



NSW
NURSES &
MIDWIVES'
ASSOCIATION

PAY CALCULATOR

Public Health System Nurses' & Midwives' (State) Award 2019

www.nswnma.asn.au



A message to NSWNMA members



Dear Nurse, Midwife or Assistant in Nursing,

Your union, the New South Wales Nurses and Midwives Association (NSWNMA) advises your new rates of pay and conditions of employment as listed in Public Health System Nurses' and Midwives' State Award 2019.

Your rates of pay and conditions are not generously provided by your employer. They are a result of your ongoing and active campaign for a shift-by-shift ratios system and industrial laws that restore your rights to genuine collective bargaining.

The improvements in conditions and take home rates of pay shown in the 2019 payroll calculator represent your hard work. Members of the NSWNMA and your bargaining team continue to work together to win improvements for all nurses and midwives in the public sector. Without the collective action of members, the improvements in pay and conditions will not be won.

The strength of our union is in over 66,000 members. We are a strong, resilient and effective voice that is bringing long term positive change in nursing and midwifery. By joining the NSWNMA you can be a part of positive change by working together to further improve our take home pay and future conditions.

In solidarity

BRETT HOLMES
General Secretary

O'BRAY SMITH
President

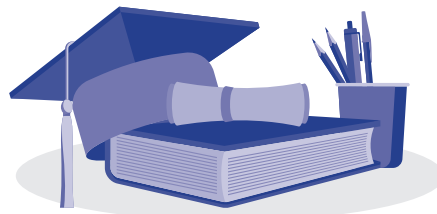
JUDITH KIEJDA
Assistant General Secretary



Assistant in Nursing/Midwifery



	Weekly Rate	Hourly Rate	Penalty Rate*					Casual Rate 10%	
			10%	12.5%	15%	50%	75%		150%
1 st year	883.90	23.2605	2.3261	2.9076	3.4891	11.6303	17.4454	34.8908	25.5866
2 nd year	912.10	24.0026	2.4003	3.0003	3.6004	12.0013	18.0020	36.0039	26.4029
3 rd year	940.80	24.7579	2.4758	3.0947	3.7137	12.3789	18.5684	37.1368	27.2337
4 th year and thereafter	969.90	25.5237	2.5524	3.1905	3.8286	12.7618	19.1428	38.2855	28.0761



Are you working as an AiN while studying as undergraduate Bachelor of Nursing/ Midwifery or Diploma of Nursing?

A special rate[#] of NSWNMA membership is available to you!

YEAR	QUARTER	MONTH	FORTNIGHT
\$267.00	\$66.75	\$22.25	\$10.26

Membership fees are tax deductible. Contact the NSWNMA on 1300 167 962.

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Enrolled Nurse



	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*			150%	Casual Rate 10%
					15%	50%	75%		
Enrolled Nurse without medication qualification									
1 st year	1,084.80	28.5474	2.8547	3.5684	4.2821	14.2737	21.4105	42.8211	31.4021
2 nd year	1,108.70	29.1763	2.9176	3.6470	4.3764	14.5882	21.8822	43.7645	32.0939
3 rd year	1,132.20	29.7947	2.9795	3.7243	4.4692	14.8974	22.3461	44.6921	32.7742
4 th year	1,156.30	30.4289	3.0429	3.8036	4.5643	15.2145	22.8217	45.6434	33.4718
5 th year and thereafter	1,180.70	31.0711	3.1071	3.8839	4.6607	15.5355	23.3033	46.6066	34.1782
Special Grade	1,217.50	32.0395	3.2039	4.0049	4.8059	16.0197	24.0296	48.0592	35.2434
Enrolled Nurse									
1 st year	1,108.70	29.1763	2.9176	3.6470	4.3764	14.5882	21.8822	43.7645	32.0939
2 nd year	1,132.20	29.7947	2.9795	3.7243	4.4692	14.8974	22.3461	44.6921	32.7742
3 rd year	1,156.30	30.4289	3.0429	3.8036	4.5643	15.2145	22.8217	45.6434	33.4718
4 th year	1,180.70	31.0711	3.1071	3.8839	4.6607	15.5355	23.3033	46.6066	34.1782
5 th year and thereafter	1,204.70	31.7026	3.1703	3.9628	4.7554	15.8513	23.7770	47.5539	34.8729
Special Grade	1,241.60	32.6737	3.2674	4.0842	4.9011	16.3368	24.5053	49.0105	35.9411
Mothercraft Nurse[#]									
9 th year	1,465.80	38.5737	3.8574	4.8217	5.7861	19.2868	28.9303	57.8605	42.4311

The mothercraft classification applies only to persons employed in this classification as at 31 December 1988. Persons employed after that date are classified as Enrolled Nurses. As at 30 June 2015, all existing Registered Mothercraft Nurses were classified as Registered Mothercraft Nurse 9th Year.

