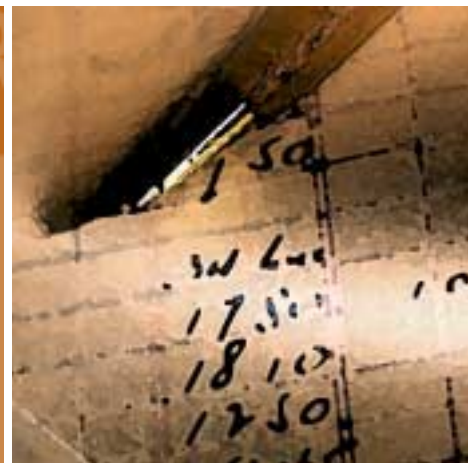


nurses' paycheck

a comprehensive analysis of nurses' wages

A quarterly publication by the Australian Nursing Federation designed to provide a comprehensive analysis of nurses' wages throughout Australia using both federal and state industrial instruments



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CONTENTS

Introduction	Page 4
Demographics on the Employment of Nurses	Page 5
Industrial Relations in Australia	Page 11
PART ONE	
Public, Private and Aged Care Sector Classification Maps	Page 13
PART TWO	
Public Sector Nurses' Salary Data	Page 22
PART THREE	
Public Sector Nurses' Awards/Agreements	Page 27
PART FOUR	
Public Hospital and Private Aged Care Comparative Wage Information	Page 30
PART FIVE	
Nursing Classification and Sector Comparisons	Page 41
About the ANF	Page 44
Australian Nursing Federation contact details	Pages 45 & 46

INTRODUCTION

Nurses' wages in Australia are set out predominately in the growing number of nursing industrial agreements reached between the Australian Nursing Federation¹ and employers. The overall growth in agreements since 1996 reflects a move from a centralised industrial relations system to one which is decentralised and where agreements have progressively replaced awards as the principle vehicle for wage movements. Changes to the federal industrial relations laws proclaimed on 27 March 2006² further decentralised the system and significantly reduced the role of awards in providing a safety net of wages and conditions of employment. However, new laws proclaimed during 2008 and 2009³ re-establish the role of awards in providing a safety net for all new agreements.

Nursing employment conditions are in the main regulated by federal laws with the major exception being nurses employed in New South Wales, nurses employed in public hospitals in South Australia, Western Australia, Tasmania and Queensland, and some nurses employed in the private sector in Queensland which are regulated by the relevant State industrial bodies.

Under the current industrial laws it is expected that collective agreements will continue to be the primary mechanism for determining wages and conditions for nurses in both the public and private sectors and there will be a significant expansion of agreements to cover other areas of nursing employment. Ready access to reliable and accurate wages information is increasingly difficult in this environment.

Nurses PAYCHECK, a quarterly publication of nurses' wage rates, seeks to provide an analysis of nursing wage movements across a selection of key classification levels in the public hospital, private hospital and aged care sectors.

Nurses PAYCHECK also compares key nursing classification wage rates between the states and territories, agreements, and across selected nursing areas of employment.

¹ The Australian Nursing Federation is made up of the following state and territory branches: ANF ACT, ANF QLD (QNU), ANF NSW (NSWNA), ANF WA, ANF VIC, ANF SA, ANF NT and ANF TAS. Branch contact details can be found at page 57.

² The *Workplace Relations Amendment (Work Choices) Act 2005* and the *Workplace Relations Regulations 2006*.

³ The *Workplace Relations Amendment (Transition to Forward with Fairness) Act 2008*; *Fair Work Act 2009*; *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009*.

DEMOGRAPHICS ON THE EMPLOYMENT OF NURSES

The latest published data for the nursing workforce is found in the Australian Institute of Health and Welfare (AIHW) publication *Nursing and Midwifery Labour Force 2007*.

According to the AIHW, there were 305,834 nurses licensed⁴ in Australia in 2007. Of these, 245,491 (80%) were registered nurses and 60,343 (20%) were enrolled nurses.⁵

Not all licensed nurses are employed in nursing, however 91% of registered nurses and 89.5% of enrolled nurses are in the nursing workforce. Of these 95% were employed in nursing; 1.5% were looking for work in nursing; and 3.6% were on extended leave. Of those nurses not in the nursing workforce, 48.6% were not employed; 44.3% were employed elsewhere; and 7.2% were over-seas.⁶

Table 1
Registered and enrolled nurse workforce Australia 1993-2007

YEAR	RN	EN
1993	175 392	57 211
1994	184 761	57 466
1995	178 996	52 167
1996	180 454	50 065
1997	183 060	48 832
1999	186 294	47 688
2001	189 674	46 888
2003	196 091	49 440
2004 (revised)	202,994	50,598
2005	206,873	48,083
2007	223,313	53,984

Source: AIHW *Nursing Labour Force* 1997, 1998, 2001, 2003, 2005, 2006, 2008, 2009

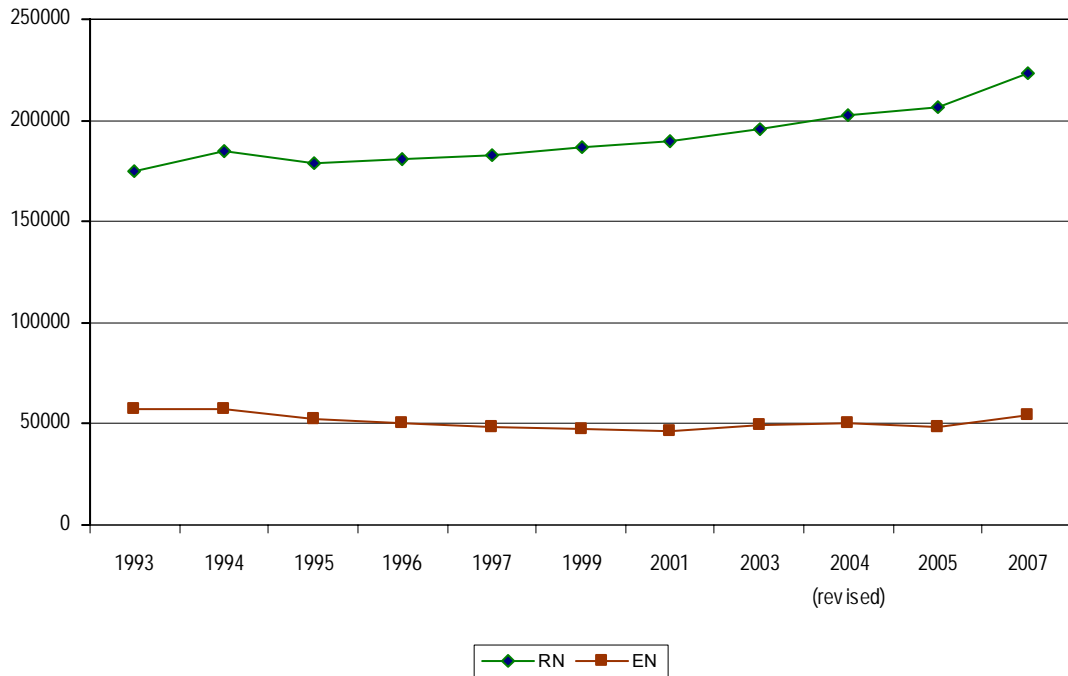
Note: The AIHW have revised figures used for 2004. Further information is available on their website.

⁴ Registered and enrolled nurses (enrolled nurses are titled Registered Nurse Division 2 in the State of Victoria)

⁵ AIHW 2009 *Nursing and Midwifery Labour Force 2007* p.5

⁶ Ibid

Figure 1
Registered and Enrolled Nurse Workforce Australia 1993-2007



Source: AIHW *Nursing Labour Force* 1997, 1998, 2001, 2003 and AIHW *Nursing and Midwifery Labour Force* 2005, 2006, 2008, 2009

Table 2
Nursing Workforce 1993-2008

Year	1993	1994	1995	1996	1997	1999
In Workforce	232 603	242 225	231 163	230 519	231 892	233 982
Not in Workforce	38 117	26 745	27 996	25 085	23 659	22 956
% of RNs & ENs not in workforce	14.1	9.9	10.8	9.8	9.3	8.9

Year	2001	2003	2004	2005	2007
In Workforce	236 562	245 531	253 592	254 956	277 297
Not in workforce	23 513	27 846	29 110	30 663	28,538
% of RNs & ENs not in workforce	9.0	10.2	10.3	10.7	9.3

Source: AIHW *Nursing Labour Force* 1997, 1998, 2001, 2003 and AIHW *Nursing and Midwifery Labour Force* 2005, 2006, 2008, 2009

The 2007 data shows that the largest proportion of nurses were employed in clinical practice (91.3% of registered nurses and 92% of enrolled nurses).⁷ Of these, 34.1% were employed in the clinical practice areas of medical and surgical nursing; 18.3% in intensive care; 11.4% were employed in gerontology; 7.8% in maternity care; 7.7% in operating theatres; 5.9% in community health; and 5.8% in mental health.⁸

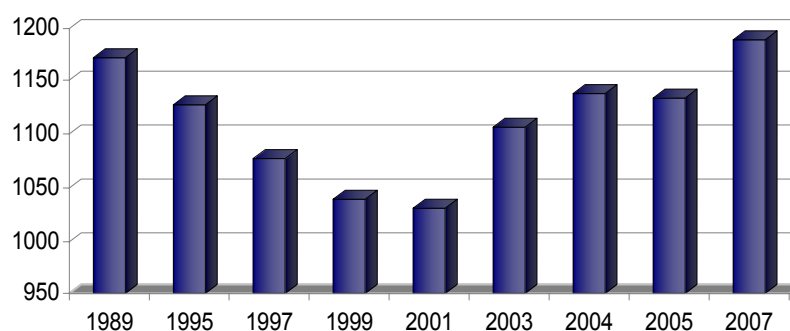
Approximately 61% of employed nurses work in public and private acute hospitals; 11.6% in residential aged care facilities; 8.5% in a community setting; 4.1% in psychiatric hospitals/mental health services and 14.9% in other nursing areas.⁹

Two thirds or about 62.7% of all employed nurses work in capital cities or metropolitan areas; 30.6% in rural centres; and 2.2% in remote areas. Nurse numbers in rural areas and remote areas rose by 5.7% and 6% respectively while population fell by 3.4% and 3.9% respectively.¹⁰

It was estimated in 2008 that there were about 84,746 unlicensed nursing and personal care assistants employed in the residential aged care sector to assist nurses in the provision of nursing care.¹¹ Around 70% are employed part time.

The AIHW reports an increase in the number of full-time equivalent (FTE) per 100,000 population from 1104 (FTE) in 2003 to 1189 (FTE) nurses per 100,000 population in 2007. This was due to both a 11.3% increase in the number of employed nurses and a 2.5% increase in the average hours they worked.¹² AIHW also report that apparent changes in supply should be interpreted with care due to changes in the form of question asked about hours of work. It should be noted however that the 2007 FTE figure of 1189 FTE nurses per 100,000 population figure just exceeds the figure for 1989 (1171).¹³

Figure 2
Employed nurses per 100,000 population 1989-2007



Source: AIHW 2001 *Nursing Labour Force 1999* p.31;
AIHW 2003 *Nursing Labour Force 2002* p.18;
AIHW 2005 *Nursing and Midwifery Labour Force 2003* p.6;
AIHW 2008 *Nursing and Midwifery Labour Force 2005* p.20;
AIHW 2009 *Nursing and Midwifery Labour Force 2007* p.21.

