

Public Health System Nurses' & Midwives' (State) Award 2023

Pay Calculator - 1 July 2023



3% Pay Increase Effective First Full Pay Period on or after 1 July 2024

| Classification | Weekly Rate | Hourly Rate | Penalty Rate 0.10 | Penalty Rate 0.13 | Penalty Rate 0.15 | Penalty Rate 0.50 | Penalty Rate 0.75 | Penalty Rate 1.50 | Casual Rate 0.10 |
|--|-------------|-------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|------------------|
| Assistant in Nursing/Midwifery | | | | | | | | | |
| 1st year | 993.60 | 26.1474 | 2.6147 | 3.2684 | 3.9221 | 13.0737 | 19.6105 | 39.2211 | 28.7621 |
| 2nd year | 1,025.30 | 26.9816 | 2.6982 | 3.3727 | 4.0472 | 13.4908 | 20.2362 | 40.4724 | 29.6797 |
| 3rd year | 1,057.50 | 27.8289 | 2.7829 | 3.4786 | 4.1743 | 13.9145 | 20.8717 | 41.7434 | 30.6118 |
| 4th year and thereafter | 1,090.20 | 28.6895 | 2.8689 | 3.5862 | 4.3034 | 14.3447 | 21.5171 | 43.0342 | 31.5584 |
| Enrolled Nurse without medication qualification | | | | | | | | | |
| 1st year | 1,219.40 | 32.0895 | 3.2089 | 4.0112 | 4.8134 | 16.0447 | 24.0671 | 48.1342 | 35.2984 |
| 2nd year | 1,246.20 | 32.7947 | 3.2795 | 4.0993 | 4.9192 | 16.3974 | 24.5961 | 49.1921 | 36.0742 |
| 3rd year | 1,272.70 | 33.4921 | 3.3492 | 4.1865 | 5.0238 | 16.7461 | 25.1191 | 50.2382 | 36.8413 |
| 4th year | 1,299.80 | 34.2053 | 3.4205 | 4.2757 | 5.1308 | 17.1026 | 25.6539 | 51.3079 | 37.6258 |
| 5th year and thereafter | 1,327.30 | 34.9289 | 3.4929 | 4.3661 | 5.2393 | 17.4645 | 26.1967 | 52.3934 | 38.4218 |
| Special Grade | 1,368.60 | 36.0158 | 3.6016 | 4.5020 | 5.4024 | 18.0079 | 27.0118 | 54.0237 | 39.6174 |
| Enrolled Nurse | | | | | | | | | |
| 1st year | 1,246.20 | 32.7947 | 3.2795 | 4.0993 | 4.9192 | 16.3974 | 24.5961 | 49.1921 | 36.0742 |
| 2nd year | 1,272.70 | 33.4921 | 3.3492 | 4.1865 | 5.0238 | 16.7461 | 25.1191 | 50.2382 | 36.8413 |
| 3rd year | 1,299.80 | 34.2053 | 3.4205 | 4.2757 | 5.1308 | 17.1026 | 25.6539 | 51.3079 | 37.6258 |
| 4th year | 1,327.30 | 34.9289 | 3.4929 | 4.3661 | 5.2393 | 17.4645 | 26.1967 | 52.3934 | 38.4218 |
| 5th year and thereafter | 1,354.10 | 35.6342 | 3.5634 | 4.4543 | 5.3451 | 17.8171 | 26.7257 | 53.4513 | 39.1976 |
| Special Grade | 1,395.50 | 36.7237 | 3.6724 | 4.5905 | 5.5086 | 18.3618 | 27.5428 | 55.0855 | 40.3961 |
| Registered Nurse/Midwife | | | | | | | | | |
| 1st year | 1,382.80 | 36.3895 | 3.6389 | 4.5487 | 5.4584 | 18.1947 | 27.2921 | 54.5842 | 40.0284 |
| 2nd year | 1,457.80 | 38.3632 | 3.8363 | 4.7954 | 5.7545 | 19.1816 | 28.7724 | 57.5447 | 42.1995 |
| 3rd year | 1,533.10 | 40.3447 | 4.0345 | 5.0431 | 6.0517 | 20.1724 | 30.2586 | 60.5171 | 44.3792 |
| 4th year | 1,613.80 | 42.4684 | 4.2468 | 5.3086 | 6.3703 | 21.2342 | 31.8513 | 63.7026 | 46.7153 |
| 5th year | 1,693.90 | 44.5763 | 4.4576 | 5.5720 | 6.6864 | 22.2882 | 33.4322 | 66.8645 | 49.0339 |
| 6th year | 1,773.60 | 46.6737 | 4.6674 | 5.8342 | 7.0011 | 23.3368 | 35.0053 | 70.0105 | 51.3411 |
| 7th year | 1,864.80 | 49.0737 | 4.9074 | 6.1342 | 7.3611 | 24.5368 | 36.8053 | 73.6105 | 53.9811 |
| 8th year and thereafter | 1,941.40 | 51.0895 | 5.1089 | 6.3862 | 7.6634 | 25.5447 | 38.3171 | 76.6342 | 56.1984 |

