

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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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 on 28 March 2008³ 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*.

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 2005*.

According to the AIHW, there were 285,620 nurses licensed⁴ in Australia in 2005. Of these, 230,578 (81%) were registered nurses and 55,042 (19%) were enrolled nurses.⁵

Not all licensed nurses are employed in nursing, however 89.7% of registered nurses and 87.4% of enrolled nurses are in the nursing workforce. Of these 95.8% were employed in nursing; 1.2% were looking for work in nursing; and 2.9% were on extended leave. Of those nurses not in the nursing workforce, 45.7% were not employed; 47.6% were employed elsewhere; and 6.8% were overseas.⁶

Table 1
Registered and enrolled nurse workforce Australia 1993-2005

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

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

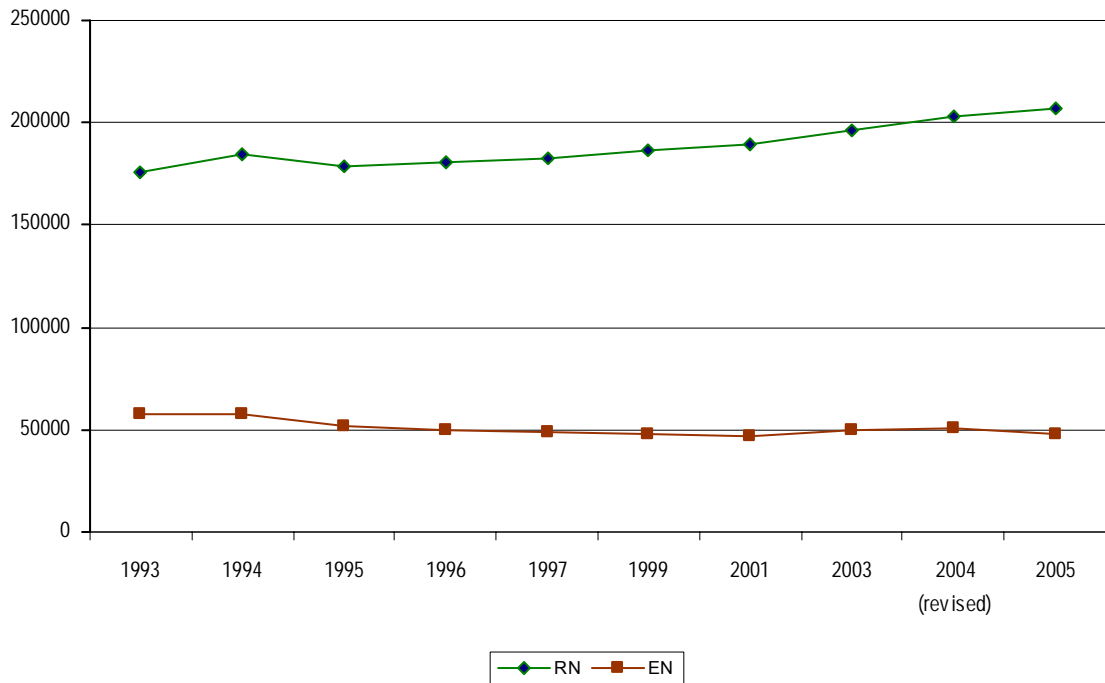
Note: The AIHW have revised figures used for 2004. Further information is available on their website.

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

⁵ AIHW 2008 *Nursing and Midwifery Labour Force 2005* p.6

⁶ Ibid p.8

Figure 1
Registered and Enrolled Nurse Workforce Australia 1993-2005



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

Table 2
Nursing Workforce 1993-2005

Year	1993	1994	1995	1996	1997
In Workforce	232 603	242 225	231 163	230 519	231 892
Not in Workforce	38 117	26 745	27 996	25 085	23 659
% of RNs & ENs not in workforce	14.1	9.9	10.8	9.8	9.3
Year	1999	2001	2003	2004	2005
In Workforce	233 982	236 562	245 531	253 592	254 956
Not in workforce	22 956	23 513	27 846	29 110	30 663
% of RNs & ENs not in workforce	8.9	9.0	10.2	10.3	10.7

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

The 2005 data shows that the largest proportion of nurses were employed in clinical practice (91.2% of registered nurses and 91.5% of enrolled nurses).⁷ Of these, 31.5% were employed in the clinical practice areas of medical and surgical nursing; 15.3% were employed in gerontology; 14.4% in intensive care; 8.4% in maternity care; 7.5% in operating theatres; 6.3% in community health; and 5.7% in mental health.⁸