⁷ AIHW 2009 *Nursing and Midwifery Labour Force 2007* p.5

⁸ AIHW 2009 - Additional tables: Table 1: Employed registered and enrolled nurses: principal area of main job, states and territories, 2007

⁹ AIHW 2009 op cit p.19

¹⁰ AIHW 2009 op cit p.26

¹¹ Martin B, King D., October 2008 *Who cares for Older Australians? A picture of the Residential and Community Care Workforce, 2007* Institute of Labour Studies Flinders University Adelaide Australia

¹² AIHW 2009 *Nursing and Midwifery Labour Force 2007* p.21

¹³ AIHW 2001 *Nursing Labour Force 1999* p.31

The nursing workforce in Australia is also ageing. In 2007, the average age for registered nurses was 43.8 years and for enrolled nurses it was 43.4 years. The proportion of nurses aged 45 years or over have improved slightly on 2005 figures to 50.3% of the nursing workforce, with 17.6% over the age of 55 years.¹⁴

Despite the slight improvement, these figures have implications for nursing education and for workforce planning as over 50% of nurses will be contemplating retirement within the next 15-20 years and it is likely they will be those with the most experience and with specialist qualifications or expertise.

There has been little change over time in the number of males employed in nursing, with males comprising 9.6% of the total national nursing workforce in 2007 (up from 8.4% in 2001).¹⁵

Patient separations in acute public hospitals have remained relatively stable at 44 patient separations per full time equivalent nurse in 2007-2008.¹⁶

Nurses in Australia continue to turn to part time and casual work in an effort to manage their workloads. In 2007, 48.1% of nurses worked part-time (46.5% of the registered nurse workforce and 55.2% of the enrolled nurse workforce). The average number of hours worked per week however increased slightly from 33 hours in 2005 to 33.3 hours in 2007 (33.6 hours for registered nurses and 31.9 hours for enrolled nurses).¹⁷

There has been an increase in the number of people completing undergraduate nursing courses each year between 2002 and 2008.¹⁸ However, while the figures are improving this increase is not considered sufficient to meet the demand for nurses now or in the future.

A report by the Australian Health Workforce Advisory Committee¹⁹ stated that for supply to meet demand, between 10,712 and 13,483 new registered nurses are required to enter the workforce in 2010. Just over 7,000 registered nurses graduated in 2008. The same report also estimated that new enrolled nurse requirements were between 5,734 and 6,201 in 2010.

Table 3
Undergraduate Course Completions 2000-2008

Year	2000	2001	2002	2003	2004	2005	2006	2007	2008
Completions	5 066	5 050	5 310	5 320	5 631	5 650	6 114	6 683	7 186

Source: Department of Education, Science and Training Higher Education Statistics Collection, Student Tables 2000-2008

¹⁴ AIHW 2009 *Nursing and Midwifery Labour Force 2007* p.9 and additional tables: Table 5 Employed registered and enrolled nurses: age and sex, states and territories 2007

¹⁵ AIHW 2009 *ibid* p.9

¹⁶ AIHW 2009 *Australian Hospital Statistics 2007-08* p.16 and p.38

¹⁷ AIHW 2009 *Nursing and Midwifery Labour Force 2007* pp. 9, 12

¹⁸ Department of Education, Science and Training Higher Education Statistics Collection, Student Tables 2000-2008 Table 19

¹⁹ Australian Health Workforce Advisory Committee, *The Australian Nursing Workforce: An overview of workforce planning 2001-2004* available from: http://www.health.nsw.gov.au/amwac/pdf/nurseoview_20042.pdf

There are insufficient university places for those eligible people wishing to undertake a nursing course. Figures from the Australian Vice-Chancellors Committee show that 2,833 eligible nursing applicants missed out on an undergraduate nursing place in 2008.²⁰

Table 4
Unmet Demand for Nursing Courses

Year	2000	2001	2002	2003	2004	2005	2006	2007	2008
Unmet Demand	1 473	1 544	2 934	4 861	4 545	2 716	2 408	2 866	2 833

Source: Australian Vice-Chancellors' Committee 2008

The Rudd Labor Government announced an additional 1,000 new nursing university places each year commencing 2008. Also announced was a \$87 million re-entry to the nursing workforce initiative covering the public, private and aged care sectors.

²⁰ Australian Vice-Chancellors' Committee Unmet Demand Survey April 2008. Appendices: Table 2

INDUSTRIAL RELATIONS IN AUSTRALIA

The new legislative framework governing industrial relations

The Fair Work Act 2009 commenced operation on 1 July 2009 replacing the Workplace Relations Amendment (Workchoices) Act 2005. The new Act and associated consequential laws implements the Labor Government's "Forward with Fairness" election policy significantly changing the legislative framework and regulation of industrial relations in Australia.

The timetable for commencement of the new system is set out in the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009. The new laws covering collective agreements, bargaining, right of entry, general protections and unfair dismissal commenced on 1 July 2009 while the new National Employment Standards (NES), Modern Awards and application of the "better off overall test" (BOOT) commence on 1 January 2010.

The new legislation makes extensive changes to industrial relations arrangements including the following:

- rights to representation, collective bargaining, information and consultation;
- good faith bargaining;
- establishment of Fair Work Australia;
- establishment of a new safety net; and enforcement and compliance.

Coverage of federal system

Like the previous industrial legislation the Fair Work Act (FWA) relies primarily on the Government's "corporations power" under the Constitution to extend the operation of the federal system of industrial regulation to cover the vast majority of employers in the private sector. The FWA applies to all national system employers and their employees, as defined in the Act. In addition, the Government has sought a referral of industrial relations powers from the States. All States except Western Australian have enacted or are in the process of enacting legislation to refer their powers, however, at the time of writing it is uncertain whether the federal legislation required will pass this year.

The new safety net

The new safety net of minimum terms and conditions of employment commences from 1 January 2010 and consists of two parts:

1. National Employment Standards (NES) applies to all national system employees and consists of ten legislated conditions relating to hours of work; parental leave; flexible work arrangements; annual leave; personal/carer's leave; community service leave; public holidays; long service leave; termination and redundancy pay and information provided to new employees; and
2. Modern Awards in the process of development by the Australian Industrial Relations Commission (AIRC) and may contain wages rates, types of employment, hours of work, rostering, overtime and penalty rates, provision for annualised salaries, allowances, leave, superannuation and procedures for consultation, representation and dispute resolution procedures.

Awards may contain terms that expand on matters covered in the NES but cannot contain terms that go below the NES.

Minimum and award wages

Modern Awards will contain classification structures and minimum weekly rates of pay adjusted on an annual basis by Fair Work Australia's Minimum Wage Panel. For employees not covered by an award, the panel will set minimum wages through national minimum wage orders.

Workplace agreements

The new provisions covering collective agreements and bargaining operate from the 1 July 2009. Three types of enterprise agreements are available: Single enterprise agreements; Multiple enterprise agreements and Greenfields agreements. Agreements may contain a broader range of matters than under the previous system including matters pertaining to the relationship between employees and the employer and matters pertaining to the relationship between the employer and the union. There are still some matters that are not allowed in agreements.

Good faith bargaining

The Act sets out new requirements to participate in good faith bargaining including requirements to attend and participate in meetings; disclosing relevant information; responding to proposals; giving genuine consideration to and reasons for responses and refraining from capricious or unfair conduct that undermines freedom of association or collective bargaining. A union is automatically the bargaining representative of its members, unless the member advises the employer that they do not want the union to represent them. Employees who are not union members can nominate the union or another person including themselves to represent them in bargaining. Fair Work Australia has powers to ensure compliance with bargaining requirements.

Approval of agreements

The current "no disadvantage test" will be replaced by the "BOOT" test from 1 January 2010. Until then agreements must pass a no disadvantage test based on an assessment against all provisions of the relevant award and the Australian Fair Pay and Conditions Standard (AFPCS). From 1 January 2010, Fair Work Australia will approve an agreement if the agreement meets several criteria including whether it has been genuinely agreed; passes the BOOT test; does not contravene the NES and contains "mandatory terms".

General protections

The Fair Work Act brings together a range of protections against discrimination and other forms of unfair treatment at work. This covers a range of protections in the previous legislation and new protections relating to particular "workplace rights" and "industrial activities".

Fair work institutions

From 1 July 2009 Fair Work Australia replaced the Australian Industrial Relations Commission with expanded functions including the adjustment of minimum wages and award conditions, dispute resolution and bargaining orders. Fair Work Australia will also take on some of the functions of the Workplace Authority. The Office of the Fair Work Ombudsman will take over the work of the Workplace Ombudsman. Fair Work Divisions of the Federal Court and the Federal Magistrates court are already in operation.

Transitional arrangements

The Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 deals with transitional issues such as the operation of existing awards and agreements and other matters relating to the phasing out of old arrangements and operation of the new system.

NOTE: This information is provided to give the users of *Nurses PAYCHECK* an overview of the industrial relations system in Australia and does not seek to provide industrial advice. Users are urged to obtain independent professional advice on such matters.

PART ONE

PUBLIC, PRIVATE & AGED CARE SECTOR

CLASSIFICATION MAPS

This part of *Nurses PAYCHECK* provides the current classification structures contained in pre WorkChoices federal and state awards in public and private hospital and aged care care sectors, arranged as a classification map across the states and territories.

Each classification has specific definition and criteria both in terms of experience, skill levels and educational requirements and form the basis of the nursing career path.

The classification structures are indicative and their scope may vary depending on the size and geographical location of the establishment and accordingly subscribers are advised to obtain specific advice on the application of the structures in their particular circumstances.

