



# **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 30 March 2006.

	<b>Full time \$ per week</b>	<b>Part time \$ per hour</b>	<b>Casual \$ per hour</b>	<b>Sat \$ per hour</b>	<b>Sun \$ per hour</b>	<b>Casual Holiday Pay \$ per hour</b>
<b>Assistant in Nursing or Trainee Enrolled Nurse</b>						
<b>Under 18 years of age</b>						
1 <sup>st</sup> year of experience	472.20	12.43	13.67	18.64	21.75	1.14
2 <sup>nd</sup> year of experience	493.10	12.98	14.28	19.47	22.71	1.19
3 <sup>rd</sup> year of experience	512.70	13.50	14.85	20.24	23.62	1.24
<b>18 years of age and over</b>						
1 <sup>st</sup> year of experience	556.90	14.66	16.13	21.99	25.65	1.35
2 <sup>nd</sup> year of experience	574.90	15.13	16.65	22.70	26.48	1.39
3 <sup>rd</sup> year of experience	592.90	15.61	17.17	23.41	27.31	1.44
Thereafter	611.30	16.09	17.70	24.14	28.16	1.48
<b>Enrolled Nurse</b>						
1 <sup>st</sup> year of experience	684.00	18.00	19.80	27.00	31.50	1.65
2 <sup>nd</sup> year of experience	698.60	18.39	20.23	27.58	32.18	1.69
3 <sup>rd</sup> year of experience	713.80	18.79	20.67	28.18	32.88	1.73
4 <sup>th</sup> year of experience	728.90	19.19	21.10	28.78	33.57	1.76
Thereafter	744.00	19.58	21.54	29.37	34.27	1.80

	<b>Full time \$ per week</b>	<b>Part time \$ per hour</b>	<b>Casual \$ per hour</b>	<b>Sat \$ per hour</b>	<b>Sun \$ per hour</b>	<b>Casual Holiday Pay \$ per hour</b>
<b>Registered Nurses</b>						
1 <sup>st</sup> year of service	775.30	20.41	22.45	30.61	35.71	1.88
2 <sup>nd</sup> year of service	817.50	21.52	23.67	32.27	37.65	1.98
3 <sup>rd</sup> year of service	859.60	22.63	24.89	33.94	39.59	2.08
4 <sup>th</sup> year of service	904.70	23.81	26.19	35.72	41.67	2.19
5 <sup>th</sup> year of service	949.50	24.99	27.49	37.49	43.73	2.30
6 <sup>th</sup> year of service	994.40	26.17	28.79	39.26	45.80	2.40
7 <sup>th</sup> year of service	1045.60	27.52	30.27	41.28	48.16	2.53
8 <sup>th</sup> year of service	1088.50	28.65	31.51	42.97	50.13	2.63
<b>Nursing Unit Manager</b>						
Level 1 1 <sup>st</sup> year	1207.30	31.78	35.94	47.66	55.60	2.92
Level 1 2 <sup>nd</sup> year	1241.40	32.67	36.82	49.01	57.17	3.00
Level II	1271.80	33.47	37.80	50.21	58.57	3.07
Level III	1305.60	34.36	37.80	51.54	60.13	3.15
Nurse undergoing pre registration assessment	668.40	17.59	19.35	26.39	30.79	1.62
<b>Clinical Nurse</b>						
Specialist	1133.20	29.83	32.81	44.74	52.19	2.74
Consultant	1338.40	35.23	38.75	52.84	61.64	3.23
Educator	1133.20	29.83	32.81	44.74	52.19	2.74

