a Sterilising Technology Certificate issued by the Sterilising Research and Advisory Council of Aust.^	12 (viii)	\$18.20 per week
Industry Allowance, Flight Nurses, Ambulance Service^	17 (v)	\$18.58 per week
Excess Fares*	20 (iv)(b)	\$6.27 per day



## Accommodation and Board Deductions

	Award Clause	Amount
Separate bedroom^	38 (iii)(a)	\$80.37 per week
Self contained flat^	38 (iii)(b)	\$97.93 per week
Deduction for meals (full board)^	38 (iv)	\$173.48 per week
Breakfast^	38 (v)(b)	\$5.86 per meal
Other Meals^	38 (v)(b)	\$10.68 per meal



## Continuing Education Allowances^#

	Award Clause	Amount
Hospital Post Registration Certificate	13 (ii)	\$44.70 per week
Post Graduate Certificate	13 (iii)	\$44.70 per week
Post Graduate Diploma or Degree	13 (iv) & (x)	\$67.20 per week
Masters Degree or Doctorate	13 (v) & (x)	\$80.70 per week
Enrolled Nurse Certificate 4	13 (vii)	\$32.20 per week
Enrolled Nurse Adv. Diploma of Nursing	13 (viii)	\$40.50 per week

^salary-related

\*not salary-related

#rounded to nearest 10c





## Have you been underpaid?

One of the key issues that can affect nurses and midwives is being underpaid at work.

Remember always check your Ehealth Roster and speak to your manager if it does not reflect what you have worked.

If this is unsuccessful or you disagree with a decision about an underpayment, you can contact the NSWNMA on 8595 1234 (metro) or 1300 367 962 (non-metro).

The NSWNMA can assist you by contacting your employer and help you get what you are entitled to.

## *Tips* TO AVOID BEING UNDERPAID



Always check your **payslip**



Make sure you are aware of all your **overtime, allowances and penalty rates**



Keep record of all **overtime** – start and finishing time



Remember you have **6 years to make a claim** (from the date of the underpayment)



# Pay Calculator

PUBLIC HEALTH SYSTEM NURSES' & MIDWIVES' (STATE) AWARD 2023



## NSW NURSES AND MIDWIVES' ASSOCIATION

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