

# Paycheck

**A COMPREHENSIVE ANALYSIS OF NURSES' AND MIDWIVES' WAGES**

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

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**Disclaimer:**  
Please note that the information provided in this publication is a general overview of the industrial relations system only and does not seek to provide industrial advice. Readers are urged to obtain independent advice.

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## INTRODUCTION

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Nurses' wages in Australia are set out predominately in the growing number of nursing industrial agreements reached between the Australian Nursing and Midwifery Federation<sup>1</sup> 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 2006<sup>2</sup> 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 2009<sup>3</sup> re-established the role of awards in providing a safety net for all new agreements.

The new Nurses Award 2010 commenced on 1 January 2010, and together with the National Employment Standard forms the safety net of wages and conditions for all nurses employed in the national system except for nurses employed in primary and secondary schools. Further information about the Nurses Award 2010 can be found at pages 14 to 18.

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

Under the current industrial system 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 residential aged care sectors.

<sup>1</sup> The Australian Nursing & Midwifery Federation is made up of the following state and territory branches: ANMF ACT, ANMF QLD (QNU), ANMF NSW (NSWNA), ANMF WA, ANMF VIC, ANMF SA, ANMF NT and ANMF TAS. Branch contact details can be found at page 45.

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

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

## **A SNAPSHOT OF NURSING IN AUSTRALIA**

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### **Who are nurses?\***

Nurses form the largest health profession, providing health care to people across their lifespan. They work independently or as collaborative members of a health care team in settings which include hospitals, rural and remote nursing posts, Indigenous communities, schools, prisons, residential aged care facilities, the armed forces, universities, TAFE colleges, mental health facilities, statutory authorities, general practices, businesses, professional organisations and people's homes.

Nurses provide professional and holistic care, working to promote good health, prevent illness, and provide care for the ill, disabled and dying. Nurses also work in non-clinical roles to educate undergraduate and newly graduated nurses, conduct research into nursing and health related issues and participate in developing health policy and systems of health care management. Nursing is a regulated profession. By law, before nurses may practice, they must be registered or enrolled by the Nursing and Midwifery Board of Australia (NMBA).

### **The Nursing Profession in Australia**

Australia has two levels of regulated nurse—registered nurses and enrolled nurses. Registered nurses working at an advanced level and holding a recognised post-graduate qualification may be eligible to seek endorsement as a nurse practitioner.

The four titles protected by legislation are: 'registered nurse', 'enrolled nurse', 'registered midwife' and 'nurse practitioner'. These titles may only be used when permitted by the NMBA. Another group of health care worker, assistants in nursing (AINs), also deliver aspects of nursing care. Assistants in nursing do not yet have consistent educational preparation or competency standards as they are not regulated by the NMBA. The ANMF supports the regulation of AINs. There are over 85,000 AINs in Australia, who are mostly employed in aged care.

### **Nursing Education**

Registered nurses must complete a three year bachelor degree at university before they are eligible to be registered with the NMBA. They undertake a period of post-registration graduate support in a health or aged care setting. Usually this transition period is 12 months. They may also undertake post-graduate study to specialise in one of many clinical practice areas.

Enrolled nurses are educated in the vocational education and training (VET) sector for one year to eighteen months to Diploma level, before being qualified to enrol with the NMBA. They may also undertake additional study to work at a more advanced level. The Diploma qualification enables enrolled nurses to administer some medicines to patients.

\* Unless stated, all references to nurses and nursing in this publication encompass the work of midwives and midwifery services.