CLASSIFICATION MAP

Glossary of Terms

AAIN	Advanced Assistant in Nursing
ADON	Assistant Director of Nursing
ADON/ND	Assistant Director of Nursing/Nursing Director
AIN	Assistant in Nursing
AIN/M	Assistant in Nursing/Midwifery
AN	Assistant Nurse
CN	Clinical Nurse
CN/MC	Clinical Nurse/Midwifery Consultant
CN/ME	Clinical Nurse/Midwifery Educator
CN/MS	Clinical Nurse/Midwifery Specialist
COM/FCH	Community/Family Child Health Nurse
DDON	Deputy Director of Nursing
DON	Director of Nursing
E/DDN	Executive/District Director of Nursing
EN	Enrolled Nurse (RN Division 2 in Victoria)
EN ME	Enrolled Nurse with Medication Endorsement
EP	Exemplary Practice (NT)
NA	Nursing Assistant / Nursing Attendant
N	Nurse
N/MUM	Nursing/Midwifery Unit Manager
NO	Nursing Officer
NP	Nurse Practitioner
NS	Nurse Specialist
OHC	Occupational Health Clinical
OHS	Occupational Health and Safety
PP	Paypoint
RE	Re-entry
RN	Registered Nurse (RN Division 1 in Victoria)
RN/M	Registered Nurse/Midwife
SN	Student Nurse
SRN	Senior Registered Nurse
TEN	Trainee Enrolled Nurse

NSW	ACT	QLD	NT	SA	TAS	WA	VIC	VIC	VIC
CNS	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4 RN2 yr 5	NO2 yr 1 NO2 yr 2 NO2 yr 3 NO2 yr 4	N3 yr 1 N3 yr 2 N3 yr 3	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4	CNS	
CNC Grade 1 yr 1 yr 2	RN3 Gr 1 yr 1 RN3 Gr 1 yr 2 RN3 Gr 1 yr 3	NO4 yr 1 NO4 yr 2 NO4 yr 3 NO4 yr 4	N4 yr 1 N4 yr 2 N4 yr 3	RN3 Band A yr 1 Thereafter Band B	RN3 yr 1 RN3 yr 2 RN3 yr 3	RN3 yr 1 RN3 yr 2 RN3 yr 3	RN3A yr 1 RN3A yr 2 RN3B yr 1		
CNC Grade 2 yr 1 yr 2	RN3 Gr 1 yr 4 RN3 Gr 1 yr 5			Band C	RN3 yr 4	RN3 yr 4	RN3B yr 2		
NUM 1 NUM 2	RN3 Gr 2 yr 1								
NUM 3	RN4 Gr 1		N5 yr 1	RN4 Gr 1	RN4 Gr 1	RN4 Gr 1	RN4A yr 1		
CNC Grade 3 yr 1 yr 2	RN4 Gr 2 RN4 Gr 3		N5 yr 2	RN4 Gr 2 RN4 Gr 3	RN4 Gr 2 RN4 Gr 3	RN4 Gr 2 RN4 Gr 3	RN4A yr 2 RN4B yr 1 RN4B yr 2 RN4B yr 3		
Nurse Practitioner Year 1 Year 2	Nurse Practitioner Year 1 Year 2	Nurse Practitioner Year 1 Year 2							
Nurse Manager 1	RN5 Gr 1	NO4 DON yr 1 NO4 DON yr 2 NO4 DON yr 3	N6		RN5 Gr 1	RN5 Gr 1	RN5 13- 50 beds RN5 51-200 beds	RN6 51-100 beds RN6 101-200 beds RN6 201-300 beds RN6 301-400 beds RN6 401-500 beds RN6 501-700 beds RN6 over 700 beds	RN7 < 13 beds RN7 13- 24 beds RN7 25- 50 beds RN7 51-100 beds RN7 101-200 beds RN7 201-300 beds RN7 301-400 beds RN7 401-500 beds RN7 501-600 beds RN7 601-700 beds RN7 701 & above
Nurse Manager 2	RN5 Gr 2	NO5 yr 1		RN5 Band A	RN5 Gr 2	RN5 Gr 2			
Nurse Manager 3	RN5 Gr 3			RN5 Band B	RN5 Gr 3	RN5 Gr 3			
Nurse Manager 4	RN5 Gr 4	NO5 yr 2		RN5 Band C	RN5 Gr 4	RN5 Gr 4			
Nurse Manager 5		NO6		RN5 Gr 4					
Nurse Manager 6	RN5 Gr 5	NO7	N7	RN5 Band D	RN5 Gr 5	RN5 Gr 5			
Nurse Manager 7	RN5 Gr 6	NO8							
Nurse Manager 8		NO9		RN5 Band E	RB5 Gr 6	RN5 Gr 6			
Nurse Manager 9			N8	RN5 Gr 5 RN5 Gr 6					
Nurse Educator yr 1	RN3 yr 1		N4 yr 1	RN3A yr 1	Nurse Ed yr 1	RN4A yr 1			
Nurse Educator yr 2	RN3 yr 2		N4 yr 2	RN3A yr 2	Nurse Ed yr 2	RN4A yr 2			
Nurse Educator yr 3	RN3 yr 3		N5 yr 1	RN3B	Nurse Ed yr 3	RN4B yr 1			
Nurse Educator yr 4	RN3 yr 4 RN3 yr 5		N5 yr 2	RN3C	Nurse Ed yr 4	RN4B yr 2			

In SA RN Band A, B and C classifications are subject to criteria based on complexity of role and levels of responsibility
RN 5A to E and Grades 4, 5 and 6 are linked to specific health agencies/services in Schedule B of Award

A = Metropolitan (Victoria) B = Country (Victoria)

NSW	ACT	QLD	NT	SA	TAS	WA	VIC	VIC	VIC
NUM1	RN4 Gr 1	RN4 Gr 1	RN4 Gr 1	RN4 Gr 1	RN4 Gr 1	RN4 Gr 1	RN4A yr 1		
NUM2	RN4 Gr 2	RN4 Gr 2	RN4 Gr 2	RN4 Gr 2		RN4 Gr 2	RN4A yr 2		
NUM3	RN4 Gr 3	RN4 Gr 3	RN4 Gr 3	RN4 Gr 3		RN4 Gr 3	RN4B yr 1		
ADON 100 beds +							RN4B yr 2		
DDON < 100 beds									
100-199 beds									
200-249 beds									
250-349 beds									
350-449 beds									
450-749 beds									
750+ beds									
DON < 25 beds	RN5 Gr 1	RN5 Gr 1	RN5 Gr 1	RN5 Gr 1	RN5 Gr 1	RN5 Gr 1	RN5 13- 50 beds		
25- 49 beds							RN5 51-200 beds	RN6 51-100 beds	RN7 < 13 beds
50- 74 beds	RN5 Gr 2	RN5 Gr 2	RN5 Gr 2	RN5 Gr 2	RN5 Gr 2	RN5 Gr 2	RN5 201-400 beds	RN6 101-200 beds	RN7 13- 24 beds
75- 99 beds							RN5 401-600 beds	RN6 201-300 beds	RN7 25- 50 beds
100-149 beds							RN5 600+ beds	RN6 301-400 beds	RN7 51-100 beds
150-199 beds	RN5 Gr 3	RN5 Gr 3	RN5 Gr 3	RN5 Gr 3	RN5 Gr 3	RN5 Gr 3		RN6 401-500 beds	RN7 101-200 beds
200-249 beds								RN6 501-700 beds	RN7 201-300 beds
250-349 beds	RN5 Gr 4	RN5 Gr 4	RN5 Gr 4	RN5 Gr 4	RN5 Gr 4	RN5 Gr 4		RN6 Over 700 beds	RN7 301-400 beds
350-449 beds									RN7 401-500 beds
450-749 beds	RN5 Gr 5	RN5 Gr 5	RN5 Gr 5	RN5 Gr 5	RN5 Gr 5	RN5 Gr 5			RN7 601-700 beds
									RN7 701 & above
	RN5 Gr 6	RN5 Gr 6	RN5 Gr 6	RN5 Gr 6					
Nurse Educator yr 1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Nurse Educator yr 2									
Nurse Educator yr 3									
Nurse Educator yr 4									
Senior Nurse Educator yr 1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Nurse Educator yr 2									
Senior Nurse Educator yr 3									

A = Metropolitan (Victoria) B = Country (Victoria)

NURSING AGED CARE SECTOR CLASSIFICATION MAP

NSW	ACT	QLD	NT	SA	SA	SA	TAS	WA	WA Silver Chain Award	VIC	VIC
Assistant in Nursing	Nurse Assistant AIN L1 AIN L2 yr1 AIN L2 yr2	Assistant Nurse AN Entry Level AN1 yr 1 AN1 yr 2 AN1 yr 3 AN2 yr 1 AN2 yr 2 AN2 yr 3	N/A	N/A	N/A	N/A	N/A	N/A	Nursing Attendant		
Trainee EN				Trainee EN	Trainee EN	Trainee EN	Trainee EN	Trainee EN			
EN yr 1	EN yr 1	EN1 yr 1 EN1 yr 2 EN1 yr 3(a) EN1 yr 3(b)	EN yr 1	EN yr 1	EN yr 1	EN yr 1	EN yr 1	EN L1 yr 1		EN yr 1	
EN yr 2	EN yr 2	EN2 yr 1 EN2 yr 2	EN yr 2	EN yr 2	EN yr 2	EN yr 2	EN yr 2	EN L1 yr 2		EN yr 2	
EN yr 3	EN yr 3		EN yr 3	EN yr 3	EN yr 3	EN yr 3	EN yr 3	EN L1 yr 3		EN yr 3	
EN yr 4	EN yr 4		EN yr 4	EN yr 4	EN yr 4	EN yr 4	EN yr 4	EN L2 yr 1		EN yr 4	
EN yr 5	EN yr 5		EN yr 5	EN yr 5	EN yr 5	EN yr 5	EN yr 5	EN L2 yr 2 EN L2 yr 3 EN L3		EN yr 5	
RN1 yr 1	RN1 yr 1		RN1 yr 1	RN1 yr 1	RN1 yr 1	RN1 yr 1	RN1 yr 1	RN1 yr 1		RN Gr 1	
RN1 yr 2	RN1 yr 2	RN1 yr 1	RN1 yr 2	RN1 yr 2	RN1 yr 2	RN1 yr 2	RN1 yr 2	RN1 yr 2		RN Gr 2 yr 1	
RN1 yr 3	RN1 yr 3		RN1 yr 3	RN1 yr 3	RN1 yr 3	RN1 yr 3	RN1 yr 3	RN1 yr 3		RN Gr 2 yr 2	
RN1 yr 4	RN1 yr 4	RN1 yr 2	RN1 yr 4	RN1 yr 4	RN1 yr 4	RN1 yr 4	RN1 yr 4	RN1 yr 4		RN Gr 2 yr 3	
RN1 yr 5	RN1 yr 5		RN1 yr 5	RN1 yr 5	RN1 yr 5	RN1 yr 5	RN1 yr 5	RN1 yr 5		RN Gr 2 yr 4	
RN1 yr 6	RN1 yr 6	RN1 yr 3	RN1 yr 6	RN1 yr 6	RN1 yr 6	RN1 yr 6	RN1 yr 6	RN1 yr 6		RN Gr 2 yr 5	
RN1 yr 7	RN1 yr 7		RN1 yr 7	RN1 yr 7	RN1 yr 7	RN1 yr 7	RN1 yr 7	RN1 yr 7		RN Gr 2 yr 6	
RN1 yr 8	RN1 yr 8		RN1 yr 8	RN1 yr 8	RN1 yr 8	RN1 yr 8	RN1 yr 8	RN1 yr 8			
CNS	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4	RN2 yr 1 RN2 yr 2 RN2 yr 3 RN2 yr 4		CNS	
CNC	RN3 yr 1 RN3 yr 2 RN3 yr 3 RN3 yr 4	RN3A yr 1 RN3A yr 2 RN3A yr 3 RN3A yr 4	RN3A yr 1 RN3A yr 2 RN3A yr 3 RN3A yr 4	RN3 yr 1 RN3 yr 2 RN3 yr 3 RN3 yr 4	RN3 yr 1 RN3 yr 2 RN3 yr 3 RN3 yr 4	RN3 yr 1 RN3 yr 2 RN3 yr 3 RN3 yr 4	RN3 yr 1 RN3 yr 2 RN3 yr 3 RN3 yr 4	RN3 yr 1 RN3 yr 2 RN3 yr 3 RN3 yr 4		RN3A yr 1 RN3A yr 2 RN3B yr 1 RN3B yr 2	
CNE											

In NT 3A = CNS/nurse manager
 3B = positions with service wide responsibility
 In TAS 3A = pm, night or weekend supervisor
 Italics in WA = Non ANF Award
 A = Metropolitan (Victoria) B = Country (Victoria)

