



Pay Calculator



NSW
NURSES &
MIDWIVES'
ASSOCIATION



AUSTRALIAN
NURSING &
MIDWIFERY
FEDERATION
NSW BRANCH

PUBLIC HEALTH SYSTEM NURSES' & MIDWIVES' (STATE) AWARD 2023

3% pay increase effective first full pay period on or after 1 July 2025

www.nswnma.asn.au



A message to NSWNMA members

The New South Wales Nurses and Midwives' Association (NSWNMA) has developed this guide for members, detailing new rates of pay and conditions of employment, as listed in the *Public Health System Nurses' and Midwives' State Award 2023*.

Our 80,000-strong membership empowers our union to continue agitating for changes that improve the lives of nurses and midwives across New South Wales.

We encourage all workers in nursing and midwifery to join the NSWNMA. In doing so, we can continue to fight for outcomes that make a real impact in the workplace. Being a member of your unions means you have a voice, and support, whenever it is needed.

Shaye Candish

GENERAL SECRETARY

Michael Whaites

ASSISTANT GENERAL SECRETARY



For more information and
membership fees, scan the QR code

Assistant in Nursing/Midwifery



	Weekly Rate	Hourly Rate	Penalty Rate*					Casual Rate 10%	
			10%	12.5%	20%	50%	75%		150%
1 st year	1,023.40	26.9316	2.6932	3.3664	5.3863	13.4658	20.1987	40.3974	29.6247
2 nd year	1,056.10	27.7921	2.7792	3.4740	5.5584	13.8961	20.8441	41.6882	30.5713
3 rd year	1,089.20	28.6632	2.8663	3.5829	5.7326	14.3316	21.4974	42.9947	31.5295
4 th year and thereafter	1,122.90	29.5500	2.9550	3.6938	5.9100	14.7750	22.1625	44.3250	32.5050



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

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

YEAR	QUARTER	MONTH	FORTNIGHT
\$602	\$150.50	\$50.16	\$23.14

MEMBERSHIP FEES ARE TAX DEDUCTIBLE. Contact the NSWNMA on 1300 167 962.

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Enrolled Nurse



	Weekly Rate	Hourly Rate	Penalty Rate*					Casual Rate 10%	
			10%	12.5%	20%	50%	75%		150%
Enrolled Nurse without medication qualification									
1 st year	1,256.00	33.0526	3.3053	4.1316	6.6105	16.5263	24.7895	49.5789	36.3579
2 nd year	1,283.60	33.7789	3.3779	4.2224	6.7558	16.8895	25.3342	50.6684	37.1568
3 rd year	1,310.90	34.4974	3.4497	4.3122	6.8995	17.2487	25.8730	51.7461	37.9471
4 th year	1,338.80	35.2316	3.5232	4.4039	7.0463	17.6158	26.4237	52.8474	38.7547
5 th year and thereafter	1,367.10	35.9763	3.5976	4.4970	7.1953	17.9882	26.9822	53.9645	39.5739
Special Grade	1,409.70	37.0974	3.7097	4.6372	7.4195	18.5487	27.8230	55.6461	40.8071
Enrolled Nurse									
1 st year	1,283.60	33.7789	3.3779	4.2224	6.7558	16.8895	25.3342	50.6684	37.1568
2 nd year	1,310.90	34.4974	3.4497	4.3122	6.8995	17.2487	25.8730	51.7461	37.9471
3 rd year	1,338.80	35.2316	3.5232	4.4039	7.0463	17.6158	26.4237	52.8474	38.7547
4 th year	1,367.10	35.9763	3.5976	4.4970	7.1953	17.9882	26.9822	53.9645	39.5739
5 th year and thereafter	1,394.70	36.7026	3.6703	4.5878	7.3405	18.3513	27.5270	55.0539	40.3729
Special Grade	1,437.40	37.8263	3.7826	4.7283	7.5653	18.9132	28.3697	56.7395	41.6089
Mothercraft Nurse[#]									
9 th year	1,697.10	44.6605	4.4661	5.5826	8.9321	22.3303	33.4954	66.9908	49.1266

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	Penalty Rate*					Casual Rate 10%	
			10%	12.5%	20%	50%	75%		150%
Registered Nurse/Midwife									
1 st year	1,424.30	37.4816	3.7482	4.6852	7.4963	18.7408	28.1112	56.2224	41.2297
2 nd year	1,501.50	39.5132	3.9513	4.9391	7.9026	19.7566	29.6349	59.2697	43.4645
3 rd year	1,579.10	41.5553	4.1555	5.1944	8.3111	20.7776	31.1664	62.3329	45.7108
4 th year	1,662.20	43.7421	4.3742	5.4678	8.7484	21.8711	32.8066	65.6132	48.1163
5 th year	1,744.70	45.9132	4.5913	5.7391	9.1826	22.9566	34.4349	68.8697	50.5045
6 th year	1,826.80	48.0737	4.8074	6.0092	9.6147	24.0368	36.0553	72.1105	52.8811
7 th year	1,920.70	50.5447	5.0545	6.3181	10.1089	25.2724	37.9086	75.8171	55.5992
8 th year and thereafter	1,999.60	52.6211	5.2621	6.5776	10.5242	26.3105	39.4658	78.9316	57.8832
Registered Nurse – Pre Registration									
1 st Year and Thereafter	1,228.00	32.3158	3.2316	4.0395	6.4632	16.1579	24.2368	48.4737	35.5474

