



# 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 2004.

|   | <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  | 400.30                      | 20.00                       | 420.30                      |
| 2 <sup>nd</sup> year of experience  | 418.00                      | 20.90                       | 438.90                      |
| 3 <sup>rd</sup> year of experience  | 434.60                      | 21.70                       | 456.30                      |
| <b>18 years of age and over</b>   |                             |                             |                             |
| 1 <sup>st</sup> year of experience  | 472.10                      | 23.60                       | 495.70                      |
| 2 <sup>nd</sup> year of experience  | 487.30                      | 24.40                       | 511.70                      |
| 3 <sup>rd</sup> year of experience  | 502.50                      | 25.10                       | 527.60                      |
| Thereafter  | 518.20                      | 25.90                       | 544.10                      |
| <b>Enrolled Nurse</b>   |                             |                             |                             |
| 1 <sup>st</sup> year of experience  | 579.80                      | 29.00                       | 608.80                      |
| 2 <sup>nd</sup> year of experience  | 592.20                      | 29.60                       | 621.80                      |
| 3 <sup>rd</sup> year of experience  | 605.00                      | 30.30                       | 635.30                      |
| 4 <sup>th</sup> year of experience  | 617.80                      | 30.90                       | 648.70                      |
| Thereafter  | 630.70                      | 31.50                       | 662.20                      |
| <b>Nurse Undergoing pre-registration training otherwise than as a student</b> | 566.60                      | 28.30                       | 594.90                      |
| <b>Registered Nurses</b>  |                             |                             |                             |
| 1 <sup>st</sup> year of service   | 657.10                      | 32.90                       | 690.00                      |
| 2 <sup>nd</sup> year of service   | 692.90                      | 34.60                       | 727.50                      |
| 3 <sup>rd</sup> year of service   | 728.60                      | 36.40                       | 765.00                      |
| 4 <sup>th</sup> year of service   | 766.90                      | 38.30                       | 805.20                      |
| 5 <sup>th</sup> year of service   | 804.90                      | 40.20                       | 845.10                      |
| 6 <sup>th</sup> year of service   | 842.90                      | 42.10                       | 885.00                      |
| 7 <sup>th</sup> year of service   | 886.30                      | 44.30                       | 930.60                      |
| 8 <sup>th</sup> year of service   | 922.70                      | 46.10                       | 968.80                      |

|                                      | <b>Old rate per week \$</b> | <b>Increase per week \$</b> | <b>New rate per week \$</b> |
|--------------------------------------|-----------------------------|-----------------------------|-----------------------------|
| <b>Clinical Nurse Specialist</b>     | 960.60                      | 48.00                       | 1008.60                     |
| <b>Clinical Nurse Consultant</b>     | 1134.40                     | 56.70                       | 1191.10                     |
| <b>Nursing Unit Manager</b>          |                             |                             |                             |
| Level 1 – 1 <sup>st</sup> year       | 1023.30                     | 51.20                       | 1074.50                     |
| 2 <sup>nd</sup> year                 | 1052.20                     | 52.60                       | 1104.80                     |
| Level 2                              | 1078.00                     | 53.90                       | 1131.90                     |
| Level 3                              | 1106.70                     | 55.30                       | 1162.00                     |
| <b>Clinical Nurse Educator</b>       | 960.20                      | 48.40                       | 1008.60                     |
| <b>Nurse Educator</b>                |                             |                             |                             |
| 1 <sup>st</sup> year                 | 1023.30                     | 51.20                       | 1074.50                     |
| 2 <sup>nd</sup> year                 | 1052.20                     | 52.60                       | 1104.80                     |
| 3 <sup>rd</sup> year                 | 1078.00                     | 53.90                       | 1131.90                     |
| 4 <sup>th</sup> year                 | 1134.40                     | 56.70                       | 1191.10                     |
| <b>Senior Nurse Educator</b>         |                             |                             |                             |
| 1 <sup>st</sup> year                 | 1161.90                     | 58.10                       | 1220.00                     |
| 2 <sup>nd</sup> year                 | 1185.60                     | 59.30                       | 1244.90                     |
| 3 <sup>rd</sup> year                 | 1225.30                     | 61.30                       | 1286.60                     |
| <b>Assistant Director of Nursing</b> |                             |                             |                             |
| Less than 150 beds                   | 1052.20                     | 52.60                       | 1104.80                     |
| 150 beds and less than 250           | 1134.40                     | 56.70                       | 1191.10                     |
| 250 beds and over                    | 1161.10                     | 58.90                       | 1220.00                     |
| <b>Deputy Director of Nursing</b>    |                             |                             |                             |
| Under 20 beds                        | 1073.40                     | 53.70                       | 1127.10                     |
| 20 beds and less than 75 beds        | 1101.20                     | 55.10                       | 1156.30                     |
| 75 beds and less than 100 beds       | 1126.80                     | 56.30                       | 1183.10                     |
| 100 beds and less than 150 beds      | 1150.80                     | 57.50                       | 1208.30                     |
| 150 beds and less than 200 beds      | 1185.60                     | 59.30                       | 1244.90                     |
| 200 beds and less than 250 beds      | 1225.30                     | 61.30                       | 1286.60                     |