NSW	ACT	QLD	NT	SA	SA	TAS	WA	WA Silver Chain Award	VIC	VIC	VIC
NUM1	RN4 Gr 1	RN4 Gr 1	RN4 Gr 1	RN4 Gr 1		RN4 Gr 1	RN4 Gr 1	RN4 yr 1	RN4A yr 1		
NUM2	RN4 Gr 2	RN4 Gr 2	RN4 Gr 2	RN4 Gr 2			RN4 Gr 2	RN4 yr 2	RN4A yr 2		
NUM3	RN4 Gr 3	RN4 Gr 3	RN4 Gr 3	RN4 Gr 3			RN4 Gr 3	RN4 yr 3	RN4B yr 1		
								RN4 yr 4	RN4B yr 2		
								RN4 yr 5			
								RN4 yr 6			
ADON < 150 beds											
150-250 beds											
DDON < 20 beds											
20- 75 beds											
75-100 beds											
100-150 beds											
150-200 beds											
200-250 beds											
250-300 beds											
300-350 beds											
350-400 beds											
400-450 beds											
450-750 beds											
750+ beds											
DON < 25 beds	RN5 Gr 1	RN5 Gr 1	RN5 Gr 1	RN5 Gr 1		RN5 Gr 1	RN5 Gr 1	RN5 yr 1	RN5 13- 50 beds		
25- 49 beds									RN5 51-200 beds	RN6 51-100 beds	RN7 < 13 beds
50- 74 beds	RN5 Gr 2	RN5 Gr 2	RN5 Gr 2	RN5 Gr 2		RN5 Gr 2	RN5 Gr 2	RN5 yr 2	RN5 201-400 beds	RN6 101-200 beds	RN7 13- 24 beds
75- 99 beds									RN5 401-600 beds	RN6 201-300 beds	RN7 25- 50 beds
100-149 beds									RN5 600+ beds	RN6 301-400 beds	RN7 51-100 beds
150-199 beds	RN5 Gr 3	RN5 Gr 3	RN5 Gr 3	RN5 Gr 3		RN5 Gr 3	RN5 Gr 3			RN6 401-500 beds	RN7 101-200 beds
200-249 beds										RN6 501-700 beds	RN7 201-300 beds
250-349 beds	RN5 Gr 4	RN5 Gr 4	RN5 Gr 4	RN5 Gr 4		RN5 Gr 4	RN5 Gr 4			RN6 Over 700 beds	RN7 301-400 beds
350-449 beds											RN7 401-500 beds
450-749 beds	RN5 Gr 5		RN5 Gr 5	RN5 Gr 5			RN5 Gr 5				RN7 601-700 beds
750 beds +	RN5 Gr 6		RN5 Gr 6	RN5 Gr 6							RN7 701 & above
Nurse Educator yr 1	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A
Nurse Educator yr 2											
Nurse Educator yr 3											
Nurse Educator yr 4											
Senior Nurse Educator	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A

PART TWO

PUBLIC SECTOR NURSES' SALARY DATA

This part of *Nurses PAYCHECK* provides nurses' wage rates for each state and territory as at 1st December 2009. The salary data provides weekly rates of pay for each classification relevant to the public sector in the particular state or territory.

The rates of pay are derived from the most recent public sector nurses' agreements certified by the Australian Industrial Relations Commission or the relevant state industrial authority.

It should be noted that the rates of pay are minimum weekly rates only and that awards and agreements provide for a range of additional benefits including various allowances and penalty rates that may increase a nurse's remuneration.

The commencement date for the rates of pay between the states or territories may differ. Please refer to the table on pages 28 and 29 for details.

Classifications and definitions may also vary across the states and territories. Further information should be obtained from the relevant award or agreement, a copy of which may be obtained from the ANF Federal Office - (03) 9602 8500.

	NSW	ACT	QLD	NT	SA	TAS	WA	VIC
RN	RN/M Level 1	RN Level 1	RN/M	Nurse 2	RN Level 1	RN Level 1	RN 1	RN Grade 2
	Year 1: 947.50	Year 1: 970.10	Gr Band Paypoint	Year 1: 963.73	RN/RM 1/1: 942.20	Re-entry : 899.06	Level 1: 946.00	Year 1: 907.60 (Graduate Entry)
	Year 2: 999.10	Year 2: 1009.51	5 N/A	Year 2: 1015.63	RN/RM 1/2: 973.60	Year 1: 942.54	Level 2: 983.00	Year 2: 942.70
	Year 3: 1050.60	Year 3: 1052.93	(NO1)	Year 3: 1067.50	RN/RM 1/3: 1015.45	Year 2: 986.02	Level 3: 1023.00	Year 3: 978.00
	Year 4: 1106.00	Year 4: 1104.51		Year 4: 1119.37	RN/RM 1/4: 1057.35	Year 3: 1029.48	Level 4: 1064.00	Year 4: 1013.20
	Year 5: 1160.80	Year 5: 1156.09		Year 5: 1179.87	RN/RM 1/5: 1099.20	Year 4: 1073.00	Level 5: 1106.00	Year 5: 1048.50
	Year 6: 1215.50	Year 6: 1207.65		Year 6: 1225.22	RN/RM 1/6: 1141.10	Year 5: 1116.44	Level 6: 1151.00	Year 6: 1083.60
	Year 7: 1278.10	Year 7: 1259.24		Year 7: 1275.03	RN/RM 1/7: 1182.95	Year 6: 1159.96	Level 7: 1197.00	Year 7: 1118.80
	Year 8: 1330.60	Year 8: 1310.83			RN/RM 1/8: 1224.85	Year 7: 1203.38	Level 8: 1244.00	Year 8: 1146.30
	CN/MS				RN/RM 1/9: 1256.25	Year 8: 1246.96	Level 9: 1244.00	Year 9: 1174.00
	Grade 1, Year 1: 1384.70							Year 10: 1201.40
	Grade 2, Year 1: 1487.50				Nurse Specialist	COM/FCH Nurse		
	Grade 2, Year 2: 1536.20				RN/RM 1/5: 1130.60	Year 1: 1116.44		
	CN/MC				RN/RM 1/6: 1172.50	Year 2: 1203.38		
	(appointed prior to 31/12/99)				RN/RM 1/7: 1224.85	Year 3: 1261.44		
	1702.70				RN/RM 1/8: 1256.25	Year 4: 1275.92		
	CN/MC Grade 1				RN/RM 1/9: 1287.65	Year 5: 1304.90		
	Year 1: 1664.50					Year 6: 1333.90		
	Year 2: 1698.60							
	CN/MC Grade 2	RN Level 2	CN/CM	Nurse 3	Clinical Nurse/Midwife (Level 2)	RN Level 2	RN 2	
	Year 1: 1732.20	Year 1: 1364.48	Gr Band Paypoint	Year 1: 1328.24	CN/M 2/1: 1099.20	Year 1: 1261.44	Level 1: 1284.00	
	Year 2: 1766.50	Year 2: 1392.65	6 N/A	Year 2: 1381.36	CN/M 2/2: 1141.10	Year 2: 1275.92	Level 2: 1310.00	
		Year 3: 1420.75	(NO2)	Year 3: 1419.16	CN/M 2/3: 1182.95	Year 3: 1304.90	Level 3: 1336.00	
	CN/MC Grade 3	Year 4: 1448.86			CN/M 2/4: 1224.85	Year 4: 1333.90	Level 4: 1364.00	
	Year 1: 1834.40				CN/M 2/5: 1256.25			
	Year 2: 1868.50				CN/M 2/6: 1298.10			
					CN/M 2/7: 1319.05	CNS		CNS
	N/MUM I: 1669.20				CN/M 2/8: 1340.00	Year 1: 1420.85		1236.60
	N/MUM II: 1748.40				CN/M 2/9: 1360.95	Year 2: 1433.79		
	N/MUM III: 1795.50				Associate Clinical Service Co-ordinator (Level 2)			
					RN/RM 2/1: 1298.10			
	CN/ME				RN/RM 2/2: 1319.05			
	Year 1: 1440.70				RN/RM 2/3: 1340.00			
	Year 2: 1487.50				RN/RM 2/4: 1360.95			

	NSW	ACT	QLD	NT	SA	TAS	WA	VIC
			Clinical Nurse Consultant Nurse Unit Manager Nurse Educator Nurse Researcher Public Health Nurse Nurse Practitioner Candidate		Nurse Midwife Clinical Service Coordinator Clinical Practice Consultant Education Facilitator Management Facilitator (Level 3)			
RN		RN Level 3 Gr 1	Gr Band Paypoint	Nurse 4		RN Level 3	SRN	RN Grade 3A
		Year 1: 1568.36	7 N/A 1: 1615.15	Year 1: 1478.09	RN/RM 3/1 1559.85	Year 1: 1432.25	Level 1: 1541.00	Year 1: 1251.20
		Year 2: 1604.64	(NO4) 2: 1688.50	Year 2: 1529.82	RN/RM 3/2 1612.20	Year 2: 1465.88	Level 2: 1591.00	Year 2: 1263.70
		Year 3: 1632.89	3: 1730.70	Year 3: 1587.97		Year 3: 1499.52	Level 3: 1642.00	RN Grade 3B
					Nurse Midwife Clinical Service Coordinator Clinical Practice Consultant Education Facilitator Management Facilitator Nurse Practitioner (Level 4)	Year 4: 1533.17	Level 4: 1695.00	Year 1: 1283.70
			Nurse Practitioner	Nurse 5		NUM	Level 5: 1749.00	Year 2: 1301.10
			Gr Band Paypoint	Year 1: 1627.66			Level 6: 1860.00	
		RN Level 3 Gr 2	8 N/A 1: 1819.55	Year 2: 1696.00		Year 1: 1533.17	Level 7: 1978.00	ANUM
		Year 1: 1773.02	2: 1865.00		RN/RM 4/1: 1664.55	Year 2: 1569.44	Level 8: 2104.00	Year 1: 1308.20
	Nurse/Midwifery Practitioner		ADON/ND		RN/RM 4/2: 1706.40	Year 3: 1605.69	Level 9: 2223.00	Year 2: 1336.80
	Year 1: 1834.40	Nurse Practitioner					Level 10: 2349.00	
	Year 2: 1868.50	1898.69	Gr Band Paypoint			RN Level 4		RN Grade 4A
	Year 3: 1916.20		9 1(NO5) 1: 1899.95			Grade 1: 1659.98		Year 1: 1369.90
	Year 4: 1964.20	RN Level 4	2: 1992.45		Nursing/Midwife Director (Level 5)	Grade 2: 1786.83		Year 2: 1397.40
		Grade 1: 1773.02	2(NO6) 1: 2127.10	Nurse 6		Grade 3: 1913.65		RN Grade 4B
		Grade 2: 1898.69	3(NO7) 1: 2342.60	Year 1: 1789.30	RN/RM 5/1: 1832.05			Year 1: 1430.30
		Grade 3: 2024.25	DON	Year 2: 1860.90	RN/RM 5.2: 2051.85	Nurse Practitioner		Year 2: 1459.00
						Year 1: 1733.05		NUM
	Nurse Midwifery Educator		Gr Band Paypoint			Year 2: 1775.34		Year 1: 1531.00
	Gr 1 Yr 1: 1618.30		10 1(NO4 DON) 1: 1857.45		Director of Nursing (Level 6)	Year 3: 1817.61		Year 2: 1568.60
	Gr 2 Yr 2: 1664.50	RN Level 5	2: 1941.75					Year 3: 1605.70
	E/ees on N/ME Yr 4: 1702.70 (as at 1/7/08)	Grade 1: 1773.02	3: 1990.30	Nurse 7	RN/RM 6/1 1832.05	RN Level 5		RN Grade 5
	Gr 2 Yr 1: 1732.20	Grade 2: 1898.69	2(NO5) 1: 1899.95	Year 1: 2010.11	RN/RM 6/2 1936.70	Grade 1: 1659.98		Beds Rates
	Gr 2 Yr 2: 1766.50	Grade 3: 2024.25	2: 1992.45	Year 2: 2082.17	RN/RM 6/3 2051.85	Grade 2: 1768.71		13-50 1458.70
	Gr 3 Yr 1: 1834.40	Grade 4: 2167.85	3(NO6) 1: 2127.10		RN/RM 6/4 2146.10	Grade 3: 1913.63		51-200 1488.20
	Gr 3 Yr 2: 1868.50	Grade 5: 2419.22	4(NO7) 1: 2342.60	Nurse 8	RN/RM 6/5 2240.30	Grade 4: 2058.62		201-400 1546.90
		Grade 6: 2670.52		Year 1: 2165.23	RN/RM 6/6 2439.20	Grade 5: 2312.21		401-600 1605.80
				Year 2: 2237.81	RN/RM 6/7 2680.00	Grade 6: 2565.85		601+ 1664.80