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Clinical Consultants & Specialists

	Weekly Rate	Hourly Rate	Penalty Rate*						Casual Rate 10%
			10%	12.5%	20%	50%	75%	150%	
Clinical Nurse/Midwife Specialist									
Grade 1, Year 1 and thereafter	2,080.90	54.7605	5.4761	6.8451	10.9521	27.3803	41.0704	82.1408	60.2366
Grade 2, Year 1	2,235.40	58.8263	5.8826	7.3533	11.7653	29.4132	44.1197	88.2395	64.7089
Grade 2, Year 2 and thereafter	2,308.80	60.7579	6.0758	7.5947	12.1516	30.3789	45.5684	91.1368	66.8337
Clinical Nurse/Midwife Consultant									
Appointed prior to 31/12/99	2,559.00	67.3421	6.7342	8.4178	13.4684	33.6711	50.5066	101.0132	
Grade 1 – 1 st year >31.12.99	2,501.50	65.8289	6.5829	8.2286	13.1658	32.9145	49.3717	98.7434	
Grade 1 – 2 nd year >31.12.99	2,552.60	67.1737	6.7174	8.3967	13.4347	33.5868	50.3803	100.7605	
Grade 2 – 1 st year >31.12.99	2,603.10	68.5026	6.8503	8.5628	13.7005	34.2513	51.3770	102.7539	
Grade 2 – 2 nd year >31.12.99	2,655.00	69.8684	6.9868	8.7336	13.9737	34.9342	52.4013	104.8026	
Grade 3 – 1 st year >31.12.99	2,756.90	72.5500	7.2550	9.0688	14.5100	36.2750	54.4125	108.8250	
Grade 3 – 2 nd year >31.12.99	2,808.10	73.8974	7.3897	9.2372	14.7795	36.9487	55.4230	110.8461	
Nurse/Midwife Practitioners									
1 st year	2,756.90	72.5500	7.2550	9.0688	14.5100	36.2750	54.4125	108.8250	
2 nd year	2,808.10	73.8974	7.3897	9.2372	14.7795	36.9487	55.4230	110.8461	
3 rd year	2,879.80	75.7842	7.5784	9.4730	15.1568	37.8921	56.8382	113.6763	
4 th year and thereafter	2,951.90	77.6816	7.7682	9.7102	15.5363	38.8408	58.2612	116.5224	

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Educator



	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*			
					20%	50%	75%	150%
Clinical Nurse/Midwife Educator								
Year 1	2,165.20	56.9789	5.6979	7.1224	11.3958	28.4895	42.7342	85.4684
Year 2 and thereafter	2,235.40	58.8263	5.8826	7.3533	11.7653	29.4132	44.1197	88.2395
Nurse/Midwife Educator								
Employees on N/ME 4 th year as at 1/7/08	2,559.00	67.3421	6.7342	8.4178	13.4684	33.6711	50.5066	101.0132
Grade 1, Year 1	2,432.10	64.0026	6.4003	8.0003	12.8005	32.0013	48.0020	96.0039
Grade 1, Year 2 and thereafter	2,501.50	65.8289	6.5829	8.2286	13.1658	32.9145	49.3717	98.7434
Grade 2, Year 1	2,603.10	68.5026	6.8503	8.5628	13.7005	34.2513	51.3770	102.7539
Grade 2, Year 2 and thereafter	2,655.00	69.8684	6.9868	8.7336	13.9737	34.9342	52.4013	104.8026
Grade 3, Year 1	2,756.90	72.5500	7.2550	9.0688	14.5100	36.2750	54.4125	108.8250
Grade 3, Year 2 and thereafter	2,808.10	73.8974	7.3897	9.2372	14.7795	36.9487	55.4230	110.8461

