

SNAPSHOT

2024 Pay & Conditions Claim

**A 15% pay increase, plus superannuation,
for all nurses and midwives from 1 July 2024.**

NSW nurses and midwives are claiming a rate that recognises their commitment, and is competitive with other states. A decade of suppression under wage caps must be redressed.



Night Duty penalty

Our claim is a 30% penalty rate for night duty. This would bring NSW in line with other states, and properly reward nurses and midwives for working unsociable hours.



Salary Packaging improvements

Currently, the NSW government keeps 50% of the tax benefit when a public sector nurse or a midwife chooses to salary package. Our claim is to end this practice, allowing 100% of the benefit to flow directly to members.



Sick Leave entitlements

Nurses and midwives are exposed to disease and illness at a higher rate than other public sector workers. Sick leave has become increasingly important since the COVID-19 pandemic. Our claim is to increase sick leave entitlements to 20 days per annum.



Improvements to work-life balance

Our claim is for all rostered days off to be consecutive, unless agreed between the employee and local nursing/midwifery management.

Our claim is for a prohibition on working night duty prior to commencing a day of annual leave, unless agreed to by both the employer and the nurse/midwife.

Our claim is for a prohibition of published rosters being changed without prior consultation with the staff member impacted. This will ensure a conversation must occur with the impacted employee before any change is made.



Continuing Education Allowance improvements for CNEs and CMEs

A higher level of education is required for a CNE/CME to be eligible for the CEA, when compared to other nurses and midwives. This is unfair. Our claim is the CEA to be extended to CNE/CMEs who have postgraduate certificate qualifications, just like all other nurses and midwives.



Increase to car allowance and loading for Midwifery Group Practice

The current (29%) loading does not reflect the importance of MGP midwives in maternity service provision. To be competitive with other states, our claim is for a loading increase to 35%.



Trade Union activities

Our claim is for improvements to existing provisions and expansion of Clause 54 regarding trade union activities. This would include access to paid union meetings and other important measures designed to ensure you can be involved with union activities at work.



Meal Allowance for Patient Transport Service

Our claim is for a meal allowance to be paid to those working in patient transport when required to take a break away from their home base.