Notes : The WA structure for Senior Registered Nurse Levels 1 to 10 overrides the RN 3, 4 and 5 rates in the Public Sector EBA.
 Explanations about particular classifications in SA and Vic are on page 26.
 A = Metropolitan (Victoria) B = Country (Victoria)

NSW	ACT	QLD	NT	SA	TAS	WA	VIC
Continuing Education Allowance				Notes: Level 3 and Level 4 classifications are subject to criteria based on complexity of role and levels of responsibility			GROUP D
For RN Yr 1 to 8, NUM or NM Gr 1 and Gr 2, NM Gr 3 and CNS engaged in clinical work >50% of time:							Year 1: 828.40
Hospital Post Registration Certificate - \$31.00 per week							Year 2: 845.90
Post Graduate Certificate - \$31.00 per week							Year 3: 863.00
Post Graduate Diploma or Degree - \$47.00 per week							Year 4: 879.50
Masters Degree or Doctorate - \$57.00 per week							Year 5: 896.00
For ENs Cert 4 qualification - \$23,50 per week							Thereafter: 912.30
Adv. Dip. of Nursing - \$28.00 per week							
				Notes: A = Metropolitan (Victoria) B = Country (Victoria)			
				Qualifications Allowance			
				Registered Nurses:			
				Graduate Certificate 4.0% \$39.10 p.w.			
				Graduate Diploma 6.5% \$63.50 p.w.			
				Masters/Doctorate 7.5% \$73.30 p.w.			
				(of RN Grade 2 Year 3)			
				Enrolled Nurses:			
				6 month course - EN Yr 1 31.70			
				EN Yr 2 32.37			
				EN Yr 3 33.03			
				EN Yr 4 33.69			
				EN Yr 5 34.35			
				EN Yr 6 35.00			
				EN Yr 7 35.66			
				EN Yr 8 36.11			
				12 month course EN Yr 1 59.44			
				EN Yr 2 60.68			
				EN Yr 3 61.92			
				EN Yr 4 63.15			
				EN Yr 5 64.40			
				EN Yr 6 65.63			
				EN Yr 7 66.86			
				EN Yr 8 67.69			

PART THREE

PUBLIC SECTOR NURSES' AWARDS/AGREEMENTS

This part of *Nurses PAYCHECK* provides an overview of the salary increases payable in the public hospital sector in each state and territory. The data also provides information on the tranches of such wage increases.

It should be noted that such agreements often provide a range of additional benefits that may increase a nurse's remuneration.

For further detail on such information, please ring Anna Amatangelo (03) 9602 8500 and request a copy of the complete agreement.

STATE PUBLIC SECTOR NURSES' AWARDS/AGREEMENTS

State	Award / Agreement	Details of Increase	Expiry Date
NSW	Public Health System Nurses' & Midwives (State) Award 2008 IRC 1208 of 2008	7.95% over 2 years: 3.90% 01.07.2008 3.90% 01.07.2009	30.06.2010
ACT	ACT Public Sector Nursing and Midwifery Staff Union Collective Agreement 2007-2009 [Agreement Number: 073826225] As varied [Agreement Number: CAUV093826225-1]	12.0% over 2.5 years: 4.50% 22.03.2007 3.75% 06.03.2008 3.75% 05.03.2009 2.25% 23.09.09	22.09.2009
QLD	Nurses and Midwives (Queensland Health) Certified Agreement (EB7) 2009 [No. CA/2009/70]	4.5% or \$34 per week (whichever is the greater) 01.04.2009 4.0% or \$34 per week (whichever is the greater) 01.04.2010 4.0% or \$34 per week (whichever is the greater) 01.04.2011	31.03.2012
NT	Northern Territory Public Sector Nurses' 2008-2011 Union Collective Agreement [Agreement Number: 085623592]	5.0% 09.08.2008 4.0% 09.08.2009 5.0% 09.08.2010	09.08.2011

STATE PUBLIC SECTOR NURSES' AWARDS/AGREEMENTS

State	Award / Agreement	Details of Increase	Expiry Date
SA	Nurses/Midwives (SA Public Sector) Enterprise Agreement 2007 [File No: 5456/2007]	3.5% plus one off adjustment following career structure review ranging from: 0.5% to 11.8% 01.10.2007 4.0% 01.10.2008 4.5% 01.10.2009	30.06.2010
TAS	Nurses (Tasmanian Public Sector) Enterprise Agreement 2007 [T13071 of 2007]	3.5% 01.07.2007 3.2% 01.12.2008 3.2% 01.12.2009	30.06.2010
WA	Registered Nurses, Midwives and Enrolled Mental Health Nurses - Australian Nursing Federation - WA Health Industrial Agreement 2007 [AG 69 of 2007]	New base plus 4.5% 01.07.2007 4.0% 01.07.2008 4.0% 01.07.2009	30.06.2010
VIC	Nurses (Victorian Public Sector Multiple Employer Agreement 2007-2011 [See PR 987469 19 June 2009]	New base plus 3.25% 01.10.2007 3.25% 01.10.2008 3.25% 01.10.2009 3.25% 01.10.2010	01.11.2011

PART FOUR

PUBLIC HOSPITAL AND PRIVATE AGED CARE COMPARATIVE WAGE INFORMATION

This part of *Nurses PAYCHECK* provides an overview of residential aged care and the employment of nursing staff. It also provides a range of wage information relating to aged care in each state and territory, together with a comparison between public sector rates and aged care collective agreement rates of pay where applicable.

Comparison with award rates of pay is no longer practicable in light of the changes to the award system and the different transitional arrangements applicable depending on the nature of the business entity or organisation and the relevant pre WorkChoices industrial instrument.

The pre WorkChoices pay and classification structures are no longer contained in federal awards and have become preserved pay scales known as the Australian Pay and Classification Scales (APCS) and are varied by the Australian Fair Pay Commission (AFPC).²¹ APCS apply to business entities that fall within the definition of 'constitutional corporations'.

In relation to employees of business entities that do not fall within the definition of 'constitutional corporations', rates of pay are contained in transitional awards. Transitional arrangements provide for the adjustment of pre WorkChoices award rates of pay by the Australian Industrial Relations Commission in accordance with the determination of the Australian Fair Pay Commission on application by the union.

In relation to employees of business entities that do not fall within the definition of 'constitutional corporations' who were covered by a State Award prior to the implementation of the new legislation, rates contained in State awards continue to apply and will be subject to annual adjustment by the respective State Industrial Relations Commissions.

²¹ Note that the AFPC ceased operation on 31 July 2009. Under the Fair Work Act 2009 minimum wages will be adjusted by an annual review by Fair Work Australia's Minimum Wage Panel.

RESIDENTIAL AGED CARE SERVICES

and the employment of nursing staff

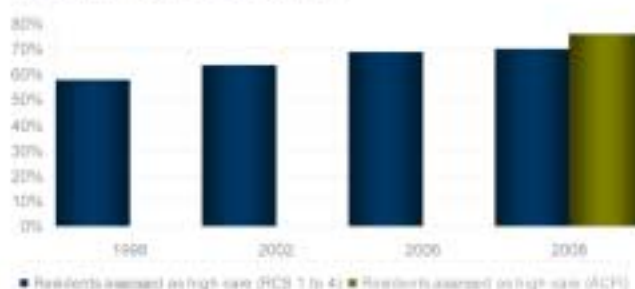


Resident characteristics

- 160,250 residents in residential aged care services at 30 June 2008
- Proportion of residents aged 80 years and over:

1998-1999	64.1%
2005-2006	70.9%
2007-2008	75.8%
- For the period 2007-2008, 37% of permanent residents spent less than one year in care.

Resident dependency levels



Number of aged care services

As at June 2008 there were 2,830 residential aged care services providing 172,657 resident places.

Number of residential aged care places

30 June 1995	134,810
30 June 2005	161,765
30 June 2008	172,657

Ratio of residential aged care places per 1000 persons aged 70 years and over

30 June 2005	86.4
30 June 2006	87.2
30 June 2008	87.7

Average number of places per facility

1998	46.4
2006	60.0
2008	61.0

Ownership of residential aged care places

Private for profit providers	33.3%
Private not for profit providers	30.9%
Religious providers	28.8%
State/Territory/local government	7.1%

Registered and enrolled nurses in residential aged care

- The number of registered and enrolled full-time positions in residential aged care has dropped by up to 20% since 2003. Between 2003 and 2008 the number of residential aged care places has increased by 14% and dependency levels of residents have continued to increase with 70 to 76% of residents (as at 30 June 2008) assessed as high care.
- The decline in the number of registered nurses is also highlighted in AIHW Nursing Labour Force reports, noting the substantial skill loss which places further pressure on the residential aged care sector.

Wages gap

- Full time residential aged care nurses now earn, on average, up to \$340 per week less than their colleagues in other sectors resulting in increasing difficulties attracting and retaining adequate numbers of appropriately trained nursing staff.

Sources:

AIHW 2008 Residential Aged Care Facilities in Australia 1988-99: A Statistical Overview
 AIHW 2009 Residential Aged Care in Australia 2007-2008: A Statistical Overview
 AIHW Nursing Labour Force 1999; 2001; 2002; 2003
 AIHW Nursing and Midwifery Labour Force 2005

Nurse/ Raycheck, 8(2) March-May 2009

Martin B and King D, 2008, Who Cares For Older Australians? National Institute of Labour Studies, Flinders University, Adelaide, Australia.