## A SNAPSHOT OF NURSING CAREERS, QUALIFICATIONS AND EXPERIENCE

Nurse	Qualifications	Scope of Practice	Areas of Practice
Assistant in Nursing (AIN)	No national standard formal qualification mandated. Varies from minimal educational preparation to traineeships in aged care through to Certificate III in aged care in the vocational education and training (VET) sector.	Do not have a scope of practice. Variety of personal care activities, with the supervision of a registered nurse	Aged and disability care and some areas of the acute health sector
Enrolled Nurse (EN)	Diploma qualification in the VET sector	Variety of clinical activities around direct patient care, with the supervision of a registered nurse	All areas of health and aged care
Advanced Practice Enrolled Nurse	Diploma qualification in the VET sector + post enrollment education and experience in the role	Broader variety of clinical activities around direct patient care, requiring less supervision by a registered nurse	All areas of health and aged care
Registered Nurse (RN)	Bachelor of Nursing qualification in the university sector	Wide variety of clinical activities around direct patient care including patient assessment, care planning, coordination of care and medicines management	All areas of health and aged care
Advanced Practice Registered Nurse	Bachelor of Nursing + postgraduate qualification in a specialist area of clinical practice	Wide variety of activities in a general or specialist area of nursing practice which may include direct patient care, day to day clinical and staff management and clinical education of nursing colleagues	All areas of health and aged care
Registered Midwife (RM)	Bachelor of Nursing with postgraduate midwifery qualification OR Bachelor of Midwifery (direct entry) in the university sector	Pregnancy, labour, birth and post natal care for women and their babies	Health care facilities, general practice and community health settings and in private practice
Nurse Practitioner (NP)	Bachelor of Nursing + Masters qualification in specialist area of clinical practice + endorsement from Nursing and Midwifery Board of Australia to practice as a NP	Nurse Practitioner is the most advanced clinical nursing role. Each NPs scope of practice is determined by the context in which they are endorsed to practice and may involve referral of patients to other health professionals, prescribing medicines and ordering diagnostic investigations.	All areas of health and aged care





## DEMOGRAPHICS ON THE EMPLOYMENT OF NURSES AND MIDWIVES

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The latest published data for the nursing and midwifery workforce from the Australian Institute of Health and Welfare (AIHW) is the *Nursing and Midwifery Workforce 2015* published online in June 2016.

According to the AIHW, there were 360,008 nurses licensed<sup>4</sup> in Australia in 2015. Of these, 300,524 (83.5%) were registered nurses and 59,484 (16.5%) were enrolled nurses.<sup>5</sup>

Not all licensed nurses are employed in nursing, however 91.6% of registered nurses and 93.8% of enrolled nurses are in the nursing workforce. Of these 93% were employed in nursing; 2.7% were looking for work in nursing; and 4.5% were on extended leave. Of those nurses not in the nursing workforce, 26.5% were not employed; 24% were working elsewhere, 35.7% were overseas and 13.7% retired from regular work.<sup>6</sup>

**Table 1**  
**Registered nurse, midwife and enrolled nurse workforce Australia 1993-2015**

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	202,994	50,598
2005	206,873	48,083
2007	223,313	53,984
2008	230,192	52,895
2009	236,305	54,941
2011	247,502	55,508
2012	255,549	55,627
2013	262,730	55,258
2014	268,242	55,469
2015	275,235	55,780

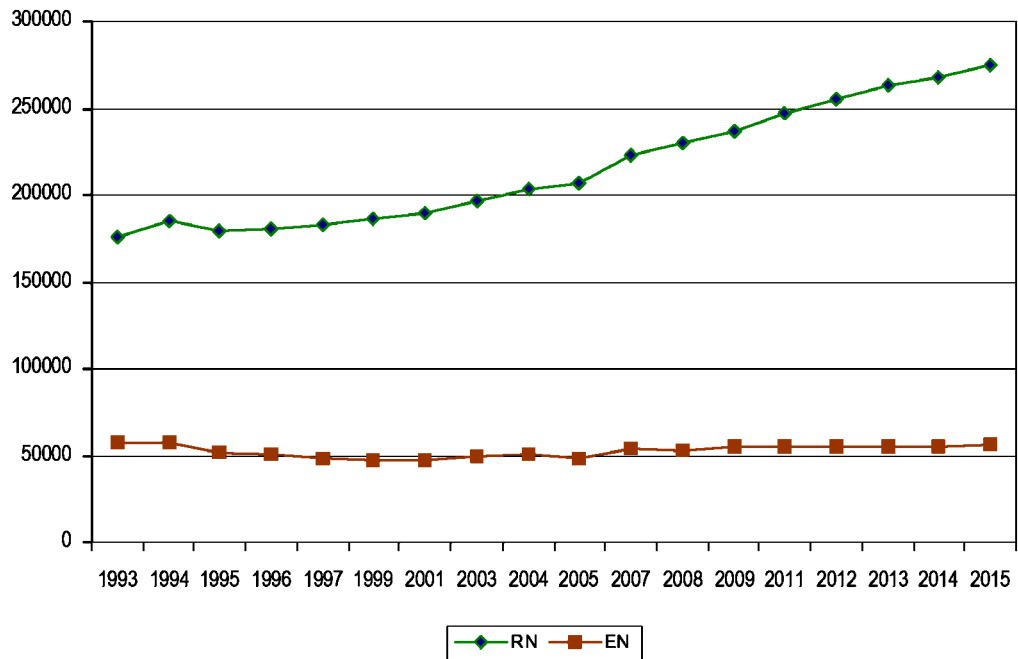
Source:  
AIHW *Nursing Labour Force* 1997, 1998, 2001, 2003, 2005, 2006, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016

