

## Interim Increase to Rates of Pay and Allowances for Nursing and Midwifery Staff

**Summary** This Information Bulletin advises of an interim increase to rates of pay and allowances, effective from the first full pay period to commence on or after ('FFPPCOOA') 1 July 2024, 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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## Interim Rates of Pay and Allowances for Nursing and Midwifery Staff

### Purpose

This Information Bulletin advises of an interim increase to rates of pay and allowances, effective from the first full pay period to commence on or after ('FFPPCOOA') 1 July 2024, 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 21 October 2024, the Industrial Relations Commission of NSW varied the *Public Health System Nurses' and Midwives' (State) Award 2023* and *Crown Employees Nurses' (State) Award 2023* ('the Awards') to give effect to an interim increase of 3 per cent and to extend the duration of the Awards until 30 June 2025.

The interim increase will be applied to salaries and salary-related allowances provided under the Awards FFPPCOOA 1 July 2024.

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 FFPCOOA 1 July 2023 \$	Rate from FFPCOOA 1 July 2024 \$
<b>Assistants in Nursing / Midwifery</b>			
1st Year	Weekly	964.70	993.60
2nd Year	Weekly	995.40	1,025.30
3rd Year	Weekly	1,026.70	1,057.50
4th Year and Thereafter	Weekly	1,058.40	1,090.20
<b>Assistants in Nursing (Student Nurse)</b>			
1st Year	Weekly	964.70	993.60
2nd Year	Weekly	995.40	1,025.30
3rd Year	Weekly	1,026.70	1,057.50
4th Year and Thereafter	Weekly	1,058.40	1,090.20
<b>Enrolled Nurse Without Medication Qualification</b>			
1st Year	Weekly	1,183.90	1,219.40
2nd Year	Weekly	1,209.90	1,246.20
3rd Year	Weekly	1,235.60	1,272.70
4th Year	Weekly	1,261.90	1,299.80
5th Year and Thereafter	Weekly	1,288.60	1,327.30
Special Grade >08.12.1999	Weekly	1,328.70	1,368.60
<b>Enrolled Nurse</b>			
1st Year	Weekly	1,209.90	1,246.20
2nd Year	Weekly	1,235.60	1,272.70
3rd Year	Weekly	1,261.90	1,299.80
4th Year	Weekly	1,288.60	1,327.30
5th Year and Thereafter	Weekly	1,314.70	1,354.10
Special Grade	Weekly	1,354.90	1,395.50
<b>Residential Care Nurses</b>			
1st Year	Weekly	1,183.90	1,219.40
2nd Year	Weekly	1,209.90	1,246.20

3rd Year	Weekly	1,235.60	1,272.70
4th Year	Weekly	1,261.90	1,299.80
5th Year and Thereafter	Weekly	1,288.60	1,327.30
<b>Registered Nurse / Midwife</b>			
<b>Registered Nurse</b>			
1st Year	Weekly	1,342.50	1,382.80
2nd Year	Weekly	1,415.30	1,457.80
3rd Year	Weekly	1,488.40	1,533.10
4th Year	Weekly	1,566.80	1,613.80
5th Year	Weekly	1,644.60	1,693.90
6th Year	Weekly	1,721.90	1,773.60
7th Year	Weekly	1,810.50	1,864.80
8th Year and Thereafter	Weekly	1,884.90	1,941.40
<b>Registered Midwife</b>			
1st Year	Weekly	1,342.50	1,382.80
2nd Year	Weekly	1,415.30	1,457.80
3rd Year	Weekly	1,488.40	1,533.10
4th Year	Weekly	1,566.80	1,613.80
5th Year	Weekly	1,644.60	1,693.90
6th Year	Weekly	1,721.90	1,773.60
7th Year	Weekly	1,810.50	1,864.80
8th Year and Thereafter	Weekly	1,884.90	1,941.40
<b>Clinical Nurse / Midwife Specialist</b>			
<b>Clinical Nurse Specialist</b>			
Grade 1 - 1st Year and Thereafter	Weekly	1,961.50	2,020.30
Grade 2 - 1st Year	Weekly	2,107.10	2,170.30
Grade 2 - 2nd Year and Thereafter	Weekly	2,176.30	2,241.60
<b>Clinical Midwife Specialist</b>			
Grade 1 - 1st Year and Thereafter	Weekly	1,961.50	2,020.30
Grade 2 - 1st Year	Weekly	2,107.10	2,170.30
Grade 2 - 2nd Year and Thereafter	Weekly	2,176.30	2,241.60
<b>Clinical Nurse / Midwife Consultant</b>			