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Manager



	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*			
					20%	50%	75%	150%
Nursing/Midwife Unit Manager								
Level I	2,508.80	66.0211	6.6021	8.2526	13.2042	33.0105	49.5158	99.0316
Level II	2,627.60	69.1474	6.9147	8.6434	13.8295	34.5737	51.8605	103.7211
Level III	2,698.30	71.0079	7.1008	8.8760	14.2016	35.5039	53.2559	106.5118
Nurse/Midwifery Managers								
Grade 1 – 1 st year	2,501.50	65.8289	6.5829	8.2286	13.1658	32.9145	49.3717	98.7434
Grade 1 – 2 nd year & thereafter	2,552.60	67.1737	6.7174	8.3967	13.4347	33.5868	50.3803	100.7605
Grade 2 – 1 st year	2,603.10	68.5026	6.8503	8.5628	13.7005	34.2513	51.3770	102.7539
Grade 2 – 2 nd year & thereafter	2,655.00	69.8684	6.9868	8.7336	13.9737	34.9342	52.4013	104.8026
Grade 3 – 1 st year	2,756.90	72.5500	7.2550	9.0688	14.5100	36.2750	54.4125	108.8250
Grade 3 – 2 nd year & thereafter	2,808.10	73.8974	7.3897	9.2372	14.7795	36.9487	55.4230	110.8461
Grade 4 – 1 st year	2,910.10	76.5816	}					
Grade 4 – 2 nd year & thereafter	2,961.10	77.9237	}					
Grade 5 – 1 st year	3,062.50	80.5921	}					
Grade 5 – 2 nd year & thereafter	3,114.40	81.9579	}					
Grade 6 – 1 st year	3,216.50	84.6447	}					
Grade 6 – 2 nd year & thereafter	3,268.00	86.0000	}					
Grade 7 – 1 st year	3,471.20	91.3474	}					
Grade 7 – 2 nd year & thereafter	3,522.90	92.7079	}					
Grade 8 – 1 st year	3,727.30	98.0868	}					
Grade 8 – 2 nd year & thereafter	3,778.00	99.4211	}					
Grade 9 – 1 st year	3,982.10	104.7921	}					
Grade 9 – 2 nd year & thereafter	4,033.50	106.1447	}					

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)	\$4.46 per hour
On Call Allowance minimum [^]	12 (ii)(a)	\$35.68
On Call Allowance on rostered day off [^]	12 (ii)(b)	\$8.89 per hour
On Call Allowance on rostered day off minimum [^]	12 (ii)(b)	\$71.12
On Call Allowance during meal break [^]	12 (ii)(c)	\$17.53 per break



In Charge

	Award Clause	Amount
Registered Nurse in charge of hospital [^]	12 (i)(a)	\$40.73 per shift
Registered Nurse in charge of ward [^]	12 (v)	\$40.73 per shift
Registered Nurse in charge of ward and also in charge of hospital of less than 100 beds [^]	12 (vi)	\$61.08 per shift
Registered Nurse in charge of hospital over 100 beds [^]	12 (ix)	\$78.07 per shift



Radiographic Allowance

	Award Clause	Amount
Director of Nursing [^]	12 (iii)(a)	\$49.67 per week
Employee in absence of Director of Nursing [^]	12 (iii)(c)	\$9.94 per day
Maximum payment [^]	12 (iii)(c)	\$49.72 per week
Employee wearing lead apron [^]	12 (iv)	\$2.47 per hour

Special Rates Tibooburra/ Ivanhoe Hospitals

	Award Clause	Amount
Registered Nurse*	17 (i)	\$42.41 per week
Enrolled Nurse/Assistant in Nursing*	17 (i)	\$18.48 per week



Special Allowances

	Award Clause	Amount
Climatic Allowance*	14 (i)	\$4.81 per week
Isolation Allowance*	14 (ii)	\$9.44 per week

Justice Health Service

	Award Clause	Amount
Justice Health Service Environment Allowance [^]	17 (iii)	\$3,571 per annum
Justice Health Service Productivity Allowance [^]	17 (iv)	\$88.04 per week

[^]salary-related

*not salary-related

Allowances



Uniform and Laundry Allowance

	Award Clause	Amount
Uniform*	23 (iii)(a)	\$9.53 per week
Shoes*	23 (iii)(a)	\$2.95 per week
Uniform (including shoes allowance)*	23 (iii)(a)	\$12.48 per week
Cardigan or Jacket*	23 (iii)(a)	\$2.87 per week
Laundry*	23 (iv)	\$7.95 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)	\$19.31 per week
Industry Allowance, Flight Nurses, Ambulance Service^	17 (v)	\$19.71 per week
Excess Fares*	20 (iv)(b)	\$6.66 per day



Accommodation and Board Deductions

	Award Clause	Amount
Separate bedroom^	38 (iii)(a)	\$85.26 per week
Self contained flat^	38 (iii)(b)	\$103.90 per week
Deduction for meals (full board)^	38 (iv)	\$184.04 per week
Breakfast^	38 (v)(b)	\$6.22 per meal
Other Meals^	38 (v)(b)	\$11.33 per meal



Continuing Education Allowances^#

	Award Clause	Amount
Hospital Post Registration Certificate	13 (ii)	\$47.40 per week
Post Graduate Certificate	13 (iii)	\$47.40 per week
Post Graduate Diploma or Degree	13 (iv) &(x)	\$71.30 per week
Masters Degree or Doctorate	13 (v) & (x)	\$85.60 per week
Enrolled Nurse Certificate 4	13 (vii)	\$34.20 per week
Enrolled Nurse Adv. Diploma of Nursing	13 (viii)	\$43.00 per week

^salary-related

*not salary-related

#rounded to nearest 10c



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 2023

NSW NURSES AND MIDWIVES' ASSOCIATION

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