<sup>4</sup> Registered nurses, midwives and enrolled nurses

<sup>5</sup> AIHW 2016 *Nursing and Midwifery Workforce 2015* <http://www.aihw.gov.au/workforce/nursing-and-midwifery/>  
Supplementary Tables Table 4

<sup>6</sup> Ibid Table 5

**Figure 1**  
**Registered nurse, midwifery and enrolled nurse workforce Australia 1993-2015**



Source: AIHW *Nursing Labour Force* 1997, 1998, 2001, 2003 and AIHW *Nursing and Midwifery Labour Force* 2005, 2006, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016

**Table 2**  
**Nursing and Midwifery Workforce 1993-2015**

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

Year	2005	2007	2008	2009	2011	2012	2013	2014	2015
In Workforce	254,956	277,297	283,087	291,246	303,010	311,176	317,988	323,711	331,015
Not in workforce	30,663	28,538	29,649	29,735	23,659	22,902	26,202	29,127	28,993
% of RNs & ENs not in workforce	10.7	9.3	9.5	9.3	7.2	6.9	7.6	8.3	8.05

The 2015 data shows that the largest proportion of nurses and midwives were employed in clinical practice (90%).<sup>7</sup> Of these, 26.6% were employed in the clinical practice areas of medical and surgical nursing; 15.8% were employed in aged care; 12.7% in critical care emergency; 8.8% in operating theatres; 5.5% in community health; 7.4% in mental health and 4.6% in general and medical practice nursing.<sup>8</sup>

Overall, 32,651 nurses were authorised as midwives. Of these, 3,591 were registered midwives only.<sup>9</sup>

Approximately 61% of employed nurses and midwives work in public and private acute hospitals; 12.8% in residential health care facilities; 7.3% in community health care services; 6% in private practice including GP practice and the rest in other nursing areas including government departments, schools, universities, industry, defence force facilities, and correctional services.<sup>10</sup>

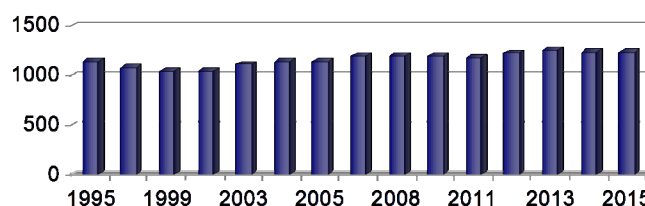
About 71.7% of all employed nurses work in capital cities or metropolitan areas; 26.2% in rural centres; and 2.07% in remote areas. "Remote" areas had the highest supply of employed nurses, with 1,218.6 full time equivalent nurses per 100,000 population. "Outer regional" had the lowest supply at 1,083.1 full time equivalent nurses per 100,000 population.<sup>11</sup>

It was estimated in 2012 that there were 100,312 unlicensed nursing and personal care assistants employed in the residential aged care sector to assist nurses in the provision of nursing care.<sup>12</sup> Around 73.6% are employed part time.

The overall supply of employed nurses and midwives in 2015 was 1,138 FTE per 100,000 population, roughly the same as in 2014 (1,135). In 2015 average hours worked by RNs was 33.8 hours per week, down slightly from 34 in 2014. For Enrolled Nurses average hours worked were 31.7 per week, compared to 31.8 in 2014.<sup>13</sup>

Between 2011 and 2015, there has been a 2.8% increase in the number of FTE per 100,000 population. Figure 2 below shows FTE rates since 1995 but based on a 35 hour week.

**Figure 2**  
**Employed nurses per 100,000 population 1995-2015<sup>14</sup>**



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. AIHW 2010 *Nursing and Midwifery Labour Force 2008* Table 17. AIHW 2011 *Nursing and Midwifery Labour Force 2009 - Nurses overview tables* Table 17. AIHW 2012 *Nursing and Midwifery Workforce 2011*. AIHW 2013 *Nursing and Midwifery Workforce 2012*. AIHW 2014 *Nursing and Midwifery Workforce 2013*. AIHW 2015 *Nursing and Midwifery Workforce 2014*. AIHW 2016 *Nursing and Midwifery Workforce 2015*.