### Clinical Nurse Consultant

Appointed prior to 31.12.99	Weekly	2,412.10	2,484.50
Grade 1 - 1st Year >31.12.99	Weekly	2,357.90	2,428.60
Grade 1 - 2nd Year >31.12.99	Weekly	2,406.10	2,478.30
Grade 2 - 1st Year >31.12.99	Weekly	2,453.70	2,527.30
Grade 2 - 2nd Year >31.12.99	Weekly	2,502.60	2,577.70
Grade 3 - 1st Year >31.12.99	Weekly	2,598.60	2,676.60
Grade 3 - 2nd Year >31.12.99	Weekly	2,646.90	2,726.30

### Clinical Midwife Consultant

Appointed prior to 31.12.99	Weekly	2,412.10	2,484.50
Grade 1 - 1st Year >31.12.99	Weekly	2,357.90	2,428.60
Grade 1 - 2nd Year >31.12.99	Weekly	2,406.10	2,478.30
Grade 2 - 1st Year >31.12.99	Weekly	2,453.70	2,527.30
Grade 2 - 2nd Year >31.12.99	Weekly	2,502.60	2,577.70
Grade 3 - 1st Year >31.12.99	Weekly	2,598.60	2,676.60
Grade 3 - 2nd Year >31.12.99	Weekly	2,646.90	2,726.30

### Nursing / Midwifery Unit Manager

#### Nursing Unit Manager

Level 1	Weekly	2,364.80	2,435.70
Level 2	Weekly	2,476.80	2,551.10
Level 3	Weekly	2,543.40	2,619.70

#### Midwifery Unit Manger

Level 1	Weekly	2,364.80	2,435.70
Level 2	Weekly	2,476.80	2,551.10
Level 3	Weekly	2,543.40	2,619.70

### Clinical Nurse / Midwife Educator

#### Clinical Nurse Educator

Year 1	Weekly	2,040.90	2,102.10
Year 2 and Thereafter	Weekly	2,107.10	2,170.30

#### Clinical Midwife Educator

Year 1	Weekly	2,040.90	2,102.10
Year 2 and Thereafter	Weekly	2,107.10	2,170.30

### Nurse / Midwife Educator

#### Nurse Educator

4th Year as at 1/7/08	Weekly	2,412.10	2,484.50
Grade 1 - 1st Year	Weekly	2,292.50	2,361.30
Grade 1 - 2nd Year and Thereafter	Weekly	2,357.90	2,428.60
Grade 2 - 1st Year	Weekly	2,453.70	2,527.30
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60	2,577.70
Grade 3 - 1st Year	Weekly	2,598.60	2,676.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90	2,726.30

#### Midwife Educator

4th Year as at 1/7/08	Weekly	2,412.10	2,484.50
Grade 1 - 1st Year	Weekly	2,292.50	2,361.30
Grade 1 - 2nd Year and Thereafter	Weekly	2,357.90	2,428.60
Grade 2 - 1st Year	Weekly	2,453.70	2,527.30
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60	2,577.70
Grade 3 - 1st Year	Weekly	2,598.60	2,676.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90	2,726.30

### Nurse / Midwife Practitioner

#### Nurse Practitioner

1st Year	Weekly	2,598.60	2,676.60
2nd Year	Weekly	2,646.90	2,726.30
3rd Year	Weekly	2,714.50	2,795.90
4th Year	Weekly	2,782.40	2,865.90

#### Midwife Practitioner

1st Year	Weekly	2,598.60	2,676.60
2nd Year	Weekly	2,646.90	2,726.30
3rd Year	Weekly	2,714.50	2,795.90
4th Year	Weekly	2,782.40	2,865.90

