



PAY CALCULATOR

Public Health System Nurses' & Midwives' (State) Award 2022

2.53% PAY INCREASE EFFECTIVE FIRST FULL PAY PERIOD ON OR AFTER 1 JULY 2022



www.nswnma.asn.au



A message to NSWNMA members



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 2022*.

Your improved rates of pay shown in this 2022 wage calculator are not generously provided by your employer. They are a result of your ongoing campaign for shift-by-shift ratios, improved conditions, and fair wages.

NSWNMA members, branch officials and officers continue to work together to win improvements for all nurses and midwives in the public sector. Without the collective action of members, we cannot achieve any improvements in pay and conditions.

Now over 74,000 members strong, our union is a respected, resilient, and effective voice. We encourage all nurses and midwives to join the NSWNMA to be a part of this movement, so we can continue to work together to achieve better working conditions and bring long-term, positive change for the nursing and midwifery professions.



**For more information
and membership fees,
scan the QR code**

SHAYE CANDISH
General Secretary

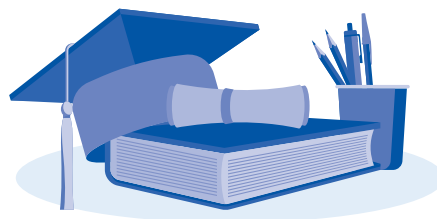
MICHAEL WHAITES
Assistant General Secretary



Assistant in Nursing/Midwifery



	Weekly Rate	Hourly Rate	Penalty Rate*					Casual Rate 10%	
			10%	12.5%	15%	50%	75%		150%
1 st year	927.60	24.4105	2.4411	3.0513	3.6616	12.2053	18.3079	36.6158	26.8516
2 nd year	957.10	25.1868	2.5187	3.1484	3.7780	12.5934	18.8901	37.7803	27.7055
3 rd year	987.20	25.9789	2.5979	3.2474	3.8968	12.9895	19.4842	38.9684	28.5768
4 th year and thereafter	1,017.70	26.7816	2.6782	3.3477	4.0172	13.3908	20.0862	40.1724	29.4597



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

A special rate[#] of NSWNMA membership is available to you!

YEAR	QUARTER	MONTH	FORTNIGHT
\$280.00	\$70	\$23.33	\$10.74

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	10%	12.5%	Penalty Rate*			150%	Casual Rate 10%
					15%	50%	75%		
Enrolled Nurse without medication qualification									
1 st year	1,138.40	29.9579	2.9958	3.7447	4.4937	14.9789	22.4684	44.9368	32.9537
2 nd year	1,163.40	30.6158	3.0616	3.8270	4.5924	15.3079	22.9618	45.9237	33.6774
3 rd year	1,188.10	31.2658	3.1266	3.9082	4.6899	15.6329	23.4493	46.8987	34.3924
4 th year	1,213.40	31.9316	3.1932	3.9914	4.7897	15.9658	23.9487	47.8974	35.1247
5 th year and thereafter	1,239.00	32.6053	3.2605	4.0757	4.8908	16.3026	24.4539	48.9079	35.8658
Special Grade	1,277.60	33.6211	3.3621	4.2026	5.0432	16.8105	25.2158	50.4316	36.9832
Enrolled Nurse									
1 st year	1,163.40	30.6158	3.0616	3.8270	4.5924	15.3079	22.9618	45.9237	33.6774
2 nd year	1,188.10	31.2658	3.1266	3.9082	4.6899	15.6329	23.4493	46.8987	34.3924
3 rd year	1,213.40	31.9316	3.1932	3.9914	4.7897	15.9658	23.9487	47.8974	35.1247
4 th year	1,239.00	32.6053	3.2605	4.0757	4.8908	16.3026	24.4539	48.9079	35.8658
5 th year and thereafter	1,264.10	33.2658	3.3266	4.1582	4.9899	16.6329	24.9493	49.8987	36.5924
Special Grade	1,302.80	34.2842	3.4284	4.2855	5.1426	17.1421	25.7132	51.4263	37.7126
Mothercraft Nurse[#]									
9 th year	1,538.20	40.4789	4.0479	5.0599	6.0718	20.2395	30.3592	60.7184	44.5268

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 9th Year.