<sup>7</sup> AIHW 2016 op cit Table 8

<sup>8</sup> Ibid Table 9

<sup>9</sup> Ibid Table 1

<sup>10</sup> Ibid Table 10

<sup>11</sup> Ibid Table 13

<sup>12</sup> King D, Mavromaras K, Wei Z, et al. *The Age Care Workforce 2012*. Canberra: Australian Government Department of Health and Ageing 2012

<sup>13</sup> AIHW 2016 op cit "How many nurses and midwives are there? Page 3; Table 15 and detailed tables RNs and Midwives Table 1 and ENs Table 1

<sup>14</sup> For the purposes of Figure 2 FTE numbers are based on a 35 hour week comparing FTE nurses per 100,000 population to 2012. Table 12 Registered & Enrolled nurses demographic overview tables adjusted to 35 hour week.

The nursing workforce in Australia is also ageing. In 2015, the average age for registered nurses was 44.1 years and for enrolled nurses it was 46.3 years. Almost 51.7% of the nursing workforce is aged 45 years and over with 25.3% aged 55 years and over.<sup>15</sup>

These figures have implications for nursing education and for workforce planning as over 50% of nurses will be contemplating retirement within the next 10-15 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 10.5% of the total national nursing workforce in 2015 (up from 8.4% in 2001).<sup>16</sup>

Patient separations in acute public hospitals have remained relatively stable. The latest figures show that there were 43.4 patient separations per full time equivalent nurse in 2014-2015.<sup>17</sup> This is slightly less than the previous year which were 43.9 separations per full time equivalent nurse.

In 2015, almost half (48.8%) of employed nurses and midwives worked part time hours (defined by AIHW as less than 35 hours per week). Approximately 47% of RNs and Midwives worked less than 35 hours per week. The average number of hours worked per week for 2015 is 33.5 hours, (33.8 hours for registered nurses and 31.7 hours for enrolled nurses).<sup>18</sup>

There has been an increase in the number of people completing undergraduate nursing courses each year between 2002 and 2015.<sup>19</sup> However, while the figures are improving this increase is not considered sufficient to meet the demand for nurses now or in the future.

Health Workforce Australia's (HWA) 2014 Report provides updated workforce projections for the nursing workforce based on alternative scenarios using different assumptions. Projections based on a "do nothing" approach shows a current shortage of 11,451 registered and enrolled nurses and midwives, growing to 122,846 by 2030. Applying a "constrained labour demand" scenario, the figures show a current shortfall of 8,169, growing to 93,900 in 2030.<sup>20</sup>

The 2015 Higher Education statistics for domestic students show there were 9,794 nursing graduates, a 2.1% increase on the previous year (2014).<sup>21</sup>

Over the last few years this improvement in the numbers of nursing graduates was somewhat negated by the lack of employment opportunities for new graduates. However, governments in some states have recently committed to increasing the number of graduate employment opportunities in the public hospital system. The ANMF is currently monitoring the impact of these changes.

<sup>15</sup> AIHW 2016 op cit Tables 6 & 11

<sup>16</sup> Ibid Table 1

<sup>17</sup> Australia's hospitals 2014-2015 at a glance p.15

Australian hospital statistics Hospital Resources 2014-2015 p.61

<sup>18</sup> AIHW 2016 op cit Detailed Tables RNs, Midwives & ENs Table 1

<sup>19</sup> <http://www.higher education statistics.education.gov.au>

<sup>20</sup> Health Workforce Australia 2014: Australia's Future Health Workforce—Nurses Overview, page 16

<sup>21</sup> <http://www.higher education statistics.education.gov.au>

**Table 3**  
**Undergraduate Course Completions 2001-2015**

Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Completions	5074	5269	5280	5620	5628	6088	6661	7178	7249	7443	7903	8425	9012	9591	9,794

Source: Higher Education Statistics uCube<sup>22</sup>

There are insufficient university places for those eligible people wishing to undertake a nursing course. Figures from the Department of Education show that over 6,000 nursing applicants missed out on an offer of an undergraduate nursing place in 2015.<sup>23</sup>

**Table 4**  
**Undergraduate applications, offers and acceptances 2009-2015**

Year	2009	2010	2011	2012	2013	2014	2015
Applications	18,768	22,527	21,596	22,176	21,964	23,833	27,176
Offers	14,061	15,865	15,627	16,934	16,932	18,649	20,662
*Acceptances	10,859	11,993	11,489	12,633	12,167	13,217	15,698

Extracted from Table 4.1 Applications, offers and acceptances by field of education 2009-2015

\* Acceptances exclude deferrals

<sup>22</sup> higher education statistics ,education.gov.au/

<sup>23</sup> Dept. of Education and Training 2015, *Undergraduate Applications, Offers and Acceptances, 2015 Appendices*.  
<https://docs.education.gov.au/node/38373>

NB: Previous issues of Paycheck included figures from 2001. Comparison with figures prior to 2009 is no longer possible due to the introduction of the "demand driven system" intended to provide access to more university places. Previously figures were based on "eligible applicants" which excluded applicants below an agreed Tertiary Education Rank (TER).