### Nurse / Midwife Manager

#### Nurse Manager

Grade 1 - 1st Year	Weekly	2,357.90	2,428.60
Grade 1 - 2nd Year and Thereafter	Weekly	2,406.10	2,478.30

Grade 2 - 1st Year	Weekly	2,453.70	2,527.30
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60	2,577.70
Grade 3 - 1st Year	Weekly	2,598.60	2,676.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90	2,726.30
Grade 4 - 1st Year	Weekly	2,743.00	2,825.30
Grade 4 - 2nd Year and Thereafter	Weekly	2,791.20	2,874.90
Grade 5 - 1st Year	Weekly	2,886.70	2,973.30
Grade 5 - 2nd Year and Thereafter	Weekly	2,935.60	3,023.70
Grade 6 - 1st Year	Weekly	3,031.80	3,122.80
Grade 6 - 2nd Year and Thereafter	Weekly	3,080.40	3,172.80
Grade 7 - 1st Year	Weekly	3,271.90	3,370.10
Grade 7 - 2nd Year and Thereafter	Weekly	3,320.70	3,420.30
Grade 8 - 1st Year	Weekly	3,513.30	3,618.70
Grade 8 - 2nd Year and Thereafter	Weekly	3,561.20	3,668.00
Grade 9 - 1st Year	Weekly	3,753.50	3,866.10
Grade 9 - 2nd Year and Thereafter	Weekly	3,801.90	3,916.00
<b>Midwife Manager</b>			
Grade 1 - 1st Year	Weekly	2,357.90	2,428.60
Grade 1 - 2nd Year and Thereafter	Weekly	2,406.10	2,478.30
Grade 2 - 1st Year	Weekly	2,453.70	2,527.30
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60	2,577.70
Grade 3 - 1st Year	Weekly	2,598.60	2,676.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90	2,726.30
Grade 4 - 1st Year	Weekly	2,743.00	2,825.30
Grade 4 - 2nd Year and Thereafter	Weekly	2,791.20	2,874.90
Grade 5 - 1st Year	Weekly	2,886.70	2,973.30
Grade 5 - 2nd Year and Thereafter	Weekly	2,935.60	3,023.70
Grade 6 - 1st Year	Weekly	3,031.80	3,122.80
Grade 6 - 2nd Year and Thereafter	Weekly	3,080.40	3,172.80
Grade 7 - 1st Year	Weekly	3,271.90	3,370.10
Grade 7 - 2nd Year and Thereafter	Weekly	3,320.70	3,420.30
Grade 8 - 1st Year	Weekly	3,513.30	3,618.70

Grade 8 - 2nd Year and Thereafter	Weekly	3,561.20	3,668.00
Grade 9 - 1st Year	Weekly	3,753.50	3,866.10
Grade 9 - 2nd Year and Thereafter	Weekly	3,801.90	3,916.00
<b>Student Midwife</b>			
1st Year	Weekly	1,342.50	1,382.80
2nd Year	Weekly	1,415.30	1,457.80
3rd Year	Weekly	1,488.40	1,533.10
4th Year	Weekly	1,566.80	1,613.80
5th Year	Weekly	1,644.60	1,693.90
6th Year	Weekly	1,721.90	1,773.60
7th Year	Weekly	1,810.50	1,864.80
8th Year and Thereafter	Weekly	1,884.90	1,941.40
<b>Registered Mothercraft Nurse</b>			
9th Year	Weekly	1,599.70	1,647.70

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.