|   | Old rate per week \$ | Increase per week \$ | New rate per week \$ |
|---|----------------------|----------------------|----------------------|
| 250 beds and less than 350 beds                                       | 1271.00              | 63.60                | 1334.60              |
| 350 beds and less than 450 beds                                       | 1316.60              | 65.80                | 1382.40              |
| <b>Deputy Director of Nursing</b>                                     |                      |                      |                      |
| 450 beds and less than 750 beds                                       | 1365.50              | 68.30                | 1433.80              |
| 750 beds and over   | 1418.30              | 70.90                | 1489.20              |
| <b>Director of Nursing or Subsidiary Hospital Director of Nursing</b> |                      |                      |                      |
| Under 25 beds   | 1200.50              | 60.00                | 1260.50              |
| 25 beds and less than 50 beds   | 1271.00              | 63.60                | 1334.60              |
| 50 beds and less than 75 beds   | 1298.40              | 64.90                | 1363.30              |
| 75 beds and less than 100 beds  | 1325.50              | 66.30                | 1391.80              |
| 100 beds and less than 150 beds                                       | 1363.60              | 68.20                | 1431.80              |
| 150 beds and less than 200 beds                                       | 1409.20              | 70.50                | 1479.70              |
| 200 beds and less than 250 beds                                       | 1454.70              | 72.70                | 1527.40              |
| 250 beds and less than 350 beds                                       | 1509.40              | 75.50                | 1584.90              |
| 350 beds and less than 450 beds                                       | 1600.50              | 80.00                | 1680.50              |
| 450 beds and less than 750 beds                                       | 1693.20              | 84.70                | 1777.90              |
| 750 beds and over   | 1799.60              | 90.00                | 1889.60              |

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> | <b>Clause No</b> | <b>Brief Description</b>                                      | <b>Amount \$</b>                 |
|----------------|------------------|---|----------------------------------|
| 1              | 11(i)(a)         | (a) less than 100 beds<br>(b) 100 beds and less than 150 beds | 16.86 p/shift<br>27.16 p/shift   |
| 2              | 11(i)(b)         | In charge of ward/unit  | 16.86 p/shift                    |
| 3              | 11(11)(a)        | On call   | 15.03 p/24 hours or part thereof |
| 4              | 11(ii)(b)        | On call rostered days off                                     | 30.07 p/24 hour period           |
| 5              | 11(ii)(c)        | On call during meal break                                     | 8.14 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                      |

| <b>Item No</b> | <b>Clause No</b> | <b>Brief Description</b> | <b>Amount \$</b> |
|----------------|------------------|--------------------------|------------------|
| 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    |