| Classification | Weekly Rate | Hourly Rate | Penalty Rate 10% | Penalty Rate 12.50% | Penalty Rate 15% | Penalty Rate 50% | Penalty Rate 75% | Penalty Rate 150% | Casual Rate 10% |
|--|-------------|-------------|------------------|---------------------|------------------|------------------|------------------|-------------------|-----------------|
| Clinical Nurse/Midwife Specialist | | | | | | | | | |
| Grade 1, Year 1 and thereafter | 2,020.30 | 53.1658 | 5.3166 | 6.6457 | 7.9749 | 26.5829 | 39.8743 | 79.7487 | 58.4824 |
| Grade 2, Year 1 | 2,170.30 | 57.1132 | 5.7113 | 7.1391 | 8.5670 | 28.5566 | 42.8349 | 85.6697 | 62.8245 |
| Grade 2, Year 2 and thereafter | 2,241.60 | 58.9895 | 5.8989 | 7.3737 | 8.8484 | 29.4947 | 44.2421 | 88.4842 | 64.8884 |
| Clinical Nurse/Midwife Consultant | | | | | | | | | |
| Appointed prior to 31/12/99 | 2,484.50 | 65.3816 | 6.5382 | 8.1727 | 9.8072 | 32.6908 | 49.0362 | 98.0724 | |
| Grade 1 - 1st year >31.12.99 | 2,428.60 | 63.9105 | 6.3911 | 7.9888 | 9.5866 | 31.9553 | 47.9329 | 95.8658 | |
| Grade 1 - 2nd year >31.12.99 | 2,478.30 | 65.2184 | 6.5218 | 8.1523 | 9.7828 | 32.6092 | 48.9138 | 97.8276 | |
| Grade 2 - 1st year >31.12.99 | 2,527.30 | 66.5079 | 6.6508 | 8.3135 | 9.9762 | 33.2539 | 49.8809 | 99.7618 | |
| Grade 2 - 2nd year >31.12.99 | 2,577.70 | 67.8342 | 6.7834 | 8.4793 | 10.1751 | 33.9171 | 50.8757 | 101.7513 | |
| Grade 3 - 1st year >31.12.99 | 2,676.60 | 70.4368 | 7.0437 | 8.8046 | 10.5655 | 35.2184 | 52.8276 | 105.6553 | |
| Grade 3 - 2nd year >31.12.99 | 2,726.30 | 71.7447 | 7.1745 | 8.9681 | 10.7617 | 35.8724 | 53.8086 | 107.6171 | |
| Clinical Nurse/Midwife Educator | | | | | | | | | |
| Year 1 | 2,102.10 | 55.3184 | 5.5318 | 6.9148 | 8.2978 | 27.6592 | 41.4888 | 82.9776 | |
| Year 2 and thereafter | 2,170.30 | 57.1132 | 5.7113 | 7.1391 | 8.5670 | 28.5566 | 42.8349 | 85.6697 | |
| Nurse/Midwife Educator | | | | | | | | | |
| Employees on N/ME 4th year as at 1/7/08 | 2,484.50 | 65.3816 | 6.5382 | 8.1727 | 9.8072 | 32.6908 | 49.0362 | 98.0724 | |
| Grade 1, Year 1 | 2,361.30 | 62.1395 | 6.2139 | 7.7674 | 9.3209 | 31.0697 | 46.6046 | 93.2092 | |
| Grade 1, Year 2 and thereafter | 2,428.60 | 63.9105 | 6.3911 | 7.9888 | 9.5866 | 31.9553 | 47.9329 | 95.8658 | |
| Grade 2, Year 1 | 2,527.30 | 66.5079 | 6.6508 | 8.3135 | 9.9762 | 33.2539 | 49.8809 | 99.7618 | |
| Grade 2, Year 2 and thereafter | 2,577.70 | 67.8342 | 6.7834 | 8.4793 | 10.1751 | 33.9171 | 50.8757 | 101.7513 | |
| Grade 3, Year 1 | 2,676.60 | 70.4368 | 7.0437 | 8.8046 | 10.5655 | 35.2184 | 52.8276 | 105.6553 | |
| Grade 3, Year 2 and thereafter | 2,726.30 | 71.7447 | 7.1745 | 8.9681 | 10.7617 | 35.8724 | 53.8086 | 107.6171 | |
| Nurse/Midwife Practitioners | | | | | | | | | |
| 1st year | 2,676.60 | 70.4368 | 7.0437 | 8.8046 | 10.5655 | 35.2184 | 52.8276 | 105.6553 | |
| 2nd year | 2,726.30 | 71.7447 | 7.1745 | 8.9681 | 10.7617 | 35.8724 | 53.8086 | 107.6171 | |
| 3rd year | 2,795.90 | 73.5763 | 7.3576 | 9.1970 | 11.0364 | 36.7882 | 55.1822 | 110.3645 | |
| 4th year and thereafter | 2,865.90 | 75.4184 | 7.5418 | 9.4273 | 11.3128 | 37.7092 | 56.5638 | 113.1276 | |

