

**Form 1**  
***Application***

**BEFORE THE INDUSTRIAL RELATIONS COMMISSION  
OF NEW SOUTH WALES**

**FILED**  
02 Sep 2024

**OFFICE OF THE  
INDUSTRIAL  
REGISTRAR**



**No. IRC 2024/00211169**

State Wage Case 2024

**PROPOSED CONSENT  
ORDERS**  
in respect of  
*Nurses' (Local Government)  
Residential Aged Care  
Consolidated (State) Award  
2021*

**Filed by:**  
Unions NSW

**Contact name and address:**  
Ed Yap  
Senior Legal and Industrial  
Officer  
Level 8, 377 Sussex Street  
Sydney NSW 2000

**Tel:** 0432 591 678  
**Email:** [eyap@unionsnsw.org.au](mailto:eyap@unionsnsw.org.au)  
[rbouwsema@unionsnsw.org.au](mailto:rbouwsema@unionsnsw.org.au)  
**Ref:** AWRD010, AWRD014

By consent, the parties request that the Commission make the following orders:

1. The Commission adopts the *Annual Wage Review 2023-2024 [2024] FWCFB 3500* as a National decision in relation to the *Nurses' (Local Government) Residential Aged Care Consolidated (State) Award 2021*.
2. Pursuant to s 52 of the *Industrial Relations Act 1996* (NSW), the rates of pay and work-related allowances prescribed in the *Nurses' (Local Government) Residential Aged Care Consolidated (State) Award 2021* be increased by 3.75 per cent, provided that any increases resulting from this order may be offset against any or both of:
  - a. any equivalent over award payments; and
  - b. award wage increases other than State Wage Case adjustments.
3. Order 2 takes effect on and from the first full pay period commencing on or after 1 September 2024.
4. To give effect to orders 2 and 3, *Nurses' (Local Government) Residential Aged Care Consolidated (State) Award 2021* is varied in the terms stated in Schedule A to this order.

*N. Salameh*

.....  
Natalie Salameh  
Local Government NSW

Date: 29/08/2024

Handwritten signature of Shaye Candish.

.....  
Shaye Candish  
New South Wales Nurses and  
Midwives' Association

Date: 30 August 2024

Handwritten signature of Ed Yap.

.....  
Ed Yap  
Unions NSW

Date: 29 August 2024

# Schedule A

(1934)

SERIAL C####

## NURSES' (LOCAL GOVERNMENT) RESIDENTIAL AGED CARE CONSOLIDATED (STATE) AWARD 2021

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, State Peak Council for Employees.

State Wage Case 2024  
(Case No. 211169 of 2024)

Before The Honourable Justice Taylor  
The Honourable Justice Chin  
The Honourable Justice Paingakulam  
Senior Commissioner Constant  
Commissioner McDonald

## August 2024

### VARIATION

1. Delete Clause 53, Area, Incidence and Duration, subclause (iii) in the award reprinted on 16 February 2024 (396 IG 809) and insert in lieu thereof:

The rates of pay in this award include the adjustments payable under the State Wage Case 2024. These adjustments may be offset any or both:

- (a) Any equivalent over award payments; and
- (b) Award wage increases other than State Wage Case adjustments.

The rates of pay and allowances in Part B, Monetary Rates, take effect from the first full pay period on or after 1 September 2024.

2. Delete Part B, Monetary Rates in the award reprinted on 16 February 2024 (396 IG 809) and insert in lieu the following:

### PART B

#### MONETARY RATES

Table 1 - Salaries

Classification	SWC 2023	SWC 2024
	FFPP 1/9/2023	FFPP 1/9/2024
Assistant in nursing/trainee enrolled nurse		
First year of experience	1,074.30	1,114.59
Second year of experience	1,091.10	1,132.02
Third year of experience	1,108.60	1,150.17
Thereafter	1,144.20	1,187.11
Enrolled nurse		
First year of experience	1,256.14	1,303.25
Second year of experience	1,281.22	1,329.27
Third year of experience	1,307.42	1,356.45
Fourth year of experience	1,333.12	1,383.11

# Schedule A

Thereafter	1,358.64	1,409.59
Registered nurse general, MR Psych., Infants, geriatric, midwifery		
First year of service	1,410.50	1,463.39
Second year of service	1,480.34	1,535.85
Third year of service	1,550.64	1,608.79
Fourth year of service	1,626.12	1,687.10
Fifth year of service	1,701.96	1,765.78
Sixth year of service	1,778.08	1,844.76
Seventh year of service	1,859.28	1,929.00
Eighth year of service	1936.28	2,008.89
Nursing unit manager (personal to current occupants as at 1 March 1999)		
Level 1		
First year	2,145.08	2,225.52
Second year	2,202.78	2,285.38
Level 2	2,258.48	2,343.17
Level 3	2,311.10	2,397.77
Nurse undergoing pre-registration Assessment	1,216.80	1,262.43
Clinical nurse specialist	1,987.22	2,061.74
Clinical nurse consultant	2,352.28	2,440.49
Clinical nurse educator	2,027.88	2,103.93
Nurse educator		
First year	2,144.98	2,225.42
Second year	2,202.78	2,285.38
Third year	2,254.48	2,339.02
Fourth year	2,363.30	2,451.92
Senior nurse educator		
First year	2,432.84	2,524.07
Second year	2,493.86	2,587.38
Third year	2,582.28	2,679.12
Assistant director of nursing		
Less than 150 beds	2,228.24	2,311.80
150-250 beds	2,398.26	2,488.19
250 beds and over	2,464.38	2,556.79
Deputy director of nursing		
Less than 20 beds	2,267.94	2,352.99
20 beds, less than 75 beds	2,336.26	2,423.87
75 beds, less than 100 beds	2,398.68	2,488.63
100 beds, less than 150 beds	2,443.28	2,534.90
150 beds, less than 200 beds	2,508.58	2,602.65
200 beds, less than 250 beds	2,582.28	2,679.12
250 beds, less than 350 beds	2,667.88	2,767.93
350 beds, less than 450 beds	2,752.38	2,855.59
450 beds, less than 750 beds	2,843.58	2,950.21
750 beds and over	2,942.08	3,052.41
Director of nursing		
Less than 25 beds	2,506.72	2,600.72
25 beds, less than 50 beds	2,650.78	2,750.18

