



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

---

Level 3, 222 Pitt Street Sydney NSW 2000

PO Box A2178 Sydney South NSW 1235

Telephone: 02 8267 4365

Fax: 02 8267 4225

**PAY RATES**

**DATE OF OPERATION:** From the first full pay period to commence on or after 1 July 2002.

	<b>Old rate per week \$</b>	<b>Increase per week \$</b>	<b>New rate per week \$</b>
<b>Assistant in Nursing or Trainee Enrolled Nurse</b>			
<b>Under 18 years of age</b>			
1 <sup>st</sup> year of experience	370.90	7.40	377.60
2 <sup>nd</sup> year of experience	386.60	7.70	394.30
3 <sup>rd</sup> year of experience	402.00	8.00	410.00
<b>18 years of age and over</b>			
1 <sup>st</sup> year of experience	436.70	8.70	445.40
2 <sup>nd</sup> year of experience	450.70	9.00	459.70
3 <sup>rd</sup> year of experience	464.80	9.30	474.10
Thereafter	479.30	9.60	488.90
<b>Enrolled Nurse</b>			
1 <sup>st</sup> year of experience	536.80	10.70	547.00
2 <sup>nd</sup> year of experience	547.70	11.00	558.70
3 <sup>rd</sup> year of experience	559.60	11.20	570.80
4 <sup>th</sup> year of experience	571.40	11.40	582.80
Thereafter	583.30	11.70	595.00
<b>Nurse Undergoing pre-registration training otherwise than as a student</b>	524.00	10.50	534.60
<b>Registered Nurses</b>			
1 <sup>st</sup> year of service	607.70	12.20	619.90
2 <sup>nd</sup> year of service	640.90	12.80	653.70
3 <sup>rd</sup> year of service	673.90	13.50	687.40
4 <sup>th</sup> year of service	709.30	14.20	723.50
5 <sup>th</sup> year of service	744.40	14.90	759.50
6 <sup>th</sup> year of service	779.60	15.60	795.20
7 <sup>th</sup> year of service	819.70	16.40	836.10
8 <sup>th</sup> year of service	853.40	17.10	870.50

	Old rate per week \$	Increase per week \$	New rate per week \$
<b>Clinical Nurse Specialist</b>	888.40	17.80	906.20
<b>Clinical Nurse Consultant</b>	1049.20	21.00	1070.20
<b>Nursing Unit Manager</b>			
Level 1 – 1 <sup>st</sup> year	946.50	18.90	965.40
2 <sup>nd</sup> year	973.10	19.50	992.60
Level 2	997.10	19.90	1017.10
Level 3	1023.60	20.50	1044.10
<b>Clinical Nurse Educator</b>	888.40	17.80	906.20
<b>Nurse Educator</b>			
1 <sup>st</sup> year	946.50	18.90	965.40
2 <sup>nd</sup> year	973.10	19.50	992.60
3 <sup>rd</sup> year	997.10	19.90	1017.00
4 <sup>th</sup> year	1049.20	20.50	1070.20
<b>Senior Nurse Educator</b>			
1 <sup>st</sup> year	1074.60	21.50	1096.10
2 <sup>nd</sup> year	1096.60	21.90	1118.50
3 <sup>rd</sup> year	1133.20	22.70	1155.90
<b>Assistant Director of Nursing</b>			
Less than 150 beds	973.10	19.50	992.60
150 beds and less than 250	1049.20	21.00	1070.20
250 beds and over	1074.60	21.50	1096.10
<b>Deputy Director of Nursing</b>			
Under 20 beds	992.70	19.90	1012.60
20 beds and less than 75 beds	1018.50	20.40	1038.90
75 beds and less than 100 beds	1042.20	20.80	1063.00
100 beds and less than 150 beds	1064.40	21.30	1085.70
150 beds and less than 200 beds	1096.60	21.90	1118.50
200 beds and less than 250 beds	1133.20	22.70	1155.90

	Old rate per week \$	Increase per week \$	New rate per week \$
250 beds and less than 350 beds	1175.60	23.50	1199.10
350 beds and less than 450 beds	1217.70	24.40	1242.10
<b>Deputy Director of Nursing</b>			
450 beds and less than 750 beds	1262.90	25.30	1288.20
750 beds and over	1311.80	26.20	1338.00
<b>Director of Nursing or Subsidiary Hospital Director of Nursing</b>			
Under 25 beds	1110.30	21.80	1132.50
25 beds and less than 50 beds	1175.60	23.10	1199.10
50 beds and less than 75 beds	1200.90	23.50	1224.90
75 beds and less than 100 beds	1226.00	24.00	1250.50
100 beds and less than 150 beds	1261.20	24.70	1286.40
150 beds and less than 200 beds	1303.30	25.60	1329.40
200 beds and less than 250 beds	1345.50	26.90	1372.40
250 beds and less than 350 beds	1396.10	27.40	1423.50
350 beds and less than 450 beds	1480.30	29.00	1509.30
450 beds and less than 750 beds	1566.10	30.70	1596.80
750 beds and over	1664.40	32.60	1697.00

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>	<b>Clause No</b>	<b>Brief Description</b>	<b>Amount \$</b>
1	11(i)(a)	(a) less than 100 beds (b) 100 beds and less than 150 beds	15.15 p/shift 24.41 p/shift
2	11(i)(b)	In charge of ward/unit	15.15 p/shift
3	11(11)(a)	On call	13.50 p/24 hours or part thereof
4	11(ii)(b)	On call rostered days off	27.09 p/24 hour period
5	11(ii)(c)	On call during meal break	7.31 each meal
6	11(ii)(d)	Travelling Allowance	52.72 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	188.00 p/annum
		100 – 299 beds	374.00 p/annum
		300 – 499 beds	562.00 p/annum
		Over 500 beds	749.00 p/annum
10	17(iii)(a)	Uniform	5.02 p/week
11	17(iii)(a)	Shoe Allowance	1.59 p/week
12	17(iii)(b)	Cardigan or Jacket	1.51 p/week
13	17(iii)(c)	Stockings	2.63 p/week
14	17(iii)(d)	Socks	0.51 p/week

<b>Item No</b>	<b>Clause No</b>	<b>Brief Description</b>	<b>Amount \$</b>
15	17(iv)	Laundry	4.19 p/week
16	19(vi)	Meal on overtime	7.54 per week
17	28(i)(c)	Breakfast	2.83 per week
18	28(i)(c)	Other meals	5.11 per week