

## Increased Rates of Pay and Allowances for Nursing and Midwifery Staff

**Summary** This Information Bulletin advises of increases to rates of pay and allowances, effective from the first full pay period to commence on or after 1 July 2023, for staff covered by the Public Health System Nurses' and Midwives' (State) Award 2023 and the Crown Employees Nurses' (State) Award 2023.

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**Audience** Nursing and Midwifery;Administration;Payroll

## **Increased Rates of Pay and Allowances for Nursing and Midwifery Staff**

### **PURPOSE**

This Information Bulletin advises of increases to rates of pay and allowances, effective from the first full pay period to commence on or after 1 July 2023, for staff covered by the *Public Health System Nurses' and Midwives' (State) Award 2023* and the *Crown Employees Nurses' (State) Award 2023*.

### **KEY INFORMATION**

On 13 September 2023, the Industrial Relations Commission of NSW made a new *Public Health System Nurses' and Midwives' (State) Award 2023* and *Crown Employees Nurses' (State) Award 2023*. The new Awards provide for an increase in salaries and salary-related allowances of 4 per cent effective from the first full pay period to commence on or after 1 July 2023.

The *Public Health System Nurses' and Midwives' (State) Award 2023* also incorporates a 7 per cent increase to any allowances which are adjusted in accordance with the relevant movement in the Consumer Price Index. These increases are also effective from the beginning of the first pay period to commence on or after 1 July 2023. Details of the new rates of pay are provided in Attachments 1, 2, and 3.

The new Awards are available on the NSW Health [website](#).

### **Enquiries**

Any enquiries concerning this Information Bulletin should be directed to the Human Resources personnel in the relevant NSW Health organisation. Only Human Resources personnel from NSW Health organisations are to contact the NSW Ministry of Health directly.

### **ATTACHMENTS**

1. [Public Health System Nurses' and Midwives' \(State\) Award 2023 Rates of Pay](#)
2. [Public Health System Nurses' and Midwives' \(State\) Award 2023 Allowances](#)
3. [Crown Employees Nurses' \(State\) Award 2023 Rates of Pay](#)

**Attachment 1: Public Health System Nurses' and Midwives' (State) Award  
2023 Rates of Pay**

Description	Frequency	Rate from ffppoa 1 July 2023 \$
<b>Assistants in Nursing / Midwifery</b>		
1st Year	Weekly	964.70
2nd Year	Weekly	995.40
3rd Year	Weekly	1,026.70
4th Year and Thereafter	Weekly	1,058.40
<b>Assistants in Nursing (Student Nurse)</b>		
1st Year	Weekly	964.70
2nd Year	Weekly	995.40
3rd Year	Weekly	1,026.70
4th Year and Thereafter	Weekly	1,058.40
<b>Enrolled Nurse Without Medication Qualification</b>		
1st Year	Weekly	1,183.90
2nd Year	Weekly	1,209.90
3rd Year	Weekly	1,235.60
4th Year	Weekly	1,261.90
5th Year and Thereafter	Weekly	1,288.60
Special Grade >08.12.1999	Weekly	1,328.70
<b>Enrolled Nurse</b>		
1st Year	Weekly	1,209.90
2nd Year	Weekly	1,235.60
3rd Year	Weekly	1,261.90
4th Year	Weekly	1,288.60
5th Year and Thereafter	Weekly	1,314.70
Special Grade	Weekly	1,354.90
<b>Residential Care Nurses</b>		
1st Year	Weekly	1,183.90
2nd Year	Weekly	1,209.90
3rd Year	Weekly	1,235.60
4th Year	Weekly	1,261.90
5th Year and Thereafter	Weekly	1,288.60

### Registered Nurse / Midwife

#### Registered Nurse

1st Year	Weekly	1,342.50
2nd Year	Weekly	1,415.30
3rd Year	Weekly	1,488.40
4th Year	Weekly	1,566.80
5th Year	Weekly	1,644.60
6th Year	Weekly	1,721.90
7th Year	Weekly	1,810.50
8th Year and Thereafter	Weekly	1,884.90

#### Registered Midwife

1st Year	Weekly	1,342.50
2nd Year	Weekly	1,415.30
3rd Year	Weekly	1,488.40
4th Year	Weekly	1,566.80
5th Year	Weekly	1,644.60
6th Year	Weekly	1,721.90
7th Year	Weekly	1,810.50
8th Year and Thereafter	Weekly	1,884.90

### Clinical Nurse / Midwife Specialist

#### Clinical Nurse Specialist

Grade 1 - 1st Year and Thereafter	Weekly	1,961.50
Grade 2 - 1st Year	Weekly	2,107.10
Grade 2 - 2nd Year and Thereafter	Weekly	2,176.30