Report on Government Services 2009

Photographic courtesy of Royal North Shore Hospital and Debra McDermid

VICTORIA

PUBLIC SECTOR	PRIVATE AGED CARE SECTOR
<p>Nurses (Victorian Public Sector Multiple Employer Agreement 2007-2011 provides as follows:</p> <p style="margin-left: 20px;">New base plus 3.25% 01.10.2007 3.25% 01.10.2008 3.25% 01.10.2009 3.25% 01.10.2010</p>	<p>Current agreements in aged care cover over three quarters of providers in this sector .</p> <p>Agreements typically include:</p> <ul style="list-style-type: none"> ■ a 12% wage increase over 3 years, ■ preservation of award conditions, ■ a qualifications and certificate allowance, ■ additional increments. <p>The ANF has commenced the process of negotiating 3rd generation agreements.</p>

Disparity in Rates

highest weekly rate in the Grade 2 structure <small>1</small>	public sector agreement rates <small>2</small>	federal system prior to WorkChoices		state system prior to WorkChoices		aged care collective agreement rates <small>5</small>	% difference between public sector agreement and aged care collective agreement rates
		aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'	aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'		
		APCS (shown as a weekly rate) <small>3</small>	transitional award <small>4</small>	APCS (shown as a weekly rate)	state industrial relations commission adjustment		
Effective date							
01.10.05	1040.40					01.02.06 968.09 01.08.06 987.45	7.5 5.4
01.10.06	1071.60	802.56	802.40	Federal system operates exclusively in Victoria		01.02.07 1007.20 01.08.07 1027.35	8.5 6.4 4.3
01.10.07	1127.00	807.88	807.70				9.7
01.10.08	1163.60	829.54	829.40			01.02.08 1047.89 01.08.08 1068.85	7.6 5.4 8.9
01.10.09	1201.40					New Agreement Pending	
01.10.10	1240.40						

- 1 RN Grade 2 is comparable to RN Level 1 in the other States and Territories.
- 2 2004-2006 rates from The Nurses (Victorian Public Sector Multiple Employer Agreement 2004-2007). 2007-2010 rates from The Nurses (Victorian Public Sector Multiple Employer Agreement 2007-2011).
- 3 Australian Fair Pay Commission (AFPC) Determination No. 1/2006 providing for an increase of \$27.36 per week for weekly rates up to and including \$700 per week and \$22.04 per week for weekly rates above \$700 per week effective 1 December 2006.

AFPC decision 5/2007 provides for a \$10.26 per week increase for weekly rates up to \$700.00 per week and a \$5.30 per week increase for weekly rates above \$700.00 per week effective 1 October 2007. AFPC Wage-Setting Decision 2/2008 provides for a \$21.66 per week increase effective 1 October 2008.
- 4 AIRC Wages and Allowances Review 2006 effective 1 December 2006.
AIRC Wages and Allowances Review 2007 effective 2 October 2007.
AIRC Wages and Allowances Review 2008 effective 9 October 2008.
- 5 Anglican Aged Care Services Group and ANF Certified Agreement 2002 (AG821079)
Benetas Registered Nurses Certified Agreement 2005-2008 (AG844983)
(Anglican Aged Care t/as Benetas)

NORTHERN TERRITORY

PUBLIC SECTOR	PRIVATE AGED CARE SECTOR
<p>The Northern Territory Public Sector Nurses' 2008-2011 Union Collective Agreement provides:</p> <p style="margin-left: 40px;">5.0% 09.08.2008 4.0% 09.08.2009 5.0% 09.08.2010</p>	<p>A new agreement with Frontier Services is being negotiated. Negotiations have also commenced with Aboriginal Hostels Ltd.</p>

Disparity in Rates

RN Level 1 highest weekly rate in the Level 1 structure	public sector agreement rates ¹	federal system prior to WorkChoices		state system prior to WorkChoices		aged care collective agreement rates ⁴	% difference between public sector agreement and aged care collective agreement rates
		aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'	aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'		
		APCS (shown as a weekly rate) ²	transitional award ³	APCS (shown as a weekly rate)	state industrial relations commission adjustment		
Effective date							
23.02.06	1084.60	815.82	N/A	Federal system operates exclusively in the Northern Territory		912.60	18.9
22.02.07	1133.50	821.12				912.60	24.2
09.08.07	1167.50					01.07.07 1028.11	13.6
09.08.08	1226.00					01.07.08 1072.65	8.8
09.08.09	1275.00					01.07.09 1112.00	14.3
09.08.10	1338.90	842.78					14.7

¹ Rates for 2003-2006 from the Northern Territory Public Sector Nurses 2003-2006 Certified Agreement. Rates for 2007 from the Northern Territory Public Sector Nurses 2007 Workplace Agreement. Rates for 2008 to 2010 from the Northern Territory Public Sector Nurses' 2008-2011 Union Collective Agreement.

² Australian Fair Pay Commission (AFPC) Determination No. 1/2006 providing for an increase of \$27.36 per week for weekly rates up to and including \$700 per week and \$22.04 per week for weekly rates above \$700 per week effective 1 December 2006.

AFPC decision 3/2007 provides for a \$10.26 per week increase for weekly rates up to \$700.00 per week and a \$5.30 per week increase for weekly rates above \$700.00 per week effective 1 October 2007. AFPC Wage-Setting Decision 2/2008 provides for a \$21.66 per week increase effective 1 October 2008.

³ AIRC Supplementary Decision - Transitional awards do not apply in the Territories PR977234.

⁴ Masonic Homes Inc. (NT) - Nursing Employees - ANF (Aged Care) Enterprise Agreement 2003 (AG825431) Masonic Homes Nurses' (ANF) Collective Agreement 2007.

TASMANIA

PUBLIC SECTOR	PRIVATE AGED CARE SECTOR
<p>The Nurses (Tasmanian Public Sector) Enterprise Agreement 2007 provides:</p> <p style="margin-left: 40px;">3.5% 01.07.2007 3.2% 01.12.2008 3.2% 01.12.2009</p>	<p>The majority of aged care facilities in Tasmania were covered by the Tasmanian Aged Care Nursing Agreement 2004. Due to changes to the federal industrial relations system, new agreements are negotiated with each facility. The Southern Cross Care (Tas) Inc. Nursing Staff Agreement 2008 is one example and provides for the following increases:</p> <p style="margin-left: 40px;">3.25% 01.03.08 3.25% 01.01.09 3.25% 01.01.10</p>

Disparity in Rates

RN Level 1 highest weekly rate in the level 1 structure	public sector agreement rates ¹	federal system prior to WorkChoices		state system prior to WorkChoices		aged care collective agreement rates ⁴	% difference between public sector agreement and aged care collective agreement rates
		aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'	aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'		
		APCS (shown as a weekly rate) ²	transitional award ³	APCS (shown as a weekly rate)	state industrial relations commission adjustment		
Effective date							
01.12.05	1025.32					01.01.06 975.27 01.07.06 1009.40	5.1 1.6
01.12.06	1090.04	815.23	815.16	Employees covered by federal award prior to WorkChoices		1009.40	8.0
01.12.07	1124.60	820.53	820.46			01.01.07 1047.27	4.1
01.12.08	1189.85	842.19				01.03.08 1081.31	7.4 4.0
01.12.09	1246.97					01.01.09 1116.45 01.01.10 1152.73	10.0 6.6 11.7 8.2

¹ Rates for 2004-2007 from the Nurses (Tasmanian Public Sector) Enterprise Agreement. Rates for 2007-2009 from the Nurses (Tasmanian Public Sector) Enterprise Agreement 2007.

² Includes Australian Fair Pay Commission (AFPC) Determination No. 1/2006 providing for an increase of \$27.36 per week for weekly rates up to and including \$700 per week and \$22.04 per week for weekly rates above \$700 per week effective 1 December 2006.

AFPC decision 5/2007 provides for a \$10.26 per week increase for weekly rates up to \$700.00 per week and a \$5.30 per week increase for weekly rates above \$700.00 per week effective 1 October 2007. AFPC Wage-Setting Decision 2/2008 provides for a \$21.66 per week increase effective 1 October 2008.

³ AIRC Wages and Allowances Review 2006 effective 1 December 2006. AIRC Wages and Allowances Review 2007 effective 2 October 2007.

⁴ Rates to 2007 from the Tasmanian Aged Care Nursing Enterprise Agreement 2004 AG839875. From 2008 rates are based on the Southern Cross Care (Tas) Inc. Nursing Staff Agreement.

WESTERN AUSTRALIA

PUBLIC SECTOR	PRIVATE AGED CARE SECTOR
<p>The Registered Nurses, Midwives and Enrolled Mental Health Nurses - Australian Nursing Federation - WA Health Industrial Agreement 2007 provides:</p> <p style="margin-left: 40px;">New base + 4.5% 01.07.2007 4.0% 01.07.2008 4.0% 01.07.2009</p>	<p>There are a range of agreements operating in the aged care sector; some are providing wages similar to those applicable in the public sector. The majority of agreements contain wages less than public sector wage rates.</p>

Disparity in Rates

RN Level 1 highest weekly rate in the level 1 structure	public sector agreement rates ¹	federal system prior to WorkChoices		state system prior to WorkChoices		aged care collective agreement rates ⁴	% difference between public sector agreement and aged care collective agreement rates
		aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'	aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'		
		APCS (shown as a weekly rate) ²	transitional award ³	APCS (shown as a weekly rate)	state industrial relations commission adjustment		
Effective date 01.07.06	1081.40	815.64	815.60	Employees covered by federal award prior to WorkChoices			
01.07.07	1150.40	820.94					
01.07.08	1196.40		820.90				
01.07.09	1244.30	842.60	842.60			1126.24	10.5

¹ Rates for 2004, 2005 & 2006 from the Registered Nurses and Enrolled Mental Health Nurses - Australian Nursing Federation - Department of Health Certified Agreement 2005. Rates for 2007-2009 from the Registered Nurses, Midwives and Enrolled Mental Health Nurses - Australian Nursing Federation - WA Health Industrial Agreement 2007

² Includes Australian Fair Pay Commission (AFPC) Determination No. 1/2006 providing for an increase of \$27.36 per week for weekly rates up to and including \$700 per week and \$22.04 per week for weekly rates above \$700 per week effective 1 December 2006.

AFPC decision 5/2007 provides for a \$10.26 per week increase for weekly rates up to \$700.00 per week and a \$5.30 per week increase for weekly rates above \$700.00 per week effective 1 October 2007. AFPC Wage-Setting Decision 2/2008 provides for a \$21.66 per week increase effective 1 October 2008.

³ AIRC Wages and Allowances Review 2006 effective 5 February 2007. AIRC Wages and Allowances Review 2007 effective 22 July 2008. AIRC Wages and Allowances Review 2008 effective 1 October 2008.

⁴ Aegis Aged Care Group (ANF) Nurses Collective Workplace Agreement 2007 CAUN073206918. (Note: This agreement is an example from the top 5 aged care agreements. Agreements used for comparison purposes in the other States/Territories are indicative or sit mid-range).

