

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

Pay Calculator - 1 July 2024



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

Classification	Weekly Rate	Hourly Rate	Penalty Rate 10.0%	Penalty Rate 12.5%	Penalty Rate 15.0%	Penalty Rate 50.0%	Penalty Rate 75.0%	Penalty Rate 150.0%	Casual Rate 10.0%
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%
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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
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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
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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

	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