#### Clinical Midwife Specialist

Grade 1 - 1st Year and Thereafter	Weekly	1,961.50
Grade 2 - 1st Year	Weekly	2,107.10
Grade 2 - 2nd Year and Thereafter	Weekly	2,176.30

### Clinical Nurse / Midwife Consultant

#### Clinical Nurse Consultant

Appointed prior to 31.12.99	Weekly	2,412.10
Grade 1 - 1st Year >31.12.99	Weekly	2,357.90
Grade 1 - 1st Year >31.12.99	Weekly	2,406.10
Grade 2 - 1st Year >31.12.99	Weekly	2,453.70
Grade 2 - 2nd Year >31.12.99	Weekly	2,502.60

Grade 3 - 1st Year >31.12.99	Weekly	2,598.60
Grade 3 - 2nd Year >31.12.99	Weekly	2,646.90
<b>Clinical Midwife Consultant</b>		
Appointed prior to 31.12.99	Weekly	2,412.10
Grade 1 - 1st Year >31.12.99	Weekly	2,357.90
Grade 1 - 1st Year >31.12.99	Weekly	2,406.10
Grade 2 - 1st Year >31.12.99	Weekly	2,453.70
Grade 2 - 2nd Year >31.12.99	Weekly	2,502.60
Grade 3 - 1st Year >31.12.99	Weekly	2,598.60
Grade 3 - 2nd Year >31.12.99	Weekly	2,646.90
<b>Nursing / Midwifery Unit Manager</b>		
<b>Nursing Unit Manager</b>		
Level 1	Weekly	2,364.80
Level 2	Weekly	2,476.80
Level 3	Weekly	2,543.40
<b>Midwifery Unit Manger</b>		
Level 1	Weekly	2,364.80
Level 2	Weekly	2,476.80
Level 3	Weekly	2,543.40
<b>Clinical Nurse / Midwife Educator</b>		
<b>Clinical Nurse Educator</b>		
Year 1	Weekly	2,040.90
Year 2 and Thereafter	Weekly	2,107.10
<b>Clinical Midwife Educator</b>		
Year 1	Weekly	2,040.90
Year 2 and Thereafter	Weekly	2,107.10
<b>Nurse / Midwife Educator</b>		
<b>Nurse Educator</b>		
4th Year as at 1/7/08	Weekly	2,412.10
Grade 1 - 1st Year	Weekly	2,292.50
Grade 1 - 2nd Year and Thereafter	Weekly	2,357.90
Grade 2 - 1st Year	Weekly	2,453.70
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60
Grade 3 - 1st Year	Weekly	2,598.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90

<b>Midwife Educator</b>		
4th Year as at 1/7/08	Weekly	2,412.10
Grade 1 - 1st Year	Weekly	2,292.50
Grade 1 - 2nd Year and Thereafter	Weekly	2,357.90
Grade 2 - 1st Year	Weekly	2,453.70
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60
Grade 3 - 1st Year	Weekly	2,598.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90
<b>Nurse / Midwife Practitioner</b>		
<b>Nurse Practitioner</b>		
1st Year	Weekly	2,598.60
2nd Year	Weekly	2,646.90
3rd Year	Weekly	2,714.50
4th Year	Weekly	2,782.40
<b>Midwife Practitioner</b>		
1st Year	Weekly	2,598.60
2nd Year	Weekly	2,646.90
3rd Year	Weekly	2,714.50
4th Year	Weekly	2,782.40
<b>Nurse / Midwife Manager</b>		
<b>Nurse Manager</b>		
Grade 1 - 1st Year	Weekly	2,357.90
Grade 1 - 2nd Year and Thereafter	Weekly	2,406.10
Grade 2 - 1st Year	Weekly	2,453.70
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60
Grade 3 - 1st Year	Weekly	2,598.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90
Grade 4 - 1st Year	Weekly	2,743.00
Grade 4 - 2nd Year and Thereafter	Weekly	2,791.20
Grade 5 - 1st Year	Weekly	2,886.70
Grade 5 - 2nd Year and Thereafter	Weekly	2,935.60
Grade 6 - 1st Year	Weekly	3,031.80
Grade 6 - 2nd Year and Thereafter	Weekly	3,080.40
Grade 7 - 1st Year	Weekly	3,271.90
Grade 7 - 2nd Year and Thereafter	Weekly	3,320.70