SOUTH AUSTRALIA

PUBLIC SECTOR	PRIVATE AGED CARE SECTOR						
<p>The Nurses/Midwives (SA Public Sector) Enterprise Agreement 2007 provides:</p> <p>3.5% plus one off adjustment following career structure review ranging from:</p> <table style="margin-left: 40px; border: none;"> <tr> <td>0.5% to 11.8%</td> <td>01.10.2007</td> </tr> <tr> <td>4.0%</td> <td>01.10.2008</td> </tr> <tr> <td>4.5%</td> <td>01.10.2009</td> </tr> </table>	0.5% to 11.8%	01.10.2007	4.0%	01.10.2008	4.5%	01.10.2009	<p>The majority of aged care facilities are covered by Enterprise Bargaining Agreements with two broad approaches resulting in agreements providing approximately 15% over a 2 to 2.5 year period and in some cases an increase of 13% with an additional increment for registered nurses Level 1.</p>
0.5% to 11.8%	01.10.2007						
4.0%	01.10.2008						
4.5%	01.10.2009						

Disparity in Rates

RN Level 1 highest weekly rate in the level 1 structure	public sector agreement rates ¹	federal system prior to WorkChoices		state system prior to WorkChoices		aged care collective agreement rates ⁴	% difference between public sector agreement and aged care collective agreement rates
		aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'	aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'		
		APCS (shown as a weekly rate) ²	transitional award ³	APCS (shown as a weekly rate)	state industrial relations commission adjustment		
Effective date							
01.10.05	1041.05			Employees covered by federal award prior to WorkChoices		908.30	14.6
01.10.06	1093.10	815.48	816.66			908.30	20.4
	1093.10					953.70	14.6
01.10.07	1155.90	820.80					21.2
01.10.08	1202.15	842.46				999.78	20.2
01.10.09	1256.25					1040.06	20.8

¹ Rates for 2004-2006 from the Nurses/Midwives (South Australian Public Sector) Enterprise Agreement. Rates for 2007-2009 from the Nurses/Midwives (SA Public Sector) Enterprise Agreement 2007.

² Includes Australian Fair Pay Commission (AFPC) Determination No. 1/2006 providing for an increase of \$27.36 per week for weekly rates up to and including \$700 per week and \$22.04 per week for weekly rates above \$700 per week effective 1 December 2006.

AFPC decision 5/2007 provides for a \$10.26 per week increase for weekly rates up to \$700.00 per week and a \$5.30 per week increase for weekly rates above \$700.00 per week effective 1 October 2007. AFPC Wage-Setting Decision 2/2008 provides for a \$21.66 per week increase effective 1 October 2008.

³ AIRC Wages and Allowances Review 2006 effective 1 December 2006.

⁴ Amity Group Nursing Employees, ANF (Aged Care) Enterprise Agreement 2003. Interim pay increase of 5% backdated to 1 October 2006 pending new agreement. Amity Group Pty. Ltd. (South Australia) Workplace Agreement 2008 No. 085529940.

NEW SOUTH WALES

PUBLIC SECTOR	PRIVATE AGED CARE SECTOR
<p>The Public Health System Nurses' & Midwives (State) Award contains increases in the rates of pay for nurses as follows:</p> <p>3.9% 01.07.2008 3.9% 01.07.2009</p>	<p>A Full Bench of the NSW Industrial Relations Commission awarded a 6% increase effective 30 March 2005 and a further 6% effective 30 March 2006 in addition to the two interim increases awarded previously of 6% in August 2003 and 5% in August 2004.</p> <p>6.0% 27.08.2003 5.0% 27.08.2004 6.0% 30.03.2005 6.0% 30.03.2006</p>

Disparity in Rates

RN Level 1 highest weekly rate in the level 1 structure	public sector agreement rates ¹	federal system prior to WorkChoices		state system prior to WorkChoices		aged care collective agreement rates	% difference between public sector agreement and aged care collective agreement rates
		aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'	aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'		
		APCS (shown as a weekly rate) ²	transitional award	APCS (shown as a weekly rate) ³	state industrial relations commission adjustment		
Effective date							
01.07.05	1139.60	Employees covered by state award prior to WorkChoices		30.03.06 1088.50	1088.50	See footnote ⁴	4.7
01.07.06	1185.20			30.03.06 1088.50 01.12.06 1110.54			8.9 6.7
01.07.07	1232.60						11.0
01.07.08	1280.70			1110.54			14.8
01.07.09	1330.60			01.10.07 1115.68 01.10.08 1137.34			10.5 12.6 17.0

- ¹ Rates for 2005-2008 from the Public Hospital Nurses (State) Award based on NSW IRC binding recommendation. Matter No. IRC 2247 of 2005.
Rates from 2008 from the Public Hospital Nurses (State) Award pending ratification.
- ² Includes Australian Fair Pay Commission (AFPC) Determination No. 1/2006 providing for an increase of \$27.36 per week for weekly rates up to and including \$700 per week and \$22.04 per week for weekly rates above \$700 per week effective 1 December 2006.

AFPC decision 5/2007 provides for a \$10.26 per week increase for weekly rates up to \$700.00 per week and a \$5.30 per week increase for weekly rates above \$700.00 per week effective 1 October 2007.
AFPC Wage-Setting Decision 2/2008 provides for a \$21.66 per week increase effective 1 October 2008.
- ³ Rates from the Nursing Homes & C., Nurses' (State) Award (NAPSA).
- ⁴ Rates in the State award (with and without the AFPC adjustment) are the relevant rates at this stage.

QUEENSLAND

PUBLIC SECTOR	PRIVATE AGED CARE SECTOR
<p>Nurses (Queensland Health) Certified Agreement (EB6) 2006 [No. CA244 of 2006]</p> <p>Nurses (Mater Misericordiae Public Hospitals, Brisbane) Workplace Agreement 2006</p> <ul style="list-style-type: none"> ▪ 3.5% or \$26.25 whichever is the greater payable from 27 March 2006 ▪ 4% or \$30 per week, whichever is the greater payable from 26 October 2006 ▪ 4% or \$30 per week, whichever is the greater payable from 1 July 2007 ▪ 4% or \$30 per week, whichever is the greater payable from 1 July 2008 ▪ 3.5% or \$26.25, whichever is the greater payable from 1 December 2008 	<p>The majority of aged care facilities are now covered by a number of collective agreements with varying outcomes. The remainder of the industry pay according to the Nurses' Aged Care Award - State 2005 (NAPSA).</p> <p>Recent agreements lodged in aged care include:</p> <ul style="list-style-type: none"> ▪ Blue Care/Wesley Mission Brisbane QNU/ANF Workplace Agreement No 6 which provides for two 4% increases in 2008 and 5% increases in 2009 and 2010. ▪ Regis Group Pty Ltd Registered Nurses, Enrolled Nurses and Assistant Nurses Qld Agreement 2008 which provides for 14% increase for RNs and ENs and just under 10% for ANs in two years. ▪ Ozcare Nurses Union Collective Agreement 2008 which provides for the following increases: AINs 12%, ENs 13.5% and RNs 15.5% over two years

Disparity in Rates

RN Level 1 highest weekly rate in the level 1 structure	public sector agreement rates ¹	federal system prior to WorkChoices		state system prior to WorkChoices		aged care collective agreement rates ⁴	% difference between public sector agreement and aged care collective agreement rates
		aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'	aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'		
		APCS (shown as a weekly rate)	transitional award	APCS (shown as a weekly rate) ²	state industrial relations commission adjustment ³		
Effective date							
27.03.06	1061.70	Employees covered by State award prior to WorkChoices		851.94	N/A	949.79	16.3
26.10.06	1104.17						
01.07.07	1148.34					968.79	18.5
01.07.08	1194.28			01.10.07 857.28		01.12.07 988.17	16.2
01.12.08	1236.08			01.10.08 878.94		01.09.08 1037.58	15.1
						01.07.09 1089.46	19.1
						01.07.10 1143.93	13.5

¹ Rates for 2006 to 2008 from the Nurses (Queensland Health) Certified Agreement (EB6) 2006 and the Nurses (Mater Misericordiae Public Hospitals, Brisbane) Workplace Agreement 2006.

² Rates from Nurses' Aged Care Award—State (NAPSA). Includes Australian Fair Pay Commission (AFPC) Determination No. 1/2006 providing for an increase of \$27.36 per week for weekly rates up to and including \$700 per week and \$22.04 per week for weekly rates above \$700 per week effective 1 December 2006.

AFPC decision 5/2007 provides for a \$10.26 per week increase for weekly rates up to \$700.00 per week and a \$5.30 per week increase for weekly rates above \$700.00 per week effective 1 October 2007. AFPC Wage-Setting Decision 2/2008 provides for a \$21.66 per week increase effective 1 October 2008.

³ Not applicable to aged care employers in Queensland.

⁴ The Good Shepherd Home Certified Agreement 2005 (CA/2005/435) The Good Shepherd Home Union Collective Agreement 2008 (Ag. No. 095903703) NB: The Blue Care - QNU Certified Agreement (No. 5) 2005 (No. CA 643 of 2005) previously used for purposes of this section has been replaced by the Good Shepherd agreement because the wage rates sit mid-range in aged care agreements in Queensland.

AUSTRALIAN CAPITAL TERRITORY

PUBLIC SECTOR	PRIVATE AGED CARE SECTOR
<p>The ACT Public Sector Nursing Staff and Midwifery Staff Union Collective Agreement 2007-2009 provides:</p> <p style="margin-left: 40px;">12.0% over 2.5 years: 4.50% 22.03.2007 3.75% 06.03.2008 3.75% 05.03.2009</p>	<p>Currently, the wages and conditions for nurses employed in aged care facilities are based on either the Nurses Private Employment (ACT) Award 2002; an Enterprise Bargaining Agreement or over award payments.</p> <p>Negotiations are continuing with employers for new EBAs to replace and extend EBAs across the industry.</p>

Disparity in Rates

RN Level 1 highest weekly rate in the level 1 structure	public sector agreement rates ¹	federal system prior to WorkChoices		state system prior to WorkChoices		aged care collective agreement rates ⁴	% difference between public sector agreement and aged care collective agreement rates
		aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'	aged care employer 'constitutional corporation'	aged care employer non 'constitutional corporation'		
		APCS (shown as a weekly rate) ²	transitional award ³	APCS (shown as a weekly rate)	state industrial relations commission adjustment		
Effective date 01.06.06	1139.69	815.61	N/A	Federal system operates exclusively in the ACT		870.47	30.9
22.03.07	1190.97	820.91				17.09.07 1088.50	9.4
06.03.08	1235.64					01.07.08 1126.60	9.7
05.03.09	1281.99	842.57				01.07.09 1166.03	10.0
23.09.09	1310.83						12.4

¹ Rates for 2004 to 2007 from the ACT Public Sector Nursing Staff Agreement 2004-2007. Rates for 2007 to 2009 from the ACT Public Sector Nursing Staff and Midwifery Staff Union Collective Agreement 2007-2009 .

² Includes Australian Fair Pay Commission (AFPC) Determination No. 1/2006 providing for an increase of \$27.36 per week for weekly rates up to and including \$700 per week and \$22.04 per week for weekly rates above \$700 per week effective 1 December 2006.

AFPC decision 5/2007 provides for a \$10.26 per week increase for weekly rates up to \$700.00 per week and a \$5.30 per week increase for weekly rates above \$700.00 per week effective 1 October 2007. AFPC Wage-Setting Decision 2/2008 provides for a \$21.66 per week increase effective 1 October 2008.

³ AIRC Supplementary Decision—Transitional awards do not apply in the Territories PR977234.

⁴ Anglican Retirement Services - Brindabella Gardens, Australian Nursing Federation Enterprise Agreement 2002-2004.

Calvary Retirement Community Canberra and the Australian Nursing Federation (ACT Branch) Union Greenfields Agreement 2007-2010

PART 5

NURSING CLASSIFICATION AND SECTOR COMPARISONS

This part of *Nurses PAYCHECK* provides weekly wage rate information for key nursing classifications found in both federal and state collective agreements.