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Registered Nurse/Midwife



	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*			150%	Casual Rate 10%
					15%	50%	75%		
Registered Nurse/Midwife									
1 st year	1,290.90	33.9711	3.3971	4.2464	5.0957	16.9855	25.4783	50.9566	37.3682
2 nd year	1,360.90	35.8132	3.5813	4.4766	5.3720	17.9066	26.8599	53.7197	39.3945
3 rd year	1,431.20	37.6632	3.7663	4.7079	5.6495	18.8316	28.2474	56.4947	41.4295
4 th year	1,506.50	39.6447	3.9645	4.9556	5.9467	19.8224	29.7336	59.4671	43.6092
5 th year	1,581.30	41.6132	4.1613	5.2016	6.2420	20.8066	31.2099	62.4197	45.7745
6 th year	1,655.70	43.5711	4.3571	5.4464	6.5357	21.7855	32.6783	65.3566	47.9282
7 th year	1,740.90	45.8132	4.5813	5.7266	6.8720	22.9066	34.3599	68.7197	50.3945
8 th year and thereafter	1,812.40	47.6947	4.7695	5.9618	7.1542	23.8474	35.7711	71.5421	52.4642
Registered Nurse – Pre Registration									
1 st Year and Thereafter	1,113.00	29.2895	2.9289	3.6612	4.3934	14.6447	21.9671	43.9342	32.2184

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Clinical Consultants & Specialists

	Weekly Rate	Hourly Rate	Penalty Rate*						Casual Rate 10%
			10%	12.5%	15%	50%	75%	150%	
Clinical Nurse/Midwife Specialist									
Grade 1, Year 1 and thereafter	1,886.10	49.6342	4.9634	6.2043	7.4451	24.8171	37.2257	74.4513	54.5976
Grade 2, Year 1	2,026.10	53.3184	5.3318	6.6648	7.9978	26.6592	39.9888	79.9776	58.6503
Grade 2, Year 2 and thereafter	2,092.60	55.0684	5.5068	6.8836	8.2603	27.5342	41.3013	82.6026	60.5753
Clinical Nurse/Midwife Consultant									
Appointed prior to 31/12/99	2,319.30	61.0342	6.1034	7.6293	9.1551	30.5171	45.7757	91.5513	
Grade 1 – 1 st year >31.12.99	2,267.20	59.6632	5.9663	7.4579	8.9495	29.8316	44.7474	89.4947	
Grade 1 – 2 nd year >31.12.99	2,313.60	60.8842	6.0884	7.6105	9.1326	30.4421	45.6632	91.3263	
Grade 2 – 1 st year >31.12.99	2,359.30	62.0868	6.2087	7.7609	9.3130	31.0434	46.5651	93.1303	
Grade 2 – 2 nd year >31.12.99	2,406.30	63.3237	6.3324	7.9155	9.4986	31.6618	47.4928	94.9855	
Grade 3 – 1 st year >31.12.99	2,498.70	65.7553	6.5755	8.2194	9.8633	32.8776	49.3164	98.6329	
Grade 3 – 2 nd year >31.12.99	2,545.10	66.9763	6.6976	8.3720	10.0464	33.4882	50.2322	100.4645	
Nurse/Midwife Practitioners									
1 st year	2,498.70	65.7553	6.5755	8.2194	9.8633	32.8776	49.3164	98.6329	
2 nd year	2,545.10	66.9763	6.6976	8.3720	10.0464	33.4882	50.2322	100.4645	
3 rd year	2,610.10	68.6868	6.8687	8.5859	10.3030	34.3434	51.5151	103.0303	
4 th year and thereafter	2,675.40	70.4053	7.0405	8.8007	10.5608	35.2026	52.8039	105.6079	