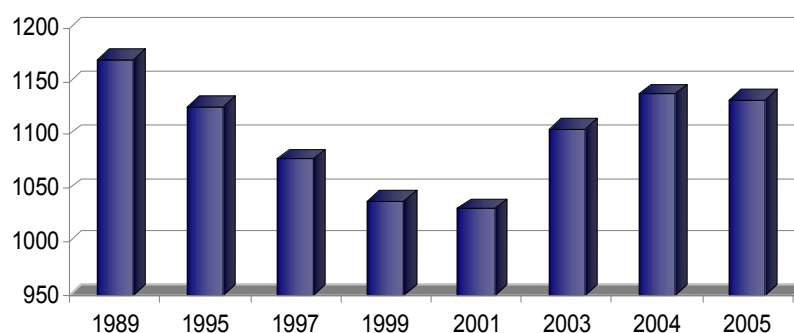
Approximately 59.0% of employed nurses work in public and private acute hospitals; 13.3% in residential aged care facilities; 9.0% in a community setting; 4.3% in psychiatric hospitals/mental health services and 14.4% in other nursing areas.⁹

Two thirds or about 62.6% of all employed nurses work in capital cities or metropolitan areas; 31.2% in rural centres; and 2.2% in remote areas. Nurse numbers in rural areas and remote areas rose by 15.7% and 13.3% respectively while population growth was 2.9% and 0.6% 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 1031 (FTE) in 2001 to 1133 (FTE) nurses per 100,000 population in 2005. This was due to both a 7.1% increase in the number of employed nurses and a 7.5% 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 2005 FTE figure of 1133 FTE nurses per 100,000 population figure is below the FTE figure for 2004 (1138) and well below the figure for 1989 (1171).¹³

Figure 2
Employed nurses per 100,000 population 1989-2005



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.

⁷ AIHW 2008 *Nursing and Midwifery Labour Force 2005* p.6

⁸ AIHW 2008 - Additional tables

⁹ AIHW 2008 op cit p.19

¹⁰ AIHW 2008 op cit p.12

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 2008 *Nursing and Midwifery Labour Force 2005* p.20

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

The nursing workforce in Australia is also ageing. In 2005, the average age for registered nurses was 45.0 years and for enrolled nurses it was 45.5 years. The proportion of nurses aged 45 years or over increased to 55.3% of the nursing workforce, with 19.1% over the age of 55 years.¹⁴

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 7.9% of the total national nursing workforce in 2005 (down from 8.4% in 2001).¹⁵

Patient separations in acute public hospitals have remained relatively stable at 45 patient separations per full time equivalent nurse in 2006-2007.¹⁶

Nurses in Australia continue to turn to part time and casual work in an effort to manage their workloads. In 2005, 49.8% of nurses worked part-time (48.2% of the registered nurse workforce and 56.6% of the enrolled nurse workforce). The average number of hours worked per week however increased slightly from 32.8 hours in 2004 to 33 hours in 2005 (33.3 hours for registered nurses and 31.6 hours for enrolled nurses).¹⁷

There has been an increase in the number of people completing undergraduate nursing courses each year between 2002 and 2007.¹⁸ 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. Currently just over 6,000 registered nurses graduate each year. The same report also estimated that new enrolled nurse requirements were between 5,734 and 6,201 in 2010.

Table 3
Undergraduate Course Completions 2000-2007

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

Source: Department of Education, Science and Training Higher Education Statistics Collection, Student Tables 2000-2007

¹⁴ AIHW 2008 *Nursing and Midwifery Labour Force 2005* p.9 and additional tables

¹⁵ AIHW 2008 *ibid* p.9

¹⁶ AIHW 2008 *Australian Hospital Statistics 2006-07* p.22 and p.41

¹⁷ AIHW 2008 *Nursing and Midwifery Labour Force 2005* pp. 13, 14 and 15

¹⁸ Department of Education, Science and Training Higher Education Statistics Collection, Student Tables 2000-2007

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 current legislative framework governing industrial relations

The Workplace Relations Amendment (WorkChoices) Act 2005 and the Workplace Relations Regulations 2006 commenced on 27 March 2006 introducing the most significant changes to the regulation of industrial relations in Australia since 1904, when the federal industrial relations system was established. The changes rely on the corporations' power in the Australian Constitution to increase the coverage and change the content of the federal industrial relations system. Following the election of the Labor government in November 2007 further changes to industrial relations laws are proposed. *The Workplace Relations Amendment (Transition to Forward with Fairness) Act 2008*, commenced on 28 March 2008 and is the first step in the government's foreshadowed substantive reform of the industrial relations system.

