

PRIVATE MEDICAL PRACTICE BULLETIN

JUNE 2014 // ISSUE #3

NURSES AWARD 2010 AMENDED SALARY SCHEDULE

On 4 June 2014 the Fair Work Commission Minimum Wage Panel handed down its Annual Wage Review, awarding an increase of 3% to the minimum salary rates contained in all Modern Awards.

The new minimum rates of pay must be applied as of the first full pay period commencing (1st PPC) on or after 1 July 2014.

Practices are advised that where an employee is in receipt of a salary which is in excess (over award) of the Minimum Award Rate as set out in the Award then this increase as determined by the Fair Work Australia Minimum Wage Review Panel can be absorbed into that over award payment.

Attached for your information and use is an updated Salary Schedule applicable to Nursing Staff employed under the *Nurses Award 2010*.

Please note that the attached rates apply only to federal system employers, not sole traders, partnerships of individuals or other unincorporated entities.

An up to date copy of the complete *Nurses Award 2010*, containing all variations made to date, will be forwarded to Practices as soon as it is published.

Should you have any queries regarding this bulletin please do not hesitate to contact Josephine Auerbach, email Josephine.auerbach@amawa.com.au or telephone 9273 3000.

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Nurses Award 2010 Amended Salary Schedule Effective 1st PPC 1 July 2014

| | Weekly Rate | Hourly Rate | Casual Rate |
|---|-------------|-------------|-------------|
| Nursing Assistant | | | |
| 1st year | \$699.60 | \$18.41 | \$23.01 |
| 2nd Year | \$711.10 | \$18.71 | \$23.39 |
| 3rd Year | \$723.00 | \$19.03 | \$23.78 |
| Experienced (holder of relevant certificate III Qualification) | \$746.20 | \$19.64 | \$24.55 |
| Enrolled Nurse | | | |
| (a) Student Nurse | | | |
| Less than 21 years of age | \$647.70 | \$17.04 | \$21.30 |
| 21 years of age and over | \$681.40 | \$17.93 | \$22.42 |
| (b) Enrolled Nurse | | | |
| Pay Point 1 | \$760.10 | \$20.00 | \$25.00 |
| Pay Point 2 | \$770.10 | \$20.27 | \$25.33 |
| Pay Point 3 | \$780.30 | \$20.53 | \$25.67 |
| Pay Point 4 | \$791.60 | \$20.83 | \$26.04 |
| Pay Point 5 | \$799.50 | \$21.04 | \$26.30 |
| Registered Nurse Level 1 | | | |
| Minimum Entry rate for a: | | | |
| (a) Four Year Degree | \$848.90 | \$22.34 | \$27.93 |
| (b) Masters Degree | \$878.20 | \$23.11 | \$28.89 |
| Progressions from these entry rates will be to Level 1- Registered Nurse Pay Point 4 and 5 retrospectively | | | |
| Pay Point 1 | \$813.00 | \$21.39 | \$26.74 |
| Pay Point 2 | \$829.80 | \$21.84 | \$27.30 |
| Pay Point 3 | \$850.10 | \$22.37 | \$27.96 |
| Pay Point 4 | \$872.60 | \$22.96 | \$28.70 |
| Pay Point 5 | \$899.50 | \$23.67 | \$29.59 |
| Pay Point 6 | \$925.50 | \$24.35 | \$30.44 |
| Pay Point 7 | \$952.30 | \$25.06 | \$31.33 |
| Pay Point 8 and thereafter | \$977.10 | \$25.71 | \$32.14 |

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| | Weekly Rate | Hourly Rate | Casual Rate |
|---------------------------------|-------------|-------------|-------------|
| Registered Nurse Level 2 | | | |
| Pay Point 1 | \$1,002.90 | \$26.39 | \$32.99 |
| Pay Point 2 | \$1,018.80 | \$26.81 | \$33.51 |
| Pay Point 3 | \$1,036.60 | \$27.28 | \$34.10 |
| Pay Point 4 and thereafter | \$1,053.60 | \$27.73 | \$34.66 |
| Registered Nurse Level 3 | | | |
| Pay Point 1 | \$1,087.40 | \$28.62 | \$35.77 |
| Pay Point 2 | \$1,107.50 | \$29.14 | \$36.43 |
| Pay Point 3 | \$1,126.60 | \$29.65 | \$37.06 |
| Pay Point 4 and thereafter | \$1,146.90 | \$30.18 | \$37.73 |
| Registered Nurse Level 4 | | | |
| Grade 1 | \$1,241.30 | \$32.66 | \$40.83 |
| Grade 2 | \$1,330.10 | \$35.00 | \$43.75 |
| Grade 3 | \$1,407.70 | \$37.04 | \$46.31 |
| Registered Nurse Level 5 | | | |
| Grade 1 | \$1,252.60 | \$32.96 | \$41.20 |
| Grade 2 | \$1,319.00 | \$34.71 | \$43.39 |
| Grade 3 | \$1,407.70 | \$37.04 | \$46.31 |
| Grade 4 | \$1,495.50 | \$39.35 | \$49.19 |
| Grade 5 | \$1,649.50 | \$43.41 | \$54.26 |
| Grade 6 | \$1,804.70 | \$47.49 | \$59.36 |
| Nurse Practitioner | | | |
| 1st year | \$1,251.50 | \$32.93 | \$41.17 |
| 2nd Year | \$1,288.60 | \$33.91 | \$42.39 |

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| | Weekly Rate | Hourly Rate | Casual Rate |
|--|-------------|-------------|-------------|
| Occupational Health Nurse | | | |
| Level 1 | | | |
| Pay Point 1 | \$872.60 | \$22.96 | \$28.70 |
| Pay Point 2 | \$899.50 | \$23.67 | \$29.59 |
| Pay Point 3 | \$925.50 | \$24.35 | \$30.44 |
| Pay Point 4 | \$952.30 | \$25.06 | \$31.33 |
| Pay Point 5 | \$977.10 | \$25.71 | \$32.14 |
| Level 2 | | | |
| Pay Point 1 | \$1,002.90 | \$26.39 | \$32.99 |
| Pay Point 2 | \$1,018.80 | \$26.81 | \$33.51 |
| Pay Point 3 | \$1,036.60 | \$27.28 | \$34.10 |
| Pay Point 4 | \$1,053.60 | \$27.73 | \$34.66 |
| Senior Occupational Health Clinical Nurse | \$1,053.60 | \$27.73 | \$34.66 |
| Occupational Health Nurse | | | |
| Level 3 | | | |
| Pay Point 1 | \$1,087.40 | \$28.62 | \$35.77 |
| Pay Point 2 | \$1,107.50 | \$29.14 | \$36.43 |
| Pay Point 3 | \$1,126.60 | \$29.65 | \$37.06 |
| Pay Point 4 and thereafter | \$1,146.90 | \$30.18 | \$37.73 |