Grade 8 - 1st Year	Weekly	3,513.30
Grade 8 - 2nd Year and Thereafter	Weekly	3,561.20
Grade 9 - 1st Year	Weekly	3,753.50
Grade 9 - 2nd Year and Thereafter	Weekly	3,801.90
<b>Midwife Manager</b>		
Grade 1 - 1st Year	Weekly	2,357.90
Grade 1 - 2nd Year and Thereafter	Weekly	2,406.10
Grade 2 - 1st Year	Weekly	2,453.70
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60
Grade 3 - 1st Year	Weekly	2,598.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90
Grade 4 - 1st Year	Weekly	2,743.00
Grade 4 - 2nd Year and Thereafter	Weekly	2,791.20
Grade 5 - 1st Year	Weekly	2,886.70
Grade 5 - 2nd Year and Thereafter	Weekly	2,935.60
Grade 6 - 1st Year	Weekly	3,031.80
Grade 6 - 2nd Year and Thereafter	Weekly	3,080.40
Grade 7 - 1st Year	Weekly	3,271.90
Grade 7 - 2nd Year and Thereafter	Weekly	3,320.70
Grade 8 - 1st Year	Weekly	3,513.30
Grade 8 - 2nd Year and Thereafter	Weekly	3,561.20
Grade 9 - 1st Year	Weekly	3,753.50
Grade 9 - 2nd Year and Thereafter	Weekly	3,801.90
<b>Student Midwife</b>		
1st Year	Weekly	1,342.50
2nd Year	Weekly	1,415.30
3rd Year	Weekly	1,488.40
4th Year	Weekly	1,566.80
5th Year	Weekly	1,644.60
6th Year	Weekly	1,721.90
7th Year	Weekly	1,810.50
8th Year and Thereafter	Weekly	1,884.90

**Registered Mothercraft Nurse\***

9th Year	Weekly	1,599.70
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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.

**Former Student Nurse Mental Health**

5th Year and Thereafter	Weekly	1,208.70
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**Registered Nurse - Pre Registration**

1st Year and Thereafter	Weekly	1,157.50
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Student Midwives introduced as a payroll code for HIE purposes 2014.

The 2011 Award changed Enrolled Nurse with medication endorsement to Enrolled Nurse and Enrolled Nurse to Enrolled Nurse without medication endorsement.



**Attachment 2: Public Health System Nurses and Midwives' (State) Award 2023 Allowances**

Clause	Allowance Description	Frequency	Rate from ffpoa 1 July 2023 \$
<b>In Charge of Hospital</b>			
12(i)(a)	RN in charge of Hospital	Per Shift	38.39
<b>On Call</b>			
12(ii)(a)	On Call Allowance (Per Hour)	Per Hour	4.20
12(ii)(a)	On Call Allowance minimum payment		33.60
12(ii)(b)	On Call Allowance on RDO	Per Hour	8.38
12(ii)(b)	On Call Allowance on RDO minimum payment		67.04
12(ii)(c)	On call during meal break	Per Break	16.52
<b>Radiographic</b>			
12(iii)(a)	Director of Nursing performing radiographic duties	Per Week	46.82
12(iii)(c)	Employee in absence of DON	Per Day	9.37
12(iii)(c)	Where DON is absent Maximum Amount	Per Week	46.86
12(iv)	Employee wearing lead apron	Per Hour	2.33
<b>In Charge of Ward / Hospital</b>			
12(v)(a) & (b)	RN in charge of ward	Per Shift	38.39
12(vi)	RN in charge of ward also in charge of hospital <100 beds	Per Shift	57.57
12(ix)	RN in charge of ward also in charge of hospital >100 beds	Per Shift	73.59
<b>Climatic / Isolation</b>			
14(i)	Climatic and Isolation Allowance - Time and Half Zone	Per Week	4.54
14(ii)	Climatic and Isolation Allowance - Double Zone	Per Week	8.90
17(i)	Special rate for EN, Trainee EN, AIN - Tibooburra and Ivanhoe Hospitals	Per Week	17.42
17(i)	Special rate for RN - Tibooburra and Ivanhoe Hospitals	Per Week	39.98
<b>Justice Health</b>			
17(iii)	Justice Health Service Environmental Allowance	Per Annum	3,366
17(iv)	Justice Health Service Productivity Allowance	Per Week	82.99
<b>Excess Fares</b>			