Coverage of federal system

With a view to creating a single national industrial relations system, the current federal system covers all constitutional corporations and their employees. The various state industrial relations systems are excluded from covering these employers and employees. While the definition of a constitutional corporation is unclear, the federal industrial relations system potentially covers up to 85 per cent of employees in Australia, although coverage is lower in some states (for example about 75 per cent of employees in NSW). It is expected that coverage of both the federal and state industrial relations systems will be settled by 1 January 2010.

Changes to minimum and award wages

Award wages are currently adjusted by the Australian Fair Pay Commission (AFPC), rather than through the annual national wage cases of the Australian Industrial Relations Commission. The AFPC operates according to different parameters, undertaking research and consulting with relevant stakeholders rather than arbitrating in the context of competing claims by unions, employer organisations and government. Changes to the function of the AFPC following the commencement of the *Workplace Relations Amendment (Transition to Forward with Fairness) Act 2008* on 28 March 2008 confine the functions of the AFPC to:

- undertaking annual minimum wage reviews;
- adjusting wage rates in existing Australian pay and Classifications Scales as a result of those reviews; and
- adjusting the Federal Minimum Wage.

Changes to award conditions

Pre-reform awards currently do not contain rates of pay, classifications or career structures. However, the new government's recent amendments include a request to the AIRC to commence the process of award modernisation which, in combination with new legislative standards, will become the new minimum safety net of wages and conditions commencing 1 January 2010.

Changes to legislative conditions

There are currently four legislated minimum conditions:

- 38 hours maximum ordinary hours of work;
- four weeks annual leave plus an additional one week for qualifying shift workers;
- ten days personal/carer's and two days compassionate leave; and
- fifty two weeks unpaid parental leave.

These four conditions, together with minimum wages, comprise the Australian Fair Pay and Conditions (AFPC) Standard. The conditions in this Standard form part of the 'safety net' and apply to all employees covered by the federal industrial relations system. The government has proposed a set of new legislated minimum conditions comprising ten National Employment Standards applicable to all employees covered by the federal system commencing from 1 January 2010.²¹

Workplace agreements

Workplace agreements lodged with the Workplace Authority prior to 7 May 2007 did not have to pass a 'no disadvantage test' and were only required to comply with a minimum wage and the four minimum conditions in the AFPC standard.

Following the commencement of the *Workplace Relations Amendment (A Stronger Safety Net) Act 2007*, workplace agreements were subject to a Fairness Test requiring the Workplace Authority to be satisfied that fair compensation had been provided for modifying or removing any or all protected award conditions.

The "Transition to Forward with Fairness" legislation operating from 28 March 2008 introduced a new 'no disadvantage test' requiring all agreements to be assessed by the Workplace Authority against all provisions of the relevant award. Agreements must also comply with the current AFPC Standard.

The legislation also prevents the making of new industrial agreements known as Australian Workplace Agreements (AWAs) and establishes transitional individual instruments - Individual Transitional Employment Agreements (ITEAs) which are only available in limited circumstances.

Further changes

Further changes to the industrial relations legislation will be implemented in the government's substantive Bill introduced into Parliament in November 2008. This includes:

- the scope of the federal laws and framework of the Act;
- rights to representation, collective bargaining, information and consultation;
- good faith bargaining;
- unfair dismissal;
- the establishment of Fair Work Australia;
- maintenance of the safety net; and
- enforcement and compliance.

²¹ Department of Education, Employment and Workplace Relations, National Employment Standards Exposure Draft Discussion Paper available at www.workplace.gov.au