## **NURSES AWARD 2010**

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The Nurses' Award 2010 commenced on 1 January 2010. It applies to nurses working under the national industrial relations system who aren't already covered by an enterprise agreement. The Award sets minimum wage rates, types of employment, hours of work, overtime and penalty rates, allowances, leave procedures, consultation and dispute resolution and other conditions of employment.

### **Scope of the Nurses Award 2010**

The Nurses Award 2010 applies to registered nurses, (including Division 1 nurses), enrolled nurses (including Division 2 nurses) and nursing assistants. The nursing assistant is someone who reports to a registered or enrolled nurse and whose employment is solely to assist a nurse in the provision of nursing care or nursing services.

The Nurses' Award 2010 will cover most private sector nurses working in aged care facilities, private hospitals, and private sector specialist services such as medical practices.

**Please note:** the Nurses Award 2010 does not cover nurses employed in schools.

### **A definition of nursing work**

The Nurses' Award 2010 now has a broad interpretation of nursing work. Under the Award, nursing care means:

- ◆ giving assistance to a person who, because of disability, is unable to maintain their bodily needs without frequent assistance;
- ◆ carrying out tasks that are directly related to the maintenance of a person's bodily needs where that person, because of disability, is unable to carry out those tasks for themselves; and/or
- ◆ Assisting a registered nurse to carry out the work described.

A full copy of the Nurses Award 2010 is available at:

[http://www.fwc.gov.au/documents/modern\\_awards/award/ma000034/default.htm](http://www.fwc.gov.au/documents/modern_awards/award/ma000034/default.htm)

**NURSES AWARD 2010**  
**CLASSIFICATION STRUCTURE AND MINIMUM WEEKLY WAGES**  
**as at 1 July 2016**

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Annual Wage Review decision [2016] FWCFB 3500 effective from the first full pay period on or after 1 July 2016

	<b>1 July 2016</b>
	<b>Per Week</b>
	<b>\$</b>
<b>14.1 Nursing Assistant</b>	
1st year	734.30
2nd year	746.40
3rd year	758.90
Experienced (the holder of a relevant certificate III qualification)	783.30
<b>14.2 Enrolled nurses</b>	
(a) <b>Student Enrolled Nurse</b>	
Less than 21 years of age	679.80
21 years of age and over	715.20
(b) <b>Enrolled Nurse</b>	
Pay point 1	797.80
Pay point 2	808.30
Pay point 3	819.00
Pay point 4	830.90
Pay point 5	839.20
<b>14.3 Registered Nurses</b>	
Minimum entry rate for a:	
(a) Four year degree is \$891.10 per week	
(b) Masters degree is \$921.80 per week	
Progression from these entry rates will be to Level 1- Registered Nurse Pay point 4 and 5 respectively	
<b>Registered Nurse - Level 1</b>	
Pay point 1	853.30
Pay point 2	870.90
Pay point 3	892.30
Pay point 4	915.90
Pay point 5	944.10
Pay point 6	971.40
Pay point 7	999.50
Pay point 8 and thereafter	1025.50
<b>Registered Nurse - Level 2</b>	
Pay point 1	1052.70
Pay point 2	1069.40
Pay point 3	1088.00
Pay point 4 and thereafter	1105.80
<b>Registered Nurse - Level 3</b>	
Pay point 1	1,141.40
Pay point 2	1,162.40
Pay point 3	1,182.50
Pay point 4 and thereafter	1,203.80

**Registered Nurse - Level 4**

Pay point 1	1,302.80
Pay point 2	1,396.10
Pay point 3	1,477.50

**Registered Nurse - Level 5**

Pay point 1	1,314.70
Pay point 2	1,384.40
Pay point 3	1,477.50
Pay point 4	1,569.70
Pay point 5	1,731.30
Pay point 6	1,894.20

14.4 **Nurse Practitioner**

1st year	1,313.60
2nd year	1,352.50

14.5 **Occupational Health Nurses**

**Occupational Health Nurse - Level 1**

Pay point 1	915.90
Pay point 2	944.10
Pay point 3	971.40
Pay point 4	999.50
Pay point 5	1025.50

**Occupational Health Nurse - Level 2**

Pay point 1	1052.70
Pay point 2	1069.40
Pay point 3	1088.00
Pay point 4	1105.80

<b>Senior Occupational Health Clinical Nurse</b>	1105.80
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**Occupational Health Nurse - Level 3**

Pay point 1	1,141.40
Pay point 2	1,162.40
Pay point 3	1,182.50
Pay point 4 and thereafter	1,203.80



## **KEY PROVISIONS OF THE NURSES AWARD 2010**

*As set out in the order they appear in the award*

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### **Award flexibility**

This clause allows certain terms of the award to be varied by written agreement to suit the individual needs of the employer and individual employee. The employee must not be disadvantaged by the application of this clause.

