



NURSING HOMES AND NURSES C. (STATE) AWARD WAGE SCHEDULE

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PAY RATES

DATE OF OPERATION: From the first full pay period to commence on or after 27 August 2003.

	Old rate per week \$	Increase per week \$	New rate per week \$
Assistant in Nursing or Trainee Enrolled Nurse			
Under 18 years of age			
1 st year of experience	377.60	22.70	400.30
2 nd year of experience	394.30	23.70	418.00
3 rd year of experience	410.00	24.60	434.60
18 years of age and over			
1 st year of experience	445.40	26.70	472.10
2 nd year of experience	459.70	27.60	487.30
3 rd year of experience	474.10	28.40	502.50
Thereafter	488.90	29.30	518.20
Enrolled Nurse			
1 st year of experience	547.00	32.80	579.80
2 nd year of experience	558.70	33.50	592.20
3 rd year of experience	570.80	34.20	605.00
4 th year of experience	582.80	35.00	617.80
Thereafter	595.00	35.70	630.70
Nurse Undergoing pre-registration training otherwise than as a student	534.50	32.10	566.60
Registered Nurses			
1 st year of service	619.90	37.20	657.10
2 nd year of service	653.70	39.20	692.90
3 rd year of service	687.40	41.20	728.60
4 th year of service	723.50	43.40	766.90
5 th year of service	759.50	45.40	804.90
6 th year of service	795.20	47.70	842.90
7 th year of service	836.10	50.20	886.30
8 th year of service	870.50	52.20	922.70

	Old rate per week \$	Increase per week \$	New rate per week \$
Clinical Nurse Specialist	906.20	54.40	960.60
Clinical Nurse Consultant	1070.20	64.20	1134.40
Nursing Unit Manager			
Level 1 – 1 st year	965.40	57.90	1023.30
2 nd year	992.60	59.60	1052.20
Level 2	1017.10	60.90	1078.00
Level 3	1044.10	62.60	1106.70
Clinical Nurse Educator	906.20	54.40	960.20
Nurse Educator			
1 st year	965.40	57.90	1023.30
2 nd year	992.60	59.60	1052.20
3 rd year	1017.00	61.00	1078.00
4 th year	1070.20	64.20	1134.40
Senior Nurse Educator			
1 st year	1096.10	65.80	1161.90
2 nd year	1118.50	67.10	1185.60
3 rd year	1155.90	69.40	1225.30
Assistant Director of Nursing			
Less than 150 beds	992.60	59.60	1052.20
150 beds and less than 250	1070.20	64.20	1134.40
250 beds and over	1096.10	65.80	1161.10
Deputy Director of Nursing			
Under 20 beds	1012.60	60.80	1073.40
20 beds and less than 75 beds	1038.90	62.30	1101.20
75 beds and less than 100 beds	1063.00	63.80	1126.80
100 beds and less than 150 beds	1085.70	65.10	1150.80
150 beds and less than 200 beds	1118.50	67.10	1185.60
200 beds and less than 250 beds	1155.90	69.40	1225.30

	Old rate per week \$	Increase per week \$	New rate per week \$
250 beds and less than 350 beds	1199.10	71.90	1271.00
350 beds and less than 450 beds	1242.10	74.50	1316.60
Deputy Director of Nursing			
450 beds and less than 750 beds	1288.20	77.30	1365.50
750 beds and over	1338.00	80.30	1418.30
Director of Nursing or Subsidiary Hospital Director of Nursing			
Under 25 beds	1132.50	68.00	1200.50
25 beds and less than 50 beds	1199.10	71.90	1271.00
50 beds and less than 75 beds	1224.90	73.50	1298.40
75 beds and less than 100 beds	1250.50	75.00	1325.50
100 beds and less than 150 beds	1286.40	77.20	1363.60
150 beds and less than 200 beds	1329.40	79.80	1409.20
200 beds and less than 250 beds	1372.40	82.30	1454.70
250 beds and less than 350 beds	1424.00	85.40	1509.40
350 beds and less than 450 beds	1509.90	90.60	1600.50
450 beds and less than 750 beds	1597.40	95.80	1693.20
750 beds and over	1697.00	101.90	1799.60

In relation to the salaries of Deputy Director of Nursing and Director of Nursing, “**beds**” means adjusted daily average of occupied beds. In relation to the salary of Subsidiary Hospital Director of Nursing, “**beds**” means the adjusted daily average of occupied beds.

ALLOWANCES AND DEDUCTIONS

<i>Item No</i>	Clause No	Brief Description	Amount \$
1	11(i)(a)	(a) less than 100 beds (b) 100 beds and less than 150 beds	16.06 p/shift 25.87 p/shift
2	11(i)(b)	In charge of ward/unit	16.06 p/shift
3	11(11)(a)	On call	14.31 p/24 hours or part thereof
4	11(ii)(b)	On call rostered days off	28.64 p/24 hour period
5	11(ii)(c)	On call during meal break	7.75 each meal
6	11(ii)(d)	Travelling Allowance	53.60 c/km
7	12(i)	Climatic Allowance	3.50 p/week
8	12(ii)	Isolation Allowance	6.77 p/week
9	14	Expense Allowance for Directors of Nursing	
		Less than 100 beds	194.00 p/annum
		100 – 299 beds	388.00 p/annum
		300 – 499 beds	582.00 p/annum
		Over 500 beds	775.00 p/annum
10	17(iii)(a)	Uniform	5.21 p/week
11	17(iii)(a)	Shoe Allowance	1.62 p/week
12	17(iii)(b)	Cardigan or Jacket	1.56 p/week
13	17(iii)(c)	Stockings	2.70 p/week
14	17(iii)(d)	Socks	0.53 p/week

Item No	Clause No	Brief Description	Amount \$
15	17(iv)	Laundry	4.34 p/week
16	19(vi)	Meal on overtime	7.66 per week
17	28(i)(c)	Breakfast	2.87 per week
18	28(i)(c)	Other meals	5.19 per week