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	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 Gr1 yr 4 RN3 Gr1 yr 5			Band C	RN3 yr 4	RN3 yr 4	RN3B yr 2		
NUM 1 NUM 2 NUM 3	RN3 Gr2 yr 1 RN4 Gr 1 RN4 Gr 2 RN4 Gr 3		N5 yr 1 N5 yr 2	RN4 Gr 1 RN4 Gr 2 RN4 Gr 3	RN4 Gr 1 RN4 Gr 2 RN4 Gr 3	RN4 Gr 1 RN4 Gr 2 RN4 Gr 3	RN4A yr 1 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					RN4B yr 2 RN4B yr 3		
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	RN7 < 13 beds RN7 13- 24 beds RN7 25- 50 beds RN7 51-100 beds RN7 101-200 beds
Nurse Manager 2	RN5 Gr 2	NO5 yr 1		RN5 Band A	RN5 Gr 2	RN5 Gr 2	RN5 201-400 beds RN5 401-600 beds RN5 600+ 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	
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	RN5 Gr 4			
Nurse Manager 5		NO6							
Nurse Manager 6	RN5 Gr 5	NO7	N7	RN5 Band D	RN5 Gr 5	RN5 Gr 5			
Nurse Manager 7		NO8							
Nurse Manager 8	RN5 Gr 6	NO9		RN5 Band E RN5 Gr 5 RN5 Gr 6	RB5 Gr 6	RN5 Gr 6			
Nurse Manager 9			N8						
Nurse Educator yr 1 Nurse Educator yr 2 Nurse Educator yr 3 Nurse Educator yr 4	RN3 yr 1 RN3 yr 2 RN3 yr 3 RN3 yr 4 RN3 yr 5		N4 yr 1 N4 yr 2 N5 yr 1 N5 yr 2	RN3A yr 1 RN3A yr 2 RN3B RN3C	Nurse Ed yr 1 Nurse Ed yr 2 Nurse Ed yr 3 Nurse Ed yr 4	RN4A yr 1 RN4A yr 2 RN4B yr 1 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	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	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 1 RN2 yr 2 RN2 yr 2	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	RN3A yr 1 RN3A yr 2 RN3A yr 3 RN3A yr 4		RN3A yr 1 RN3A yr 2 RN3B yr 1 RN3B yr 2	
CNE											

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 March 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, in the case of New South Wales, Tasmania and Queensland, 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/RM Level 1	RN Level 1	RN/RM	Nurse 2	RN Level 1	RN Level 1	RN 1	RN Grade 2
	Year 1: 911.90	Year 1: 914.45	Gr Band Paypoint	Year 1: 926.66	RN/RM 1/1: 901.60	Re-entry : 884.16	Level 1: 909.00	Year 1: 879.00 (Graduate Entry)
	Year 2: 961.60	Year 2: 951.62	5 N/A	Year 2: 976.56	RN/RM 1/2: 931.65	Year 1: 905.95	Level 2: 946.00	Year 2: 913.00
	Year 3: 1011.20	Year 3: 992.49	(NO1)	Year 3: 1026.44	RN/RM 1/3: 971.75	Year 2: 947.74	Level 3: 983.00	Year 3: 947.20
	Year 4: 1064.50	Year 4: 1041.18	2: 1007.50	Year 4: 1076.34	RN/RM 1/4: 1011.80	Year 3: 989.52	Level 4: 1023.00	Year 4: 981.30
	Year 5: 1117.20	Year 5: 1089.77	3: 1053.10	Year 5: 1134.48	RN/RM 1/5: 1051.90	Year 4: 1031.35	Level 5: 1064.00	Year 5: 1015.50
	Year 6: 1169.90	Year 6: 1138.39	4: 1098.75	Year 6: 1178.11	RN/RM 1/6: 1091.95	Year 5: 1074.80	Level 6: 1106.00	Year 6: 1049.50
	Year 7: 1230.10	Year 7: 1187.02	5: 1144.55	Year 7: 1225.99	RN/RM 1/7: 1132.05	Year 6: 1114.92	Level 7: 1151.00	Year 7: 1083.60
	Year 8: 1280.70	Year 8: 1236.64	6: 1190.35		RN/RM 1/8: 1172.10	Year 7: 1156.66	Level 8: 1197.00	Year 8: 1110.20
	CN/MS		7: 1236.05		RN/RM 1/9: 1202.15	Year 8: 1189.84	Level 9: 1197.00	Year 9: 1137.00
	Grade 1, Year 1: 1332.70							Year 10: 1163.60
	Grade 2, Year 1: 1431.70				Nurse Specialist	COM/FCH Nurse		
	Grade 2, Year 2: 1478.50				RN/RM 1/5: 1081.95	Year 1: 1073.09		
	CN/MC				RN/RM 1/6: 1122.00	Year 2: 1156.66		
	(appointed prior to 31/12/99)				RN/RM 1/7: 1172.10	Year 3: 1198.51		
	1638.80				RN/RM 1/8: 1202.15	Year 4: 1226.39		
	CN/MC Grade 1				RN/RM 1/9: 1232.20	Year 5: 1254.23		
	Year 1: 1602.00					Year 6: 1282.11		
	Year 2: 1634.80							
	CN/MC Grade 2	RN Level 2	CN/CM	Nurse 3	Clinical Nurse/Midwife (Level 2)	RN Level 2	RN 2	
	Year 1: 1667.20	Year 1: 1286.22	Gr Band Paypoint	Year 1: 1277.15	CN/M 2/1: 1051.90	Year 1: 1198.51	Level 1: 1234.00	
	Year 2: 1700.20	Year 2: 1312.77	6 N/A	Year 2: 1328.24	CN/M 2/2: 1091.95	Year 2: 1226.39	Level 2: 1259.00	
		Year 3: 1339.26	(NO2)	Year 3: 1364.57	CN/M 2/3: 1132.05	Year 3: 1254.23	Level 3: 1285.00	
	CN/MC Grade 3	Year 4: 1365.75	3: 1316.85		CN/M 2/4: 1172.10	Year 4: 1282.11	Level 4: 1311.00	
	Year 1: 1765.50		4: 1346.85		CN/M 2/5: 1202.15			
	Year 2: 1798.40				CN/M 2/6: 1242.20			
					CN/M 2/7: 1262.25	CNS		CNS
	N/MUM I: 1606.50				CN/M 2/8: 1282.30	Year 1: 1365.68		1197.70
	N/MUM II: 1682.80				CN/M 2/9: 1302.35	Year 2: 1378.72		
	N/MUM III: 1728.10				Associate Clinical Service Co-ordinator (Level 2)			
					RN/RM 2/1: 1242.20			
	CN/ME				RN/RM 2/2: 1262.25			
	Year 1: 1386.60				RN/RM 2/3: 1282.30			
	Year 2: 1431.70				RN/RM 2/4: 1302.35			