<b>Former Student Nurse Mental Health</b>			
5th Year and Thereafter	Weekly	1,208.70	1,245.00
<b>Registered Nurse - Pre Registration</b>			
1st Year and Thereafter	Weekly	1,157.50	1,192.20

**Note:**

- 'Student Midwives' classification was introduced as a payroll code for HIE purposes in 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 FFPPCOA 1 July 2023 \$	Rate from FFPPCOA 1 July 2024 \$
<b>In Charge of Hospital</b>				
12(i)(a)	RN in charge of Hospital	Per Shift	38.39	39.54
<b>On Call</b>				
12(ii)(a)	On Call Allowance (Per Hour)	Per Hour	4.20	4.33
12(ii)(a)	On Call Allowance minimum payment		33.60	34.64
12(ii)(b)	On Call Allowance on RDO	Per Hour	8.38	8.63
12(ii)(b)	On Call Allowance on RDO minimum payment		67.04	69.04
12(ii)(c)	On call during meal break	Per Break	16.52	17.02
<b>Radiographic</b>				
12(iii)(a)	Director of Nursing performing radiographic duties	Per Week	46.82	48.22
12(iii)(c)	Employee in absence of DON	Per Day	9.37	9.65
12(iii)(c)	Where DON is absent Maximum Amount	Per Week	46.86	48.27
12(iv)	Employee wearing lead apron	Per Hour	2.33	2.40
<b>In Charge of Ward / Hospital</b>				
12(v)(a) & (b)	RN in charge of ward	Per Shift	38.39	39.54
12(vi)	RN in charge of ward also in charge of hospital <100 beds	Per Shift	57.57	59.30
12(ix)	RN in charge of ward also in charge of hospital >100 beds	Per Shift	73.59	75.80
<b>Climatic / Isolation</b>				
14(i)	Climatic and Isolation Allowance - Time and Half Zone	Per Week	4.54	4.70
14(ii)	Climatic and Isolation Allowance - Double Zone	Per Week	8.90	9.22

17(i)	Special rate for RN - Tibooburra and Ivanhoe Hospitals	Per Week	39.98	41.42
17(i)	Special rate for EN, Trainee EN, AIN - Tibooburra and Ivanhoe Hospitals	Per Week	17.42	18.05
<b>Justice Health</b>				
17(iii)	Justice Health Service Environmental Allowance	Per Annum	3,366	3467
17(iv)	Justice Health Service Productivity Allowance	Per Week	82.99	85.48
<b>Excess Fares</b>				
20(iv)(b)	Excess Fares	Per Day	6.27	6.50
<b>Uniform and Laundry Allowance</b>				
23(iii)(a)	Uniform Allowance	Per Week	8.99	9.31
23(iii)(a)	Shoes Allowance	Per Week	2.78	2.88
23(iii)(a)	Uniform (including shoes allowance)	Per Week	11.77	12.19
23(iii)(a)	Cardigan or Jacket Allowance	Per Week	2.70	2.80
23(iv)	Laundry Allowance	Per Week	7.49	7.76
<b>Accommodation and Board Deductions</b>				
38(iii)(a)	Separate bedroom	Per Week	80.37	82.78
38(iii)(b)	Self-contained flat	Per Week	97.93	100.87
38(iv)	Deduction for meals	Per Week	173.48	178.68
38(v)(b)	Breakfast	Per Meal	5.86	6.04
38(v)(b)	Other meals	Per Meal	10.68	11.00
<b>CSSD</b>				
12(viii)	EN employed in CSSD unit with CSSD Cert	Per Week	18.20	18.75
<b>Flight Nurses</b>				
17(v)	Industry Allowance, Flight Nurses, Ambulance Service	Per Week	18.58	19.14
<b>Continuing Education Allowance (CEA)</b>				
13(ii)	CEA - Post Registration Hospital Certificate	Per Week	44.70	46.00
13(iii)	CEA - Post Graduate Certificate	Per Week	44.70	46.00
13(iv) & (x)	CEA - Post Graduate Diploma or Degree	Per Week	67.20	69.20

13(v) & (x)	CEA - Masters Degree or Doctorate	Per Week	80.70	83.10
13(vii)	CEA - Enrolled Nurse Certificate 4	Per Week	32.20	33.20
13(viii)	CEA - Enrolled Nurse Advanced Diploma of Nursing (Enrolled/Division 2 Nursing)	Per Week	40.50	41.70