### **Consultation and dispute resolution clauses**

A clause to manage the consultative and dispute settling processes at the workplace.

### **Provisions for full-time, part time and casual employment**

Full-time employment is based on a 38-hour week. Part-time employment is less than an average of 38 ordinary hours per week, with reasonably predictable hours of work. Before commencing part-time employment, the employer and employee must agree in writing on the guaranteed minimum number of hours to be worked and the rostering arrangements. Casual employees receive a casual loading of 25%.

### **Wages**

The award provides for minimum wage rates for each classification of employee (Registered Nurses, Enrolled Nurses and Assistants in Nursing). These wage rates will be subject to variation through annual national wage reviews conducted by Fair Work Australia.

### **Allowances**

Provides for a range of allowances, some adjusted on an annual basis.

### **Hours of work**

The maximum shift length, or hours of work per day, will be ten hours exclusive of meal breaks. The rest breaks between shifts will be at least 8 hours.

### **Overtime**

Overtime is paid from Monday to Saturday at time and a half for the first two hours and double time thereafter; on Sunday at double time; and on public holidays at double time and a half. All time worked by part-time employees in excess of the rostered daily ordinary full-time hours is overtime. Where TOIL is accrued, it should be taken at overtime rates.

### **Annual leave**

Annual leave is five weeks and six weeks for shift workers. A shift worker is defined as an employee who:

- a) is regularly rostered over seven days a week; and
- b) regularly works on weekends.

### **Public holidays**

All work done by an employee during their ordinary shifts on a public holiday including a substituted day is paid at double time of the ordinary rate of pay.

### **Ceremonial leave**

An employee who is legitimately required by Aboriginal tradition to be absent from work for Aboriginal ceremonial purposes is entitled to up to ten working days unpaid leave in any one year, with the approval of the employer.

### **National Employment Standards**

In addition to the award clauses, each award must now operate with the National Employment Standards. There are 10 National Employment Standards including:

- Maximum ordinary hours of work;
- Request for flexible work arrangements;
- Parent leave and related entitlements;
- Annual leave;
- Personal, carers leave and compassionate leave;
- Community services leave;
- Long service leave;
- Public holidays;
- Notice of termination and redundancy pay;
- Fair work information statement.

A copy of the National Employment Standards is available on:

<http://www.fairwork.gov.au/Documents/The-National-Employment-Standards-Part2-2-Fair-Work-Act-2009.pdf>

### **How will the award be introduced?**

Parts of the new award are to be phased in between 1 January 2010 and 1 July 2014.

Phasing allows for wages, loadings and penalty rates which are higher or lower than pre-existing conditions to be progressively introduced in 5 annual instalments.

The increases and reductions in wages loadings and penalty rates under the phasing schedule commenced from the first full pay period on or after 1 July 2010. Details of the transitional provisions are contained in Schedule A of the Award.

### **What pay rates apply after 1 July 2010?**

Wage and condition improvements are to be phased over 5 annual instalments beginning from the first pay period on or after 1 July 2010.

Employers also need to apply the minimum wage decisions that Fair Work Australia will make each year before 1 July.

If the nurses award contains higher wages than current awards, employers may choose to immediately start paying the award rates.

### **Does the Nurses Award 2010 differ from previous awards**

Yes, in all cases the new award is different. In some cases the conditions of employment have improved slightly and in other cases the current award conditions have been removed or have been reduced.

## **THE APPLICATION OF MODERN AWARDS AND ENTERPRISE AGREEMENTS UNDER THE FAIR WORK ACT**

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### **Can wages or working conditions be reduced?**

The law provides that employees employed as at 31 December 2009 who remain in their current position should not have any reduction in their take home pay arising from the making of the new modern award or the operation of the transitional arrangements from existing awards to the new award. In the event that a nurse receives a reduction in their take home pay the Fair Work Act provides that the tribunal may order that the underpayments are repaid to the employees.