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: 1478.41	7 N/A 1: 1545.60	Year 1: 1421.23	RN/RM 3/1 1492.70	Year 1: 1376.74	Level 1: 1482.00	Year 1: 1211.80
	Year 2: 1508.83	(NO4) 2: 1615.80	Year 2: 1470.97	RN/RM 3/2 1542.75	Year 2: 1408.96	Level 2: 1530.00	Year 2: 1223.90
	Year 3: 1539.24	3: 1656.15	Year 3: 1526.89		Year 3: 1441.29	Level 3: 1579.00	RN Grade 3B
				Nurse Midwife Clinical Service Coordinator Clinical Practice Consultant Education Facilitator Management Facilitator Nurse Practitioner (Level 4)	Year 4: 1473.64	Level 4: 1629.00	Year 1: 1243.30
		Nurse Practitioner	Nurse 5			Level 5: 1682.00	Year 2: 1260.10
		Gr Band Paypoint	Year 1: 1565.06		NUM	Level 6: 1789.00	
	RN Level 3 Gr 2	8 N/A 1: 1741.20	Year 2: 1630.79			Level 7: 1902.00	ANUM
	Year 1: 1671.31	2: 1784.70		RN/RM 4/1: 1592.85	Year 1: 1473.64	Level 8: 2023.00	Year 1: 1267.00
Nurse/Midwifery Practitioner	Nurse Practitioner	ADON/ND		RN/RM 4/2: 1632.95	Year 2: 1508.49	Level 9: 2138.00	Year 2: 1294.70
Year 1: 1765.50	1789.80	Gr Band Paypoint				Level 10: 2259.00	
Year 2: 1798.40		9 1(NO5) 1: 1818.15					RN Grade 4A
Year 3: 1844.30		2: 1906.65		Nursing/Midwife Director (Level 5)			Year 1: 1326.80
Year 4: 1890.50	RN Level 4	2(NO6) 1: 2035.50	Nurse 6		RN Level 4		Year 2: 1353.40
	Grade 1: 1671.31	3(NO7) 1: 2241.70	Year 1: 1720.48	RN/RM 5/1: 1753.15	Grade 1: 1595.53		RN Grade 4B
	Grade 2: 1789.80	DON	Year 2: 1789.32	RN/RM 5.2: 1963.50	Grade 2: 1717.44		Year 1: 1385.30
	Grade 3: 1908.17				Grade 3: 1839.35		Year 2: 1413.10
Nurse Midwifery Educator		Gr Band Paypoint		Director of Nursing (Level 6)			NUM
		10 1(NO4 DON) 1: 1777.45					Year 1: 1482.80
Gr 1 Yr 1: 1557.60		2: 1858.15					Year 2: 1519.20
							Year 3: 1555.20
Gr 2 Yr 2: 1602.00	RN Level 5	3: 1940.40	Nurse 7	RN/RM 6/1 1753.15	RN Level 5		RN Grade 5
E/ees on N/ME Yr 4: 1638.80 (as at 1/7/08)	Grade 1: 1671.31	2(NO5) 1: 1818.15	Year 1: 1932.80	RN/RM 6/2 1853.30	Grade 1: 1595.51		Beds Rates
	Grade 2: 1789.80	2: 1906.65	Year 2: 2002.08	RN/RM 6/3 1963.50	Grade 2: 1700.03		13-50 1412.80
Gr 2 Yr 1: 1667.20	Grade 3: 1908.17	3(NO6) 1: 2035.50		RN/RM 6/4 2053.70	Grade 3: 1839.33		51-200 1441.40
Gr 2 Yr 2: 1700.20	Grade 4: 2043.52	4(NO7) 1: 2241.70	Nurse 8	RN/RM 6/5 2143.85	Grade 4: 1978.68		201-400 1498.20
Gr 3 Yr 1: 1765.50	Grade 5: 2280.48		Year 1: 1963.20	RN/RM 6/6 2334.20	Grade 5: 2222.42		401-600 1555.30
Gr 3 Yr 2: 1798.40	Grade 6: 2517.35		Year 2: 2151.74	RN/RM 6/7 2564.60	Grade 6: 2466.22		601+ 1612.40