20(iv)(b)	Excess Fares	Per Day	6.27
<b>Uniform and Laundry Allowance</b>			
23(iii)(a)	Uniform Allowance	Per Week	8.99
23(iii)(a)	Shoes Allowance	Per Week	2.78
23(iii)(a)	Uniform (including shoes allowance)	Per Week	11.77
23(iii)(a)	Cardigan or Jacket Allowance	Per Week	2.70
23(iv)	Laundry Allowance	Per Week	7.49
<b>Accommodation and Board Deductions</b>			
38(iii)(a)	Separate bedroom	Per Week	80.37
38(iii)(b)	Self-contained flat	Per Week	97.93
38(iv)	Deduction for meals	Per Week	173.48
38(v)(b)	Breakfast	Per Meal	5.86
38(v)(b)	Other meals	Per Meal	10.68
<b>CSSD</b>			
12(viii)	EN employed in CSSD unit with CSSD Cert	Per Week	18.20
<b>Flight Nurses</b>			
17(v)	Industry Allowance, Flight Nurses, Ambulance Service	Per Week	18.58
<b>Continuing Education Allowance (CEA)</b>			
13(ii)	CEA - Post Registration Hospital Certificate	Per Week	44.70
13(iii)	CEA - Post Graduate Certificate	Per Week	44.70
13(iv) & (x)	CEA - Post Graduate Diploma or Degree	Per Week	67.20
13(v) & (x)	CEA - Masters Degree or Doctorate	Per Week	80.70
13(vii)	CEA - Enrolled Nurse Certificate 4	Per Week	32.20
13(viii)	CEA - Enrolled Nurse Advanced Diploma of Nursing (Enrolled/Division 2 Nursing)	Per Week	40.50

**Attachment 3: Crown Employees Nurses' (State) Award 2023 Rates of Pay**

Description	Frequency	Rate from ffpoa 1 July 2023 \$
<b>Registered Nurse / Midwife</b>		
1st Year	Weekly	1,342.50
2nd Year	Weekly	1,415.30
3rd Year	Weekly	1,488.40
4th Year	Weekly	1,566.80
5th Year	Weekly	1,644.60
6th Year	Weekly	1,721.90
7th Year	Weekly	1,810.50
8th Year and Thereafter	Weekly	1,884.90
<b>Clinical Nurse / Midwife Specialist</b>		
Grade 1 - 1st Year and Thereafter	Weekly	1,961.50
Grade 2 - 1st Year	Weekly	2,107.10
Grade 2 - 2nd Year and Thereafter	Weekly	2,176.30
<b>Clinical Nurse / Midwife Consultant</b>		
Grade 1 - 1st Year	Weekly	2,357.90
Grade 1 - 2nd Year and Thereafter	Weekly	2,406.10
Grade 2 - 1st Year	Weekly	2,453.70
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60
Grade 3 - 1st Year	Weekly	2,598.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90
<b>Clinical Nurse / Midwife Educator</b>		
1st Year	Weekly	2,040.90
2nd Year and Thereafter	Weekly	2,107.10
<b>Nurse / Midwife Educator</b>		
4th Year as at 1/7/08	Weekly	2,412.10
Grade 1 - 1st Year	Weekly	2,292.50
Grade 1 - 2nd Year and Thereafter	Weekly	2,357.90
Grade 2 - 1st Year	Weekly	2,453.70
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60
Grade 3 - 1st Year	Weekly	2,598.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90

<b>Nurse / Midwife Practitioner</b>		
1st Year	Weekly	2,598.60
2nd Year	Weekly	2,646.90
3rd Year	Weekly	2,714.50
4th Year and Thereafter	Weekly	2,782.40
<b>Nursing / Midwifery Unit Manager</b>		
Level 1	Weekly	2,364.80
Level 2	Weekly	2,476.80
Level 3	Weekly	2,543.40
<b>Nurse / Midwife Manager</b>		
Grade 1 - 1st Year	Weekly	2,357.90
Grade 1 - 2nd Year and Thereafter	Weekly	2,406.10
Grade 2 - 1st Year	Weekly	2,453.70
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60
Grade 3 - 1st Year	Weekly	2,598.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90
Grade 4 - 1st Year	Weekly	2,743.00
Grade 4 - 2nd Year and Thereafter	Weekly	2,791.20
Grade 5 - 1st Year	Weekly	2,886.70
Grade 5 - 2nd Year and Thereafter	Weekly	2,935.60
Grade 6 - 1st Year	Weekly	3,031.80
Grade 6 - 2nd Year and Thereafter	Weekly	3,080.40
Grade 7 - 1st Year	Weekly	3,271.90
Grade 7 - 2nd Year and Thereafter	Weekly	3,320.70
Grade 8 - 1st Year	Weekly	3,513.30
Grade 8 - 2nd Year and Thereafter	Weekly	3,561.20
Grade 9 - 1st Year	Weekly	3,753.50
Grade 9 - 2nd Year and Thereafter	Weekly	3,801.90