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Educator



	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*			150%
					15%	50%	75%	
Clinical Nurse/Midwife Educator								
Year 1	1,962.40	51.6421	5.1642	6.4553	7.7463	25.8211	38.7316	77.4632
Year 2 and thereafter	2,026.10	53.3184	5.3318	6.6648	7.9978	26.6592	39.9888	79.9776
Nurse/Midwife Educator								
Employees on N/ME 4 th year as at 1/7/08	2,319.30	61.0342	6.1034	7.6293	9.1551	30.5171	45.7757	91.5513
Grade 1, Year 1	2,204.30	58.0079	5.8008	7.2510	8.7012	29.0039	43.5059	87.0118
Grade 1, Year 2 and thereafter	2,267.20	59.6632	5.9663	7.4579	8.9495	29.8316	44.7474	89.4947
Grade 2, Year 1	2,359.30	62.0868	6.2087	7.7609	9.3130	31.0434	46.5651	93.1303
Grade 2, Year 2 and thereafter	2,406.30	63.3237	6.3324	7.9155	9.4986	31.6618	47.4928	94.9855
Grade 3, Year 1	2,498.70	65.7553	6.5755	8.2194	9.8633	32.8776	49.3164	98.6329
Grade 3, Year 2 and thereafter	2,545.10	66.9763	6.6976	8.3720	10.0464	33.4882	50.2322	100.4645

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Manager



	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*				
					15%	50%	75%	150%	
Nursing/Midwife Unit Manager									
Level I	2,273.80	59.8368	5.9837	7.4796	8.9755	29.9184	44.8776	89.7553	
Level II	2,381.50	62.6711	6.2671	7.8339	9.4007	31.3355	47.0033	94.0066	
Level III	2,445.60	64.3579	6.4358	8.0447	9.6537	32.1789	48.2684	96.5368	
Nurse/Midwifery Managers									
Grade 1 – 1 st year	2,267.20	59.6632	5.9663	7.4579	8.9495	29.8316	44.7474	89.4947	
Grade 1 – 2 nd year & thereafter	2,313.60	60.8842	6.0884	7.6105	9.1326	30.4421	45.6632	91.3263	
Grade 2 – 1 st year	2,359.30	62.0868	6.2087	7.7609	9.3130	31.0434	46.5651	93.1303	
Grade 2 – 2 nd year & thereafter	2,406.30	63.3237	6.3324	7.9155	9.4986	31.6618	47.4928	94.9855	
Grade 3 – 1 st year	2,498.70	65.7553	6.5755	8.2194	9.8633	32.8776	49.3164	98.6329	
Grade 3 – 2 nd year & thereafter	2,545.10	66.9763	6.6976	8.3720	10.0464	33.4882	50.2322	100.4645	
Grade 4 – 1 st year	2,637.50	69.4079	}						
Grade 4 – 2 nd year & thereafter	2,683.80	70.6263	}						
Grade 5 – 1 st year	2,775.70	73.0447	}						
Grade 5 – 2 nd year & thereafter	2,822.70	74.2816	}						
Grade 6 – 1 st year	2,915.20	76.7158	}						
Grade 6 – 2 nd year & thereafter	2,961.90	77.9447	}						
Grade 7 – 1 st year	3,146.10	82.7921	}						
Grade 7 – 2 nd year & thereafter	3,193.00	84.0263	}						
Grade 8 – 1 st year	3,378.20	88.9000	}						
Grade 8 – 2 nd year & thereafter	3,424.20	90.1105	}						
Grade 9 – 1 st year	3,609.10	94.9763	}						
Grade 9 – 2 nd year & thereafter	3,655.70	96.2026	}						