| Classification | Weekly Rate | Hourly Rate | Penalty Rate 10% | Penalty Rate 12.50% | Penalty Rate 15% | Penalty Rate 50% | Penalty Rate 75% | Penalty Rate 150% | Casual Rate 10% |
|----------------|-------------|-------------|------------------|---------------------|------------------|------------------|------------------|-------------------|-----------------|
|----------------|-------------|-------------|------------------|---------------------|------------------|------------------|------------------|-------------------|-----------------|

Nursing/Midwife Unit Manager

| | | | | | | | | | |
|-----------|----------|---------|--------|--------|---------|---------|---------|----------|--|
| Level I | 2,435.70 | 64.0974 | 6.4097 | 8.0122 | 9.6146 | 32.0487 | 48.0730 | 96.1461 | |
| Level II | 2,551.10 | 67.1342 | 6.7134 | 8.3918 | 10.0701 | 33.5671 | 50.3507 | 100.7013 | |
| Level III | 2,619.70 | 68.9395 | 6.8939 | 8.6174 | 10.3409 | 34.4697 | 51.7046 | 103.4092 | |

Nurse/Midwifery Managers

| | | | | | | | | | |
|-----------------------------------|----------|----------|--------|--------|---------|---------|---------|----------|--|
| Grade 1 - 1st year | 2,428.60 | 63.9105 | 6.3911 | 7.9888 | 9.5866 | 31.9553 | 47.9329 | 95.8658 | |
| Grade 1 - 2nd year and thereafter | 2,478.30 | 65.2184 | 6.5218 | 8.1523 | 9.7828 | 32.6092 | 48.9138 | 97.8276 | |
| Grade 2 - 1st year | 2,527.30 | 66.5079 | 6.6508 | 8.3135 | 9.9762 | 33.2539 | 49.8809 | 99.7618 | |
| Grade 2 - 2nd year and thereafter | 2,577.70 | 67.8342 | 6.7834 | 8.4793 | 10.1751 | 33.9171 | 50.8757 | 101.7513 | |
| Grade 3 - 1st year | 2,676.60 | 70.4368 | 7.0437 | 8.8046 | 10.5655 | 35.2184 | 52.8276 | 105.6553 | |
| Grade 3 - 2nd year and thereafter | 2,726.30 | 71.7447 | 7.1745 | 8.9681 | 10.7617 | 35.8724 | 53.8086 | 107.6171 | |
| Grade 4 - 1st year | 2,825.30 | 74.3500 | } | | | | | | |
| Grade 4 - 2nd year and thereafter | 2,874.90 | 75.6553 | } | | | | | | |
| Grade 5 - 1st year | 2,973.30 | 78.2447 | } | | | | | | |
| Grade 5 - 2nd year and thereafter | 3,023.70 | 79.5711 | } | | | | | | |
| Grade 6 - 1st year | 3,122.80 | 82.1789 | } | | | | | | |
| Grade 6 - 2nd year and thereafter | 3,172.80 | 83.4947 | } | | | | | | |
| Grade 7 - 1st year | 3,370.10 | 88.6868 | } | | | | | | |
| Grade 7 - 2nd year and thereafter | 3,420.30 | 90.0079 | } | | | | | | |
| Grade 8 - 1st year | 3,618.70 | 95.2289 | } | | | | | | |
| Grade 8 - 2nd year and thereafter | 3,668.00 | 96.5263 | } | | | | | | |
| Grade 9 - 1st year | 3,866.10 | 101.7395 | } | | | | | | |
| Grade 9 - 2nd year and thereafter | 3,916.00 | 103.0526 | } | | | | | | |

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

Mothercraft Nurse

| | | | | | | | | | |
|----------|----------|---------|--------|--------|--------|---------|---------|---------|---------|
| 9th year | 1,647.70 | 43.3605 | 4.3361 | 5.4201 | 6.5041 | 21.6803 | 32.5204 | 65.0408 | 47.6966 |
|----------|----------|---------|--------|--------|--------|---------|---------|---------|---------|

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.