### **What happens when an employee changes jobs?**

In the event the employee commences working for an employer at a workplace which is covered by the award (because there is no agreement in place) then the wages and conditions of employment will be determined by the terms of the transitional arrangements at the time of employment. From that time take home pay cannot be reduced and will be protected against any further reductions in the award.

### **Types of enterprise agreements**

Enterprise agreements may be made between a single employer, or single interest employers, and their employees (a single-enterprise agreement) or between more than one employer and their employees (a multi-enterprise agreement). Once approved, all enterprise agreements operate according to a common set of rules; however there are different rules for the bargaining approval, variation and termination of multi-enterprise agreements.

There is no capacity to make an individual statutory agreement (like an Australian Workplace Agreement) under the national industrial relations system.

### **Enterprise agreements with single employers**

In most cases an enterprise agreement will be made between an employer and some or all of their employees. This is the most common form of enterprise bargaining and there is no requirement to seek authorisation or notify Fair Work Australia when an employer and their employees wish to bargain for an enterprise agreement.

### **Enterprise agreements with multiple employers**

An enterprise agreement can also be made by multiple employers. Negotiating a multi-enterprise agreement can be advantageous to both employers and employees in a healthcare sector, eg. aged care, general practices. There are various options available if employers wish to bargain together as a group.

### **Single-interest employers**

The Fair Work system introduces the concept of single-interest employers for enterprise agreements. Single-interest employers are employers who operate in a related way or share such a common interest that they may bargain together for a single-interest agreement.

If two or more employers are engaged in a joint venture or common enterprise or the employers are related bodies corporate, they will be able to bargain for a single-enterprise agreement and will not need authorisation to do so.

In addition, some employers can bargain as single-interest employers where Fair Work Australia authorises them to do so. Single-interest employer authorisations will be available for franchisees and certain employers that have been specified in a Ministerial declaration.

Employers that are not franchisees but who wish to be authorised as single-interest employers must firstly apply to the Minister for a declaration to allow them to bargain together for an enterprise agreement. A Ministerial declaration could potentially be made in respect of employers such as schools in a common education system and public entities providing health services. There are threshold criteria for a Ministerial declaration, which may prevent the stream being used more widely.

## **PUBLIC SECTOR NURSES' AWARDS/AGREEMENTS**

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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 refer to:

Fair Work Commission:  
<http://www.fwc.gov.au/>

Western Australian Industrial Relations Commission:  
<http://www.wairc.wa.gov.au/>

South Australian Industrial Relations Commission  
<http://www.industrialcourt.sa.gov.au/>

Queensland Industrial Relations Commission  
<http://www.qirc.qld.gov.au/>

New South Wales Industrial Relations Commission  
<http://www.industrialrelations.nsw.gov.au/Home.html>

Tasmanian Industrial Relations Commission  
<http://www.tic.tas.gov.au/>

**STATE PUBLIC SECTOR NURSES' AWARDS/AGREEMENTS**

State	Award / Agreement	Details of Increase	Expiry Date
NSW	Public Health System Nurses' and Midwives (State) Award 2015 IRC 401 of 2015	2.5% 01.07.2015 2.5% 01.07.2016	30.06.2017
ACT	ACT Public Service Nursing and Midwifery Enterprise Agreement 2013-2017 [AE407324]	\$2,550 increase to base pay or 3% whichever is greater 1 July 2013 1.5% 01.07.14 1.5% 01.04.15 1.5% 01.10.15 1.5% 01.04.16 1.5% 01.10.16 1.5% 01.04.17	30.06.2017
QLD	Nurses and Midwives (Queensland Health) Certified Agreement (EB8) 2012 [No. CA/2012/105]  (New agreement pending)  Industrial Relations Amendment Regulation (No. 5) 2014	3% or \$30 per week (whichever is the greater) 01.04.2012 3% or \$30 per week (whichever is the greater) 01.04.2013 3% or \$30 per week (whichever is the greater) 01.04.2014  A \$500 increase to base annual wage rate at end of agreement at 31.03.15  2.2% 01.04.2015	31.03.2015
NT	Northern Territory Public Sector Nurses and Midwives' 2014-2017 Enterprise Agreement [AE411626]	3.0% 30.08.2014 3.0% 09.08.2015 3.0% 09.08.2016	09.08.2017