# Schedule A

50 beds, less than 75 beds	2,718.58	2,820.53
75 beds, less than 100 beds	2,785.32	2,889.77
100 beds, less than 150 beds	2,885.78	2,994.00
150 beds, less than 200 beds	3,000.14	3,112.65
200 beds, less than 250 beds	3,084.64	3,200.31
250 beds, less than 350 beds	3,186.54	3,306.04
350 beds, less than 450 beds	3,356.54	3,482.41
450 beds, less than 750 beds	3,529.64	3,662.00
750 beds and over	3,727.84	3,867.63

**Table 2 - Other Rates and Allowances**

Item No.	Brief Description	Clause No.	1/9/2023	1/09/2024	Period
1	In Charge of Nursing Home	9(i)(a)			
	(a) less than 100 beds		32.95	34.19	per shift
	(b) 100 beds and less than 150 beds		53.03	55.02	per shift
2	In Charge of ward/unit	9(i)(b)	32.95	34.19	per shift
3	On Call	9(ii)(a)	29.35	30.45	per 24 hours or part thereof
4	On Call on rostered days off	9(ii)(b)	58.69	60.89	per 24 hours or part thereof
5	On Call During Meal Break	9(ii)(c)	15.88	16.48	per shift
6	Travelling Allowance	9(ii)(d)	0.91	0.94	per km
7	Climatic Allowance	11(i)	6.08	6.31	per week
8	Isolation Allowance	11(ii)	11.77	12.21	per week
9	Expense Allowance for DON's	13			
	less 100 beds		330.46	342.85	per annum
	100 - 299 beds		659.53	684.26	per annum
	300 - 499 beds		990.01	1,027.14	per annum
	over 500 beds		1320.91	1,370.44	per annum
10	Uniforms	16(iii)(a)	8.86	9.19	per week
11	Shoes	16(iii)(a)	2.74	2.84	per week
12	Cardigan or Jacket	16(iii)(b)	2.66	2.76	per week
13	Stockings	16(iii)(c)	4.61	4.78	per week
14	Socks	16(iii)(d)	0.92	0.95	per week
15	Laundry	16(iv)	7.41	7.69	per week
16	Meal on Overtime	18(vi)	13.05	13.54	per week
17	Breakfast	29(i)(c)	4.89	5.07	per week
18	Other Meals	29(i)(c)	8.85	9.18	per week

**Table 3- Continuing Education Allowances**

Item No.	Brief Description	Clause No.	1/9/2023	1/9/2024	Period
1	RN - Post Graduate Certificate	10(vii)	27.64	28.68	per week
2	RN - Post Grad Diploma/Degree	10(viii)	46.04	47.77	per week
3	RN - asters/Doctorate	10(ix)	55.28	57.32	per week
4	EN - Cert IV	10(x)	18.43	19.12	per week

**Table 4 - Monetary Rate for Assistant in Nursing Trainees**

Highest Year of Schooling Completed	FFPPOA 1/9/2023	FFPPOA 1/9/2024
Skill Level A - Year 10		
School Leaver	\$392.68	\$407.41

# Schedule A

1 year out of school	\$432.73	\$448.96
2 years out of school	\$519.67	\$539.16
3 years out of school	\$604.95	\$627.64
4 years out of school	\$703.07	\$729.44
5 years out of school	\$803.50	\$833.63
Highest Year of Schooling Completed		
Skill Level A - Year 11		
School Leaver	\$432.83	\$449.06
1 year out of school	\$519.67	\$539.16
2 years out of school	\$604.95	\$627.64
3 years out of school	\$703.07	\$729.44
4 years out of school	\$803.62	\$833.76
5 years out of school	\$803.62	\$833.76
Highest Year of Schooling Completed		
Skill Level A - Year 12		
School Leaver	\$519.67	\$539.16
1 year out of school	\$604.95	\$627.64
2 years out of school	\$703.17	\$729.54
3 years out of school	\$803.29	\$833.41
4 years out of school	\$803.29	\$833.41
5 years out of school	\$803.29	\$833.41

**Table 5 - Monetary Rates for School Based Traineeships**

Year of Schooling - Year 11	FFPPOA 1/9/2023	FFPPOA 1/9/2024
Skill Level 1	\$377.42	\$391.57
Year of Schooling - Year 12		
Skill Level 1	\$432.83	\$449.06

**Table 6 - Wages - School Based Traineeships**

Year of Schooling - Year 11	FFPPOA 1/9/2023	FFPPOA 1/9/2024
Skill Levels A, B, C	\$262.27	\$272.11
Year of Schooling - Year 12		
Skill Levels A, B, C	\$287.15	\$297.92

2. This variation shall take effect from the beginning of the first full pay period to commence on or after 1 September 2024.

I. TAYLOR J., *President*  
 D. CHIN J., *Vice President*  
 J. PAINGAKULAM J., *Deputy President*  
 N. CONSTANT, *Senior Commissioner*  
 J. MCDONALD, *Commissioner*