



The Hon. Ryan Park MP, and
The Hon. Daniel Mookhey, MLC
52 Martin Place
Sydney NSW 2000

Dear Minister for Health and Regional Health, and Treasurer,

2024 Pay & Conditions Claim for Nurses and Midwives

We write to express our concerns regarding the current pay and conditions of NSW nurses and midwives. The current rates paid do not adequately reflect the commitment of NSW nurses and midwives and are not competitive with other states.

Of note is the strong correlation between a decline in NSW nursing and midwife staffing numbers and the non-competitive pay rates of NSW nurses and midwives.

The Crossbench has received requests for support on pay and conditions in the following manner:

Firstly, by supporting a 15% pay increase, plus superannuation from 1 July 2024, and

Secondly, supporting better working conditions and entitlements including;

- Night Duty Penalty – 30% penalty rate for night duty.
- Salary Packaging improvements – allowing 100% of tax benefits when salary packaging to go to members.
- Sick Leave Entitlements – increase sick leave entitlements to 20 days per annum.
- Work Life Balance – rostered days off to be consecutive, prohibition on working night duty prior to commencing annual leave days, prohibition of published rosters being changed without prior consultation with impacted staff members.



- Continuing Education Allowance improvements – extend CEA to CNE/CMEs who have postgraduate certificate qualifications to align with other nurses and midwives.
- Increase Car Allowance and Loading – loading increase from 29% to 35% to be competitive with other states.
- Trade Union activities – improvements to existing provisions under Clause 54 to include access to paid union meetings and other important measures designed to ensure involvement with union activities at work.
- Meal Allowances for Patient Transport Service – meal allowances to be paid to those working in patient transport when required to take a break away from their home base.

The Crossbench now asks the Minister and the Treasurer to strongly consider supporting the NSWNMA in their call for justified and necessary improvements to help rebuild NSW public health services.

Yours faithfully,

Helen Dalton MP
Member for Murray

Phil Donato MP
Member for Orange

Alex Greenwich
Member for Sydney

Roy Butler MP
Member for Barwon

Michael Regan MP
Member for Wakehurst

Joe McGirr MP
Member for Wagga Wagga

Judy Hannan MP
Member for Wollondilly