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)

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, subscribers may 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	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]	12.0% over 2.5 years: 4.50% 22.03.2007 3.75% 06.03.2008 3.75% 05.03.2009	22.09.2009
QLD	Nurses (Queensland Health) Certified Agreement (EB6) 2006 [No. CA244 of 2006] Nurses (Mater Misericordiae Public Hospitals, Brisbane) Workplace Agreement 2006	3.5% or \$26.25 whichever is the greater payable from 27 March 2006 4.0% or \$30 per week, whichever is the greater payable from 26 October 2006 4.0% or \$30 per week, whichever is the greater payable from 1 July 2007 4.0% 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	26.03.2009
NT	Northern Territory Public Sector Nurses' 2008-2011 Union Collective Agreement	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 [Agreement not lodged yet]	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* includes a new page providing an overview of residential aged care services 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). 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.

RESIDENTIAL AGED CARE SERVICES

and the employment of nursing staff²²



Number of aged care services

As at June 2007 there were 2,872 mainstream residential aged care services with 167,578 resident places.²³

Number of residential aged care places

30 June 1995	134,810
30 June 2005	161,765
30 June 2007	167,578

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 2007	87.0

Average number of places per facility

1998	46.4
2006	60.0
2007	58.0

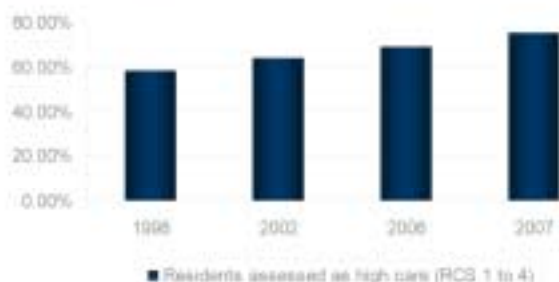
Resident characteristics

- 154,549 residents in residential aged care services at 30 June 2007
- Proportion of residents aged 85 years and over:

1999	49%
2006	53%
2007	54%
- Proportion of residents aged 80 years and over:

1998-1999	64.1%
2005-2006	70.9%
2006-2007	70.9%

Dependency levels



Numbers of registered and enrolled nurses:

1995	42,112
2005	34,031

- The number of registered nurses and enrolled nurses employed in residential aged care has dropped by at least 20% since 1995. Over the same time the number of residential aged care places has increased 26% and dependency levels of residents have continued to increase with 70% of residents (as at 30 June 2007) assessed as high care.
- The decline in the number of registered nurses was also highlighted in the AIHW Nursing Labour Force 2001 based on 1999 figures. It reported that the substantial skill loss resulting from the loss of registered nurses from this sector and the increase in dependency levels places further pressure on the residential aged care sector.

22. Sources:

AIHW 2000 Residential Aged Care Facilities in Australia 1998-99: A Statistical Overview.
 AIHW 2007 Residential Aged Care in Australia 2005-2006: A Statistical Overview.
 AIHW 2008 Residential Aged Care in Australia 2006-2007: A Statistical Overview.
 AIHW Nursing Labour Force 1999, 2001; 2002-2003
 AIHW Nursing and Midwifery Labour Force 2005.