### Attachment 3 – Crown Employees Nurses’ (State) Award 2023 Rates of Pay

Description	Frequency	Rate from FFPCOOA 1 July 2023 \$	Rate from FFPCOOA 1 July 2024 \$
<b>Registered Nurse/Midwife</b>			
1st Year	Weekly	1,342.50	1,382.80
2nd Year	Weekly	1,415.30	1,457.80
3rd Year	Weekly	1,488.40	1,533.10
4th Year	Weekly	1,566.80	1,613.80
5th Year	Weekly	1,644.60	1,693.90
6th Year	Weekly	1,721.90	1,773.70
7th Year	Weekly	1,810.50	1,864.80
8th Year and Thereafter	Weekly	1,884.90	1,941.40
<b>Clinical Nurse/Midwife Specialist</b>			
Grade 1 - 1st Year and Thereafter	Weekly	1,961.50	2,020.30
Grade 2 - 1st Year	Weekly	2,107.10	2,170.30
Grade 2 - 2nd Year and Thereafter	Weekly	2,176.30	2,241.60
<b>Clinical Nurse/Midwife Consultant</b>			
Grade 1 - 1st Year	Weekly	2,357.90	2,428.60
Grade 1 - 2nd Year and Thereafter	Weekly	2,406.10	2,478.30
Grade 2 - 1st Year	Weekly	2,453.70	2,527.30
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60	2,577.70
Grade 3 - 1st Year	Weekly	2,598.60	2,676.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90	2,726.30
<b>Clinical Nurse/Midwife Educator</b>			
1st Year	Weekly	2,040.90	2,102.10
2nd Year and Thereafter	Weekly	2,107.10	2,170.30
<b>Nurse/Midwife Educator</b>			
4th Year as at 1/7/08	Weekly	2,412.10	2,484.50
Grade 1 - 1st Year	Weekly	2,292.50	2,361.30
Grade 1 - 2nd Year and Thereafter	Weekly	2,357.90	2,428.60
Grade 2 - 1st Year	Weekly	2,453.70	2,527.30
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60	2,577.70

Grade 3 - 1st Year	Weekly	2,598.60	2,676.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90	2,726.30
<b>Nurse/Midwife Practitioner</b>			
1st Year	Weekly	2,598.60	2,676.60
2nd Year	Weekly	2,646.90	2,726.30
3rd Year	Weekly	2,714.50	2,795.90
4th Year and Thereafter	Weekly	2,782.40	2,865.90
<b>Nursing/Midwifery Unit Manager</b>			
Level 1	Weekly	2,364.80	2,435.70
Level 2	Weekly	2,476.80	2,551.10
Level 3	Weekly	2,543.40	2,619.70
<b>Nurse/Midwife Manager</b>			
Grade 1 - 1st Year	Weekly	2,357.90	2,428.60
Grade 1 - 2nd Year and Thereafter	Weekly	2,406.10	2,478.30
Grade 2 - 1st Year	Weekly	2,453.70	2,527.30
Grade 2 - 2nd Year and Thereafter	Weekly	2,502.60	2,577.70
Grade 3 - 1st Year	Weekly	2,598.60	2,676.60
Grade 3 - 2nd Year and Thereafter	Weekly	2,646.90	2,726.30
Grade 4 - 1st Year	Weekly	2,743.00	2,825.30
Grade 4 - 2nd Year and Thereafter	Weekly	2,791.20	2,874.90
Grade 5 - 1st Year	Weekly	2,886.70	2,973.30
Grade 5 - 2nd Year and Thereafter	Weekly	2,935.60	3,023.70
Grade 6 - 1st Year	Weekly	3,031.80	3,122.80
Grade 6 - 2nd Year and Thereafter	Weekly	3,080.40	3,172.80
Grade 7 - 1st Year	Weekly	3,271.90	3,370.10
Grade 7 - 2nd Year and Thereafter	Weekly	3,320.70	3,420.30
Grade 8 - 1st Year	Weekly	3,513.30	3,618.70
Grade 8 - 2nd Year and Thereafter	Weekly	3,561.20	3,668.00
Grade 9 - 1st Year	Weekly	3,753.50	3,866.10
Grade 9 - 2nd Year and Thereafter	Weekly	3,801.90	3,916.00