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

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Allowances



On Call Allowance

	Award Clause	Amount
On Call Allowance [^]	12 (ii)(a)	\$4.04 per hour
On Call Allowance minimum [^]	12 (ii)(a)	\$32.32
On Call Allowance on rostered day off [^]	12 (ii)(b)	\$8.06 per hour
On Call Allowance on rostered day off minimum [^]	12 (ii)(b)	\$64.48
On Call Allowance during meal break [^]	12 (ii)(c)	\$15.88 per break



In Charge

	Award Clause	Amount
Registered Nurse in charge of hospital [^]	12 (i)(a)	\$36.91 per shift
Registered Nurse in charge of ward [^]	12 (v)(a) & (b)	\$36.91 per shift
Registered Nurse in charge of ward and also in charge of hospital of less 100 beds [^]	12 (vi)	\$55.36 per shift
Registered Nurse in charge of hospital over 100 beds [^]	12 (ix)	\$70.76 per shift



Radiographic Allowance

	Award Clause	Amount
Director of Nursing [^]	12 (iii)(a)	\$45.02 per week
Employee in absence of Director of Nursing [^]	12 (iii)(c)	\$9.01 per day
Maximum payment [^]	12 (iii)(c)	\$45.06 per week
Employee wearing lead apron [^]	12 (iv)	\$2.24 per hour

Special Rates Tibooburra/ Ivanhoe Hospitals

	Award Clause	Amount
Registered Nurse*	17 (i)	\$37.36 per week
Enrolled Nurse/Assistant in Nursing*	17 (i)	\$16.28 per week

Justice Health Service

	Award Clause	Amount
Justice Health Service Environment Allowance [^]	17 (iii)	\$3,237 per annum
Justice Health Service Productivity Allowance [^]	17 (iv)	\$79.80 per week



Special Allowances

	Award Clause	Amount
Climatic Allowance*	14 (i)	\$4.24 per week
Isolation Allowance*	14 (ii)	\$8.32 per week

[^]salary-related

*not salary-related



Allowances



Uniform and Laundry Allowance

	Award Clause	Amount
Uniform*	23 (iii)(a)	\$8.40 per week
Shoes*	23 (iii)(a)	\$2.60 per week
Uniform (including shoes allowance)*	23 (iii)(a)	\$10.98 per week
Cardigan or Jacket*	23 (iii)(a)	\$2.52 per week
Laundry*	23 (iv)	\$7.00 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)	\$17.50 per week
Industry Allowance, Flight Nurses, Ambulance Service^	17 (v)	\$17.87 per week
Excess Fares*	20 (iv)(b)	\$5.86 per day



Accommodation and Board Deductions

	Award Clause	Amount
Separate bedroom^	38 (iii)(a)	\$77.28 per week
Self contained flat^	38 (iii)(b)	\$94.16 per week
Deduction for meals (full board)^	38 (iv)	\$166.81 per week
Breakfast^	38 (v)(b)	\$5.64 per meal
Other Meals^	38 (v)(b)	\$10.27 per meal



Continuing Education Allowances^#

	Award Clause	Amount
Hospital Post Registration Certificate	13 (ii)	\$43.00 per week
Post Graduate Certificate	13 (iii)	\$43.00 per week
Post Graduate Diploma or Degree	13 (iv) &(x)	\$64.60 per week
Masters Degree or Doctorate	13 (v) & (x)	\$77.60 per week
Enrolled Nurse Certificate 4	13 (vii)	\$31.00 per week
Enrolled Nurse Adv. Diploma of Nursing	13 (viii)	\$38.90 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 2022



NSW Nurses and Midwives' Association

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PRIVACY STATEMENT:

The New South Wales Nurses and Midwives' Association operates in accordance with the *Privacy Act 1988* and the Australian Privacy Principles. For further details please go to www.nswnma.asn.au/privacy or contact the Association. Members have the right to request access to/correct any personal information concerning you held by the Association.

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