



NURSES OTHER THAN IN HOSPITALS (STATE) AWARD WAGE SCHEDULE

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PAY RATES

DATE OF OPERATION: From the first full pay period to commence on or after the dates specified in columns 3 and 4 below.

In accordance with the State Wage Case 2003 and 2004 decisions of the Industrial Relations Commission of NSW, this award has been varied to provide for the State Wage Case 2003 and 2004 adjustment. Details of the increases are set out below.

	Old rate per week \$	New rate per week from 12 July 2003 \$	New rate per week from 12 July 2004 \$
Supervisory Nurse	797.90	812.90	831.90
Registered Nurse			
1 st year of service	575.70	592.70	611.70
2 nd year of service	590.40	607.40	626.40
3 rd year of service	616.90	633.90	652.90
4 th year of service	643.20	660.20	679.20
5 th year of service	671.40	688.40	707.40
6 th year of service	699.40	716.40	735.40
7 th year of service	727.40	744.40	763.40
8 th year of service and thereafter	784.30	774.50	793.50
U.G.I Qualification	784.30	799.30	818.30
Enrolled Nurse			
1 st year of service	496.00	513.00	532.00
2 nd year of service	510.00	527.00	546.00
3 rd year of service	531.40	548.40	567.40
4 th year of service	549.10	566.10	585.10
Thereafter	561.40	578.40	597.40

	Old rate per week \$	New rate per week from 12 July 2003 \$	New rate per week from 12 July 2004 \$
Assistant in Nursing			
1 st year of service	454.20	471.20	490.20
2 nd year of service	465.30	482.30	501.30
3 rd year of service	476.50	493.50	512.50
Thereafter	488.00	505.00	524.00

NOTE: Infants nurse or Mothercraft nurses shall be paid according to the appropriate level in the Enrolled Nurses Scale

NOTE: It is a term of the decision of the Commission in Court Session, Industrial Commission of NSW in matter 333/87 and 334/87 that service generally as a nurse, not only service with a particular employer, should be taken into account in determining the appropriate weekly rate on the incremental scale.

PART-TIME AND CASUAL EMPLOYEES

PART 1 PERMANENT PART-TIME EMPLOYEES

- (i) A permanent part-time employee is one who is permanently appointed by an employer to work a specified number of hours, which are less than those, prescribed for a full-time employee.
- (ii) Subject to Part III of this clause employees engaged under Part I of this clause shall be paid an hourly rate calculated on the basis of one-thirty-eighth of the appropriate rate prescribed by Clause 5 – Salaries, of this award with a minimum payment of 2 hours for each start, and one thirty-eighth of the appropriate allowances prescribed by Clause 18 – Uniform and Laundry Allowances, of this award, but shall not be entitled to an additional day off or part thereof as prescribed by subclause (b)(iii) of Clause 3A, Implementation of 38 Hour Week, of this Award.
- (iii) The provisions of Clause 12 – Annual Leave, and Clause 13 – Annual Leave Loading, of this Award shall apply to employees engaged under Part I of this clause, upon the same ratio as the number of hours worked in each week bears to 38.

- (iv) In Part I of this clause ordinary pay, for the purposes of Sick Leave and Annual Leave, shall be calculated on the basis of the average weekly hours worked over the 12 months qualifying period. Provided further that if this figure is less than the contracted hours under subclause (i) hereof then the letter shall apply.
- (v) Employees engaged under Part I of this clause shall be entitled to all other benefits of this award not otherwise expressly provided for herein the same proportion as their ordinary hours of work bear to full-time hours.

PART II CASUAL EMPLOYEES

- (i) A casual employee means an employee who is engaged and paid by the hour.
- (ii) A casual employee shall be paid by the hourly rate ascertained by dividing the weekly rate by 38 plus 10 per cent in respect of all hours worked between 7:00 a.m. and 7:00 p.m. Monday to Friday inclusive.
- (iii) A casual employee shall be paid at the rate of time and one quarter for all work on Saturdays.
- (iv) For work performed on Sundays shall be paid at the rate of time and one half and for work performed on public holidays at the rate of double time and one half.
- (v) A casual employee shall be entitled to a minimum payment as for three hours at the appropriate rate in respect of each start and shall be reimbursed all fares actually and reasonably incurred by him/her in travelling to and from work provided that fares shall not be reimbursed for any employee who was employed as a casual after 23 November 1989.

PART III SAVINGS PROVISION

- (i) Employees engaged as part-time employees before 23 November 1989 shall be entitled to exercise the option of receiving the benefits of employment specified in part I of this clause or in lieu thereof the following:
 - (a) A part-time employee means an employee who is employed to work not more than 38 hours per week.

- (b) A part-time employee shall be paid at the hourly rate ascertained by dividing 38 the weekly rate prescribed by this award plus 5 per cent.
- (c) A part-time employee shall be entitled to pro rata sick leave in accordance with Clause 15 – Sick Leave, of this award, in the same proportion to his/her ordinary hours of work bear to 38.

SHIFT ALLOWANCES

Employees working afternoon or night shift shall be paid the following percentages in addition to the ordinary rate for such shift, provided that part-time workers shall only be entitled to the additional rates where their shifts commence prior to 6:00 a.m. or finish subsequent to 6:00 p.m.

Afternoon shift commencing at 10:00 a.m. and before 1:00 p.m.

10%

Afternoon shift commencing at 1:00 p.m. and before 4:00 p.m.

12.5%

Night Shift commencing at 4:00 p.m. and before 4:00 a.m.

15%

Night Shift commencing at 4:00 a.m. and before 6:00 a.m.

10%

“Ordinary Rate” and **“Ordinary Time”** shall not include any percentages addition by reason of the fact than an employee is a part-time or casual employee.

ALLOWANCES – effective from the first full pay period to commence on or after 12 July 2004

- (a) meal on overtime \$7.09
- (b) On call during meal break \$5.54
- (c) On call \$13.17
- (d) Uniform \$6.49
- (e) Stockings \$3.21
- (f) Uniform Laundry \$4.96

**VEHICLE ALLOWANCES – effective from the first full pay period to
commence on or after 12 July 2004**

Engine capacity (litres)	Standing Charge \$	Running Charge (cents/km)
Up to and inc. 2 litres	143.22	27.16
Over 2 litres and up to 3.5 litres	157.66	30.36
Over 3.5 litres	162.03	31.43
Vehicle allowance (casual use)		60.66