23. Does not include 101 multi-purpose services and 29 services under the National Aboriginal and Torres Strait Islander Flexible Aged Care Program providing 32,133 and 360 residential care places respectively.

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			01.02.08 1047.89 01.08.08 1068.85	9.7 7.6
01.10.08	1163.60	829.54	829.40				5.4 8.9
01.10.09	1201.40						
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 has been lodged with the Workplace Authority. 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>The majority of residential aged care facilities pay according to the Private Hospitals and Nursing Homes Award, receiving only safety net adjustments. There are some agreements in place, however, they generally contain rates of pay only marginally above those in the Award.</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 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		See footnote ⁴	N/A
01.07.07	1150.40	820.94					
01.07.08	1196.40		820.90				
01.07.09	1244.30	842.60	842.60				

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 Relevant rate is pre WorkChoice award rate adjusted for the AFPC decision or by the AIRC if employer is not defined as a 'constitutional corporation'.

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.

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 style="padding-left: 40px;">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 style="padding-left: 40px;">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	849.30	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	01.09.07 873.90	01.12.07 988.17	16.2
01.12.08	1236.08			01.10.08 878.94	01.09.08 897.50	(new agreement pending)	

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 Includes \$19.40 per week State Wage Case adjustment from 1 September 2006. Includes \$24.60 per week State Wage Case adjustment from 1 September 2007. Includes \$23.60 per week State Wage Case adjustment from 1 September 2008.

⁴ The Good Shepherd Home Certified Agreement 2005 (CA/2005/435)
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	842.57				01.07.08 1126.60	9.7
05.03.09	1281.99					01.07.09 1166.03	10.0

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 new 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 March 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	831.60	1163.60	N/A	1223.90	1326.80	1441.40
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	25.89	8.37	N/A	12.49	26.30	39.41
% Diff b/w max & min	N/A	3.1%	0.7%	N/A	1.0%	2.0%	2.8%

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 835.50 Without Diploma 869.55	1202.15	1262.25	1542.75	1592.85	1963.50
Private Sector EBA (Modbury Hosp)	N/A	With Diploma 835.50 Without Diploma 869.55	1202.15	1262.25	1542.75	1592.85	1963.50
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	103.10	139.95	158.75	312.55	232.75	429.15
% Diff b/w max & min	N/A	13.4%	13.1%	14.3%	25.4%	17.1%	27.9%

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	1197.00	1259.00	1579.00	1629.00	1682.00
Private Sector EBA (Hollywood Priv Hosp) (Ramsay)	N/A	N/A	1196.84	1259.65	1467.20	N/A	N/A
Aged Care EBA (Baptistcare)	N/A	N/A	1022.27	1051.06	1124.32	N/A	N/A
\$ Diff b/w max & min	N/A	N/A	174.73	208.59	454.68	N/A	N/A
% Diff b/w max & min	N/A	N/A	17.0%	19.8%	40.4%	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	926.66	1225.99	1328.24	1470.97	1720.48	1932.80
Private Sector EBA (Darwin Private Hosp)	N/A	844.39	1117.11	1210.29	1340.37	1455.87	N/A
Aged Care EBA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
\$ Diff b/w max & min	N/A	82.27	108.88	117.95	130.60	264.61	N/A
% Diff b/w max & min	N/A	9.7%	9.7%	9.7%	9.7%	18.1%	N/A

NURSES WAGE RATES - INTERSTATE COMPARISON

As at 1 March 2009

QUEENSLAND

Sector	AIN Yr 5	EN Yr 5	NO1 Yr 7 RN 1 Yr 8	NO2 Yr 2 RN 2.2	NO3 Yr 2 RN 3.2	NO4 Yr 1 RN 4.1	NO5 Yr 2 RN 5.2
Public Sector EBA	823.80	877.95	1236.05	1286.95	N/A	1545.60	1906.65
Private Sector EBA (Greenslopes)	N/A	875.98	1235.69	1285.46	1464.12	1692.63	N/A
Aged Care EBA (Good Shepherd)	647.34	747.48	988.17	1010.72	1114.66	N/A	N/A
\$ Diff b/w max & min	176.46	130.47	247.88	276.23	349.46	147.03	N/A
% Diff b/w max & min	27.2%	17.4%	25.0%	27.3%	31.3%	9.5%	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	719.20	875.40	1280.70	1332.70	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	56.48	92.22	157.42	165.72	251.42	N/A	N/A
% Diff b/w max & min	8.5%	11.7%	14.0%	14.2%	18.1%	N/A	N/A