Registered Nurse - Pre Registration

| | | | | | | | | | |
|-------------------------|----------|---------|--------|--------|--------|---------|---------|---------|---------|
| 1st Year and Thereafter | 1,192.20 | 31.3737 | 3.1374 | 3.9217 | 4.7061 | 15.6868 | 23.5303 | 47.0605 | 34.5111 |
|-------------------------|----------|---------|--------|--------|--------|---------|---------|---------|---------|

Allowances

Allowance

On Call Allowance

| | Award Clause | Amount (\$) |
|--|--------------|-------------------|
| On Call Allowance^ | 12 (ii)(a) | \$4.33 per hour |
| On Call Allowance minimum^ | 12 (ii)(a) | \$34.64 |
| On Call Allowance on rostered day off^ | 12 (ii)(b) | \$8.63 per hour |
| On Call Allowance on rostered day off minimum^ | 12 (ii)(b) | \$69.04 |
| On Call Allowance during meal break^ | 12 (ii)(c) | \$17.02 per break |

Radiographic Allowance

| | | |
|---|-------------|------------------|
| Director of Nursing^ | 12 (iii)(a) | \$48.22 per week |
| Employee in absence of Director of Nursing^ | 12 (iii)(c) | \$9.65 per day |
| Maximum payment^ | 12 (iii)(c) | \$48.27 per week |
| Employee wearing lead apron^ | 12 (iv) | \$2.40 per hour |

In Charge

| | | |
|---|-----------|-------------------|
| Registered Nurse in charge of hospital^ | 12 (i)(a) | \$39.54 per shift |
| Registered Nurse in charge of ward^ | 12 (v) | \$39.54 per shift |
| Registered Nurse in charge of ward and also in charge of hospital of less 100 beds^ | 12 (vi) | \$59.30 per shift |
| Registered Nurse in charge of hospital over 100 beds^ | 12 (ix) | \$75.80 per shift |

Special Allowances

| | | |
|----------------------|---------|-----------------|
| Climatic Allowance* | 14 (i) | \$4.70 per week |
| Isolation Allowance* | 14 (ii) | \$9.22 per week |

Special Rates Tibooburra/Ivanhoe Hospitals

| | | |
|--------------------------------------|--------|------------------|
| Registered Nurse* | 17 (i) | \$41.42 per week |
| Enrolled Nurse/Assistant in Nursing* | 17 (i) | \$18.05 per week |

Justice Health Service

| | | |
|--|----------|-------------------|
| Justice Health Service Environment Allowance^ | 17 (iii) | \$3,467 per annum |
| Justice Health Service Productivity Allowance^ | 17 (iv) | \$85.48 per week |

Allowances

Allowance

Uniform and Laundry Allowance

| Allowance | Award Clause | Amount (\$) |
|--------------------------------------|--------------|------------------|
| Uniform* | 23 (iii)(a) | \$9.31 per week |
| Shoes* | 23 (iii)(a) | \$2.88 per week |
| Uniform (including shoes allowance)* | 23 (iii)(a) | \$12.19 per week |
| Cardigan or Jacket* | 23 (iii)(a) | \$2.80 per week |
| Laundry* | 23 (iv) | \$7.76 per week |

Accommodation and Board Deductions

| | | |
|-----------------------------------|-------------|-------------------|
| Separate bedroom^ | 38 (iii)(a) | \$82.78 per week |
| Self contained flat^ | 38 (iii)(b) | \$100.87 per week |
| Deduction for meals (full board)^ | 38 (iv) | \$178.68 per week |
| Breakfast^ | 38 (v)(b) | \$6.04 per meal |
| Other Meals^ | 38 (v)(b) | \$11.00 per meal |

Miscellaneous

| | | |
|---|------------|------------------|
| 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) | \$18.75 per week |
| Industry Allowance, Flight Nurses, Ambulance Service^ | 17 (v) | \$19.14 per week |
| Excess Fares* | 20 (iv)(b) | \$6.50 per day |

Continuing Education Allowances^#

| | | |
|--|---------------|------------------|
| Hospital Post Registration Certificate | 13 (ii) | \$46.00 per week |
| Post Graduate Certificate | 13 (iii) | \$46.00 per week |
| Post Graduate Diploma or Degree | 13 (iv) & (x) | \$69.20 per week |
| Masters Degree or Doctorate | 13 (v) & (x) | \$83.10 per week |
| Enrolled Nurse Certificate 4 | 13 (vii) | \$33.20 per week |
| Enrolled Nurse Adv. Diploma of Nursing | 13 (viii) | \$41.70 per week |

^salary-related

**not salary-related*

#rounded to nearest 10c