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Registered Nurse/Midwife



	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*			150%	Casual Rate 10%
					15%	50%	75%		
Registered Nurse/Midwife									
1 st year	1,230.10	32.3711	3.2371	4.0464	4.8557	16.1855	24.2783	48.5566	35.6082
2 nd year	1,296.90	34.1289	3.4129	4.2661	5.1193	17.0645	25.5967	51.1934	37.5418
3 rd year	1,363.90	35.8921	3.5892	4.4865	5.3838	17.9461	26.9191	53.8382	39.4813
4 th year	1,435.60	37.7789	3.7779	4.7224	5.6668	18.8895	28.3342	56.6684	41.5568
5 th year	1,507.00	39.6579	3.9658	4.9572	5.9487	19.8289	29.7434	59.4868	43.6237
6 th year	1,577.80	41.5211	4.1521	5.1901	6.2282	20.7605	31.1408	62.2816	45.6732
7 th year	1,659.00	43.6579	4.3658	5.4572	6.5487	21.8289	32.7434	65.4868	48.0237
8 th year and thereafter	1,727.20	45.4526	4.5453	5.6816	6.8179	22.7263	34.0895	68.1789	49.9979
Registered Nurse - Pre Registration									
1 st Year and Thereafter	1,060.60	27.9105	2.7911	3.4888	4.1866	13.9553	20.9329	41.8658	30.7016

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Clinical Consultants & Specialists

	Weekly Rate	Hourly Rate	Penalty Rate*					Casual Rate 10%	
			10%	12.5%	15%	50%	75%		150%
Clinical Nurse/Midwife Specialist									
Grade 1, Year 1 and thereafter	1,797.40	47.3000	4.7300	5.9125	7.0950	23.6500	35.4750	70.9500	52.0300
Grade 2, Year 1	1,930.80	50.8105	5.0811	6.3513	7.6216	25.4053	38.1079	76.2158	55.8916
Grade 2, Year 2 and thereafter	1,994.20	52.4789	5.2479	6.5599	7.8718	26.2395	39.3592	78.7184	57.7268
Clinical Nurse/Midwife Consultant									
Appointed prior to 31/12/99	2,210.30	58.1658	5.8166	7.2707	8.7249	29.0829	43.6243	87.2487	
Grade 1 – 1 st year >31.12.99	2,160.60	56.8579	5.6858	7.1072	8.5287	28.4289	42.6434	85.2868	
Grade 1 – 2 nd year >31.12.99	2,204.80	58.0211	5.8021	7.2526	8.7032	29.0105	43.5158	87.0316	
Grade 2 – 1 st year >31.12.99	2,248.40	59.1684	5.9168	7.3961	8.8753	29.5842	44.3763	88.7526	
Grade 2 – 2 nd year >31.12.99	2,293.10	60.3447	6.0345	7.5431	9.0517	30.1724	45.2586	90.5171	
Grade 3 – 1 st year >31.12.99	2,381.20	62.6632	6.2663	7.8329	9.3995	31.3316	46.9974	93.9947	
Grade 3 – 2 nd year >31.12.99	2,425.40	63.8263	6.3826	7.9783	9.5739	31.9132	47.8697	95.7395	
Nurse/Midwife Practitioners									
1 st year	2,381.20	62.6632	6.2663	7.8329	9.3995	31.3316	46.9974	93.9947	
2 nd year	2,425.40	63.8263	6.3826	7.9783	9.5739	31.9132	47.8697	95.7395	
3 rd year	2,487.30	65.4553	6.5455	8.1819	9.8183	32.7276	49.0914	98.1829	
4 th year and thereafter	2,549.60	67.0947	6.7095	8.3868	10.0642	33.5474	50.3211	100.6421	