TASMANIA

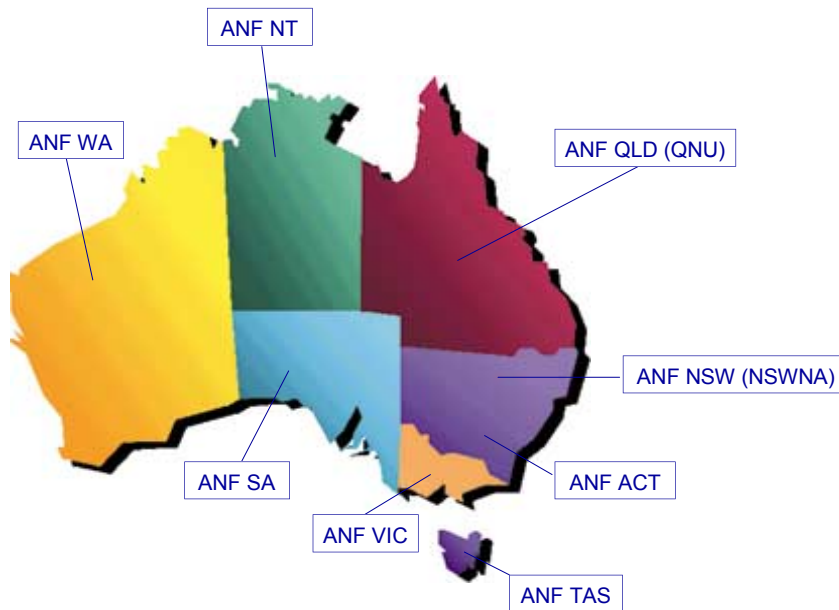
Sector	AIN Yr 5	L1 Yr 3 (EN Yr 5)	RN1 Yr 8	RN 2.2	RN 3.2	RN 4.1	RN 5.2
Public Sector EBA	N/A	855.76	1189.84	1226.39	1408.96	1595.53	1700.03
Private Sector EBA (Healthscope Hobart Nurses)	N/A	891.58	1205.06	1277.62	1457.61	N/A	N/A
Aged Care EBA (Southern Cross Care)	N/A	826.01	1116.45	1183.67	1318.14	1540.00	1657.67
\$ Diff b/w max & min	N/A	65.57	88.61	93.95	139.47	53.53	42.46
% Diff b/w max & min	N/A	7.9%	7.9%	7.9%	10.5%	3.6%	2.5%

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	884.87	1235.64	1312.77	1508.83	1671.31	1789.80
Private Sector EBA (John James Memorial Hosp)	N/A	884.21	1235.57	1312.77	1508.83	1671.31	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	64.45	45.86	75.11	Nil	Nil	N/A
% Diff b/w max & min	N/A	7.8%	3.8%	6.0%	Nil	Nil	N/A

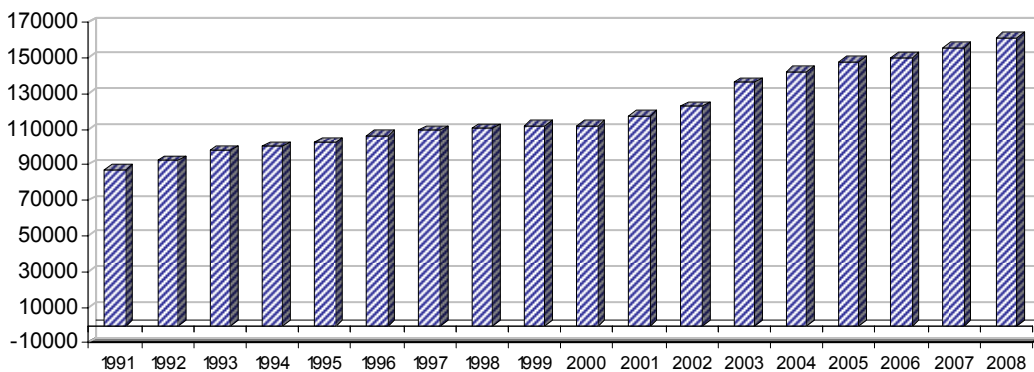
ABOUT THE ANF

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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