The information provides a comparative analysis between nursing employment sectors, agreements and between the states and territories. These comparisons are based on the nearest equivalent classification pertaining to the state or territory.

Please note that information relating to the weekly rates of pay contained in State and Federal awards prior to changes to the Workplace Relations Act is no longer provided as part of this analysis.

The complexities of the legislation, particularly changes to the award system and the application of different transitional arrangements depending on the nature of the business entity or organisation and the relevant pre WorkChoices industrial instrument prevents a general comparison.

Further detail in relation to the changes are included on page 31.

The wages rates included for the private hospital and aged care sectors reflect either federal or state agreements and where possible, are provided as representative of the sector in that state or territory.

For further information contact the Federal Office of the ANF or the relevant ANF State or Territory Branch (see pages 45 and 46) for contact details.

NURSES WAGE RATES - INTERSTATE COMPARISON As at 1 December 2009

VICTORIA

Sector	AIN Yr 5	EN Yr 5	RN 1 Top increment	RN 2.2	RN 3A.2	RN 4A.1	RN 5.2 (51-200 beds)
Public Sector EBA	N/A	858.60	1201.40	N/A	1263.70	1369.90	1488.20
Private Sector EBA (Healthscope) (Previously Affinity Health)	N/A	827.50	1158.00	N/A	1218.00	1320.30	1434.30
Aged Care EBA (Good Shepherd Aged Serv)	N/A	853.39	1166.37	N/A	1211.41	1300.50	1400.99
\$ Diff b/w max & min	N/A	31.10	43.40	N/A	52.29	69.40	87.21
% Diff b/w max & min	N/A	3.7%	3.7%	N/A	4.3%	5.3%	6.2%

SOUTH AUSTRALIA

Sector	AIN Yr 5	EN Yr 5	RN1 Top Increment	RN 2.2	RN 3.2	RN 4.1	RN 5.2
Public Sector EBA	N/A	With Diploma 873.10 Without Diploma 908.70	1256.25	1319.05	1612.20	1664.55	2051.85
Private Sector EBA (Modbury Hosp)	N/A	With Diploma 873.10 Without Diploma 908.70	1256.25	1319.05	1612.20	1664.55	2051.85
Aged Care EBA (Anaster Residential Care)	N/A	With Diploma 797.10 Without Diploma 766.45	1062.20	1103.50	1230.20	1360.10	1534.35
\$ Diff b/w max & min	N/A	142.25	194.05	215.55	382.00	304.45	517.50
% Diff b/w max & min	N/A	18.5%	18.2%	19.5%	31.0%	22.4%	33.7%

WESTERN AUSTRALIA

Sector	AIN Yr 5	EN Yr 5	RN1 Top Increment	RN 2.2	SRN 3 RN 3.2	SRN 4 RN 4.1	SRN 5 RN 5.2
Public Sector EBA	N/A	N/A	1244.70	1310.00	1642.00	1695.00	1749.00
Private Sector EBA (Hollywood Priv Hosp) (Ramsay)	N/A	N/A	1244.70	1310.03	1525.88	N/A	N/A
Aged Care EBA (Aegis)	N/A	N/A	1126.24	1179.18	N/A	N/A	N/A
\$ Diff b/w max & min	N/A	N/A	118.46	130.82	116.12	N/A	N/A
% Diff b/w max & min	N/A	N/A	10.5%	11.1%	7.6%	N/A	N/A

NORTHERN TERRITORY

Sector	AIN Yr 5	EN Yr 5 N1 Yr 5	RN1 Top Increment N2 Yr 7	RN 2.2 N3 Yr 2	RN 3A.2 N4 Yr 2	RN 4.1 N6 Yr 1	RN 5.2 N7
Public Sector EBA	N/A	963.73	1275.03	1381.36	1529.82	1789.30	2010.11
Private Sector EBA (Darwin Private Hosp)	N/A	844.39	1117.11	1210.29	1340.37	1455.87	N/A
Aged Care EBA (Masonic Homes Inc.)	N/A	791.69	1112.01	1139.54	1270.69	N/A	N/A
\$ Diff b/w max & min	N/A	172.04	163.02	241.82	259.13	333.43	N/A
% Diff b/w max & min	N/A	21.7%	14.6%	21.2%	20.4%	22.9%	N/A

NURSES WAGE RATES - INTERSTATE COMPARISON

As at 1 December 2009

QUEENSLAND

Sector	Gr 1.5 AIN Yr 5	Gr 3.5 EN Yr 5	Gr 5.7 RN 1 Yr 8	Gr 6.2 RN 2.2	Gr 7.2 RN 3.2	Gr 9.1 RN 4.1	Gr 10.2 RN 5.2
Public Sector EBA	860.85	917.45	1291.65	1344.85	1688.15	1899.95	1941.75
Private Sector EBA (Greenslopes)	N/A	875.98	1235.69	1285.46	1464.12	1692.63	N/A
Aged Care EBA (Good Shepherd)	713.69	824.09	1089.45	1114.31	1228.92	N/A	N/A
\$ Diff b/w max & min	147.16	93.36	202.20	230.54	459.23	207.32	N/A
% Diff b/w max & min	20.6%	11.3%	18.5%	20.6%	37.3%	12.2%	N/A
Aged Care Award & Good Shepherd Equivalent Classifications	AIN L.2.1	EN L2.1	RN L1.4	RN L2.1	RN L3.1	RN L4.1	RN L5.2

NEW SOUTH WALES

Sector	AIN Yr 5	EN Yr 5	RN 1 Yr 8	CNS Gr 1	CNC Gr 1	RN 4.1	RN 5.2
Public Sector EBA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Public Sector Award	747.20	909.50	1330.60	1384.70	1638.80	N/A	N/A
Private Sector EBA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Private Sector Award (APCS)	662.72	783.18	1123.28	1166.98	1423.48	N/A	N/A
Aged Care EBA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Aged Care Award (APCS)	670.70	793.06	1137.34	1182.18	1387.38	N/A	N/A
\$ Diff b/w max & min	84.48	126.32	207.32	217.72	251.42	N/A	N/A
% Diff b/w max & min	12.7%	16.1%	18.4%	18.6%	18.1%	N/A	N/A

TASMANIA

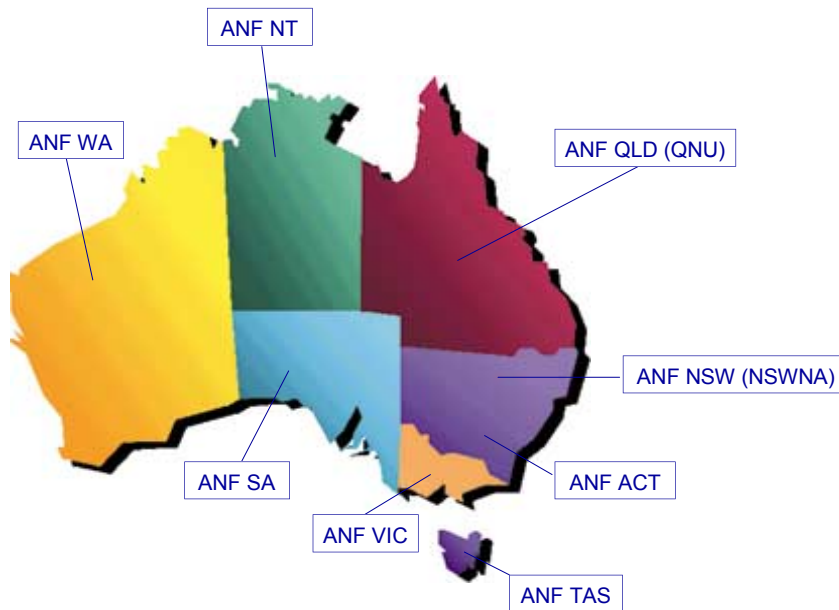
Sector	AIN Yr 5	L1 Yr 3 (EN Yr 5)	RN1 Yr 8	RN 2.2	RN 3.2	RN 4.1	RN 5.2
Public Sector EBA	N/A	890.35	1246.96	1275.92	1465.88	1659.98	1768.71
Private Sector EBA (Healthscope Hobart Nurses)	N/A	922.78	1247.24	1322.33	1508.63	N/A	N/A
Aged Care EBA (Southern Cross Care)	N/A	826.01	1116.45	1183.67	1318.14	1540.00	1657.67
\$ Diff b/w max & min	N/A	96.77	130.79	138.66	190.49	119.98	111.04
% Diff b/w max & min	N/A	11.7%	11.7%	11.7%	14.4%	7.8%	6.7%

AUSTRALIAN CAPITAL TERRITORY

Sector	AIN Yr 5	EN Yr 5	RN1 Top Increment	RN 2.2	RN 3.2	RN 4.1	RN 5.2
Public Sector EBA	N/A	938.66	1310.83	1392.65	1600.64	1773.02	1898.69
Private Sector EBA (John James Memorial Hosp)	N/A	918.00	1281.99	1362.00	1565.43	1734.00	N/A
Aged Care EBA (Baptist Community Services))	N/A	820.42	1189.78	1237.66	N/A	N/A	N/A
\$ Diff b/w max & min	N/A	118.24	121.05	154.99	35.21	39.02	N/A
% Diff b/w max & min	N/A	14.4%	10.1%	12.5%	2.2	2.2	N/A

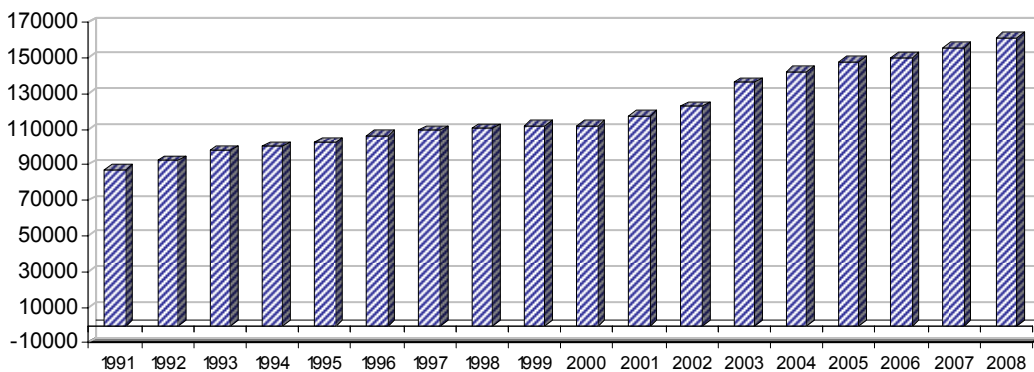
ABOUT THE ANF

The Australian Nursing Federation is the national union for nurses in Australia. The Federation was established in 1924 and is comprised of a national office and branches in all states and territories. Four of the branches are also state registered unions – New South Wales (the NSW Nurses' Association); Queensland (the Queensland Nurses' Union); Western Australia (the Industrial Union of Workers Perth); and South Australia (the Australian Nursing Federation South Australia). New South Wales and Queensland state registered unions did not join the Federation until 1986.



Over the last decade the Australian Nursing Federation has shown a steady increase in membership.

Figure 3
Australian Nursing Federation Membership 1991-2008



Source: Branch Declared Membership 31 December each year.

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