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Educator



	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*			150%
					15%	50%	75%	
Clinical Nurse/Midwife Educator								
Year 1	1,870.10	49.2132	4.9213	6.1516	7.3820	24.6066	36.9099	73.8197
Year 2 and thereafter	1,930.80	50.8105	5.0811	6.3513	7.6216	25.4053	38.1079	76.2158
Nurse/Midwife Educator								
Employees on N/ME 4 th year as at 1/7/08	2,210.30	58.1658	5.8166	7.2707	8.7249	29.0829	43.6243	87.2487
Grade 1, Year 1	2,100.60	55.2789	5.5279	6.9099	8.2918	27.6395	41.4592	82.9184
Grade 1, Year 2 and thereafter	2,160.60	56.8579	5.6858	7.1072	8.5287	28.4289	42.6434	85.2868
Grade 2, Year 1	2,248.40	59.1684	5.9168	7.3961	8.8753	29.5842	44.3763	88.7526
Grade 2, Year 2 and thereafter	2,293.10	60.3447	6.0345	7.5431	9.0517	30.1724	45.2586	90.5171
Grade 3, Year 1	2,381.20	62.6632	6.2663	7.8329	9.3995	31.3316	46.9974	93.9947
Grade 3, Year 2 and thereafter	2,425.40	63.8263	6.3826	7.9783	9.5739	31.9132	47.8697	95.7395

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Manager



	Weekly Rate	Hourly Rate	Penalty Rate*					
			10%	12.5%	15%	50%	75%	150%
Nursing/Midwife Unit Manager								
Level I	2,166.90	57.0237	5.7024	7.1280	8.5536	28.5118	42.7678	85.5355
Level II	2,269.50	59.7237	5.9724	7.4655	8.9586	29.8618	44.7928	89.5855
Level III	2,330.60	61.3316	6.1332	7.6664	9.1997	30.6658	45.9987	91.9974
Nurse/Midwifery Managers								
Grade 1 – 1 st year	2,160.60	56.8579	5.6858	7.1072	8.5287	28.4289	42.6434	85.2868
Grade 1 – 2 nd year & thereafter	2,204.80	58.0211	5.8021	7.2526	8.7032	29.0105	43.5158	87.0316
Grade 2 – 1 st year	2,248.40	59.1684	5.9168	7.3961	8.8753	29.5842	44.3763	88.7526
Grade 2 – 2 nd year & thereafter	2,293.10	60.3447	6.0345	7.5431	9.0517	30.1724	45.2586	90.5171
Grade 3 – 1 st year	2,381.20	62.6632	6.2663	7.8329	9.3995	31.3316	46.9974	93.9947
Grade 3 – 2 nd year & thereafter	2,425.40	63.8263	6.3826	7.9783	9.5739	31.9132	47.8697	95.7395
Grade 4 – 1 st year	2,513.50	66.1447	}					
Grade 4 – 2 nd year & thereafter	2,557.60	67.3053	}					
Grade 5 – 1 st year	2,645.20	69.6105	}					
Grade 5 – 2 nd year & thereafter	2,689.90	70.7868	}					
Grade 6 – 1 st year	2,778.20	73.1105	}					
Grade 6 – 2 nd year & thereafter	2,822.50	74.2763	}					
Grade 7 – 1 st year	2,998.20	78.9000	}					
Grade 7 – 2 nd year & thereafter	3,042.80	80.0737	}					
Grade 8 – 1 st year	3,219.20	84.7158	}					
Grade 8 – 2 nd year & thereafter	3,263.10	85.8711	}					
Grade 9 – 1 st year	3,439.30	90.5079	}					
Grade 9 – 2 nd year & thereafter	3,483.70	91.6763	}					

Grade 4 Nurse Managers and above are not eligible for shift penalties (see clause 15 (vi) of the Award)

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Allowances



On Call Allowance

	Award Clause	Amount
On Call Allowance [^]	12 (ii)(a)	\$3.85 per hour
On Call Allowance minimum [^]	12 (ii)(a)	\$30.84
On Call Allowance on rostered day off [^]	12 (ii)(b)	\$7.68 per hour
On Call Allowance on rostered day off minimum [^]	12 (ii)(b)	\$61.44
On Call Allowance during meal break [^]	12 (ii)(c)	\$15.13 per break