	<b>Full time \$ per week</b>	<b>Part time \$ per hour</b>	<b>Casual \$ per hour</b>	<b>Sat \$ per hour</b>	<b>Sun \$ per hour</b>	<b>Casual Holiday Pay \$ per hour</b>
<b>Nurse Educator</b>						
1 <sup>st</sup> year	1207.30	31.78	34.95	47.66	55.60	2.92
2 <sup>nd</sup> year	1241.40	32.67	35.94	49.01	57.17	3.00
3 <sup>rd</sup> year	1271.80	33.47	36.82	50.21	58.57	3.07
4 <sup>th</sup> year	1338.40	35.23	38.75	52.84	61.64	3.23
<b>Senior Nurse Educator</b>						
1 <sup>st</sup> year	1370.80	36.08	39.69	54.12	63.13	3.31
2 <sup>nd</sup> year	1398.80	36.82	40.50	55.22	64.42	3.38
3 <sup>rd</sup> year	1445.60	38.05	41.85	57.07	66.58	3.49
<b>Deputy Director of Nursing</b>						
Less than 20 beds	1266.40	33.33	36.66	49.99	58.33	3.06
20 – 75 beds	1299.20	34.19	37.61	51.29	59.84	3.14
75 – 100 beds	1329.30	34.99	38.48	52.48	61.22	3.21
100 – 150 beds	1357.60	35.73	39.30	53.59	62.53	3.28
150 – 200 beds	1398.80	36.82	40.50	55.22	64.42	3.38
200 – 250 beds	1445.60	38.05	41.85	57.07	66.58	3.49
250 – 350 beds	1499.60	39.47	43.41	59.20	69.07	3.62
350 -450 beds	1553.20	40.88	44.97	61.32	71.53	3.75
450 – 750 beds	1611.00	42.40	46.64	63.60	74.20	3.89
750 + beds	1673.30	44.04	48.44	66.06	77.06	4.04

	<b>Full time \$ per week</b>	<b>Part time \$ per hour</b>	<b>Casual \$ per hour</b>	<b>Sat \$ per hour</b>	<b>Sun \$ per hour</b>	<b>Casual Holiday Pay \$ per hour</b>
<b>Assistant Director of Nursing</b>						
Less than 150 beds	1241.40	32.67	35.94	49.01	57.17	3.00
150 -250 beds	1338.40	35.23	38.75	52.84	61.64	3.23
250 beds	1370.80	36.08	39.69	54.12	63.13	3.31
<b>Director Of Nursing</b>						
Less than 25 beds	1416.30	37.28	41.00	55.91	65.23	3.42
25 – 50 beds	1499.60	39.47	43.41	59.20	69.07	3.62
50 -75 beds	1531.80	40.32	44.35	60.47	70.55	3.70
75 – 100 beds	1563.80	41.16	45.27	61.73	72.02	3.78
100 – 150 beds	1608.80	42.34	46.58	63.51	74.09	3.89
150 – 200 beds	1662.60	43.76	48.13	65.63	76.57	4.02
200 – 250 beds	1716.10	45.17	49.68	67.75	79.04	4.14
250 – 350 beds	1780.80	46.87	51.55	70.30	82.02	4.30
450 – 750 beds	1997.70	52.58	57.83	78.86	92.00	4.82
750 beds	2123.20	55.88	61.47	83.82	97.78	5.13

**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	18.94 p/shift 30.52 p/shift
2	11(i)(b)	In charge of ward/unit	18.94 p/shift
3	11(11)(a)	On call	16.89 p/24 hours or part thereof
4	11(ii)(b)	On call rostered days off	33.78 p/24 hour period
5	11(ii)(c)	On call during meal break	9.14 each meal
6	11(ii)(d)	Travelling Allowance	55.57 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	201.00 p/annum
		100 – 299 beds	402.00 p/annum
		300 – 499 beds	603.00 p/annum
		Over 500 beds	804.00 p/annum
10	17(iii)(a)	Uniform	5.40 p/week
11	17(iii)(a)	Shoe Allowance	1.68 p/week
12	17(iii)(b)	Cardigan or Jacket	1.62 p/week
13	17(iii)(c)	Stockings	2.80 p/week
14	17(iii)(d)	Socks	0.55 p/week
15	17(iv)	Laundry	4.50 p/week
16	19(vi)	Meal on overtime	7.94 per week
17	28(i)(c)	Breakfast	2.98 per week
18	28(i)(c)	Other meals	5.38 per week