In Charge

	Award Clause	Amount
Registered Nurse in charge of hospital [^]	12 (i)(a)	\$35.17 per shift
Registered Nurse in charge of ward [^]	12 (v)(a) & (b)	\$35.17 per shift
Registered Nurse in charge of ward and also in charge of hospital of less 100 beds [^]	12 (vi)	\$52.75 per shift
Registered Nurse in charge of hospital over 100 beds [^]	12 (ix)	\$67.43 per shift



Radiographic Allowance

	Award Clause	Amount
Director of Nursing [^]	12 (iii)(a)	\$42.90 per week
Employee in absence of Director of Nursing [^]	12 (iii)(c)	\$8.58 per day
Maximum payment [^]	12 (iii)(c)	\$42.90 per week
Employee wearing lead apron [^]	12 (iv)	\$2.13 per day

Special Rates Tibooburra/ Ivanhoe Hospitals

	Award Clause	Amount
Registered Nurse*	17 (i)	\$34.40 per week
Enrolled Nurse/Assistant in Nursing*	17 (i)	\$14.99 per week



Special Allowances

	Award Clause	Amount
Climatic Allowance*	14 (i)	\$3.90 per week
Isolation Allowance*	14 (ii)	\$7.66 per week

Justice Health Service

	Award Clause	Amount
Justice Health Service Environment Allowance [^]	17 (iii)	\$3,085 per annum
Justice Health Service Productivity Allowance [^]	17 (iv)	\$76.04 per week

[^]salary-related

*not salary-related

#rounded to nearest 50c



Allowances



Uniform and Laundry Allowance

	Award Clause	Amount
Uniform*	23 (iii)(a)	\$7.73 per week
Shoes*	23 (iii)(a)	\$2.39 per week
Uniform (including shoes allowance)*	23 (iii)(a)	\$10.12 per week
Cardigan or Jacket*	23 (iii)(a)	\$2.32 per week
Laundry*	23 (iv)	\$6.45 per week



Miscellaneous

	Award Clause	Amount
Enrolled Nurse employed in the CSSD of a hospital and in possession of a Sterilising Technology Certificate issued by the Sterilising Research and Advisory Council of Aust.^	12 (viii)	\$16.68 per week
Industry Allowance, Flight Nurses, Ambulance Service^	17 (v)	\$17.03 per week
Excess Fares*	20 (iv)(b)	\$5.40 per day



Accommodation and Board Deductions

	Award Clause	Amount
Separate bedroom^	38 (iii)(a)	\$73.64 per week
Self contained flat^	38 (iii)(b)	\$89.73 per week
Deduction for meals (full board)^	38 (iv)	\$158.96 per week
Breakfast^	38 (v)(b)	\$5.37 per meal
Other Meals^	38 (v)(b)	\$9.79 per meal



Continuing Education Allowances^#

	Award Clause	Amount
Hospital Post Registration Certificate	13 (ii)	\$41.00 per week
Post Graduate Certificate	13 (iii)	\$41.00 per week
Post Graduate Diploma or Degree	13 (iv) &(x)	\$61.50 per week
Masters Degree or Doctorate	13 (v) & (x)	\$74.00 per week
Enrolled Nurse Certificate 4	13 (vii)	\$29.50 per week
Enrolled Nurse Adv. Diploma of Nursing	13 (viii)	\$37.00 per week

^salary-related

*not salary-related

#rounded to nearest 50c



Have you been underpaid?

One of the key issues that can affect nurses and midwives is being underpaid at work.

Remember always check your Ehealth Roster and speak to your manager if it does not reflect what you have worked.

If this is unsuccessful or you disagree with a decision about an underpayment, you can contact the NSWNMA on 8595 1234 (metro) or 1300 367 962 (non-metro).

The NSWNMA can assist you by contacting your employer and help you get what you are entitled to.

Tips TO AVOID BEING UNDERPAID



Always check your **payslip**



Make sure you are aware of all your **overtime, allowances** and **penalty rates**



Keep record of all **overtime** – start and finishing time



Remember you have **6 years to make a claim** (from the date of the underpayment)

PAY CALCULATOR

**Public Health System Nurses'
& Midwives' (State) Award 2019**



NSW Nurses and Midwives' Association

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PRIVACY STATEMENT:

The New South Wales Nurses and Midwives' Association operates in accordance with the *Privacy Act 1988* and the Australian Privacy Principles. For further details please go to www.nswnma.asn.au/privacy or contact the Association. Members have the right to request access to/correct any personal information concerning you held by the Association.

Issue October 2019