**STATE PUBLIC SECTOR NURSES' AWARDS/AGREEMENTS**

State	Award / Agreement	Details of Increase	Expiry Date
SA	Nursing/Midwifery (South Australian Public Sector) Enterprise Agreement 2013 [File No: 05508/2013B IRCSA]	3% 01.10.2013 3% 01.10.2014 3% 01.10.2015	01.09.2016
TAS	Nurses and Midwives (Tasmanian State Service) Agreement 2014 [T14280]]	2% 01.12.2014 2% 01.12.2015	30.11.2016
WA	WA Health - Australian Nursing Federation - Registered Nurses, Midwives, Enrolled (Mental Health) and Enrolled (Mothercraft) Nurses—Industrial Agreement 2013 [AG 19 of 2013]  (New agreement pending)	5.0% 01.07.2013 4.0% 01.07.2014 5.0% 01.07.2015	30.06.2016
VIC	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2012-2016 [AE895073]  (New agreement pending)	2.5% 31.03.2012 2.5% 31.03.2013 2.5% 31.03.2014 2.5% 31.03.2015  (NB: This does not include the new professional development allowance which, in combination provides increases of between 14 and 21 percent.)	31.03.2016

## **GLOSSARY OF TERMS**

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



## **PUBLIC SECTOR NURSES' SALARY DATA**

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This part of *Nurses PAYCHECK* provides nurses' wage rates for each state and territory effective from the dates provided in the table that follows. 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, Fair Work 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 22 and 23 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 following websites:

Fair Work Commission:  
<http://www.fwc.gov.au/>

Western Australian Industrial Relations Commission:  
<http://www.wairc.wa.gov.au/>

South Australian Industrial Relations Commission  
<http://www.industrialcourt.sa.gov.au/>

Queensland Industrial Relations Commission  
<http://www.qirc.qld.gov.au/>

New South Wales Industrial Relations Commission  
<http://www.industrialrelations.nsw.gov.au/Home.html>

Tasmanian Industrial Relations Commission  
<http://www.tic.tas.gov.au/>



	NSW	ACT	QLD	NT	SA	TAS	WA	VIC
<b>RN</b>	<b>RN/M Level 1</b>	<b>RN Level 1</b>	<b>RN/M</b>	<b>Nurse 2</b>	<b>RN Level 1</b>	<b>Grade 3</b>	<b>RN 1</b>	<b>RN Grade 2</b>
	Year 1: 1142.20	Year 1: 1200.17	Gr Band Paypoint	Year 1: 1208.42	1st increment 1148.70	G3 Y1: 1141.76	Level 1: 1222.43	Year 1 YP2: 1034.30
	Year 2: 1204.30	Year 2: 1246.79	5 N/A RE: 1169.37	Year 2: 1273.46	2nd 1180.85	G3 Y2: 1192.10	Level 2: 1271.31	Year 2 YP3: 1074.30
	Year 3: 1266.40	Year 3: 1298.13	(NO1) 1: 1223.94	Year 3: 1338.50	3rd 1229.15	G3 Y3: 1242.47	Level 3: 1322.19	Year 3 YP4: 1114.60
	Year 4: 1333.10	Year 4: 1359.13	2: 1281.53	Year 4: 1403.58	4th 1277.50	G3 Y4: 1292.78	Level 4: 1375.06	Year 4 YP5: 1154.80
	Year 5: 1399.30	Year 5: 1420.16	3: 1339.13	Year 5: 1479.39	5th 1325.80	G3 Y5: 1343.18	Level 5: 1430.05	Year 5 YP6: 1194.90
	Year 6: 1465.20	Year 6: 1481.14	4: 1396.72	Year 6: 1536.31	6th 1374.10	G3 Y6: 1393.46	Level 6: 1487.27	Year 6 YP7: 1235.00
	Year 7: 1540.50	Year 7: 1542.17	5: 1454.46	Year 7: 1598.74	7th 1422.40	G3 Y7: 1443.94	Level 7: 1546.78	Year 7 YP8: 1275.10
	Year 8: 1603.90	Year 8: 1603.21	6: 1512.26		8th 1470.75	G3 Y8: 1460.71	Level 8: 1608.62	Year 8 YP9: 1306.50
			7: 1569.94		9th 1519.05			Year 9 YP10: 1338.00
	<b>CN/MS</b>				10th 1567.35	<b>Family &amp;</b>		Year 10 YP11: 1369.20
	Grade 1, Year 1: 1669.10					<b>Community Health</b>		
	Grade 2, Year 1: 1793.00					G3 Y1: 1443.94		
	Grade 2, Year 2: 1851.80					G3 Y2: 1460.71		
	<b>CN/MC</b>					G3 Y3: 1477.47		
	(appointed prior to 31/12/99)					G3 Y4: 1511.03		
	2052.25					G3 Y5: 1544.61		
	<b>CN/MC Grade 1</b>					G3 Y6: 1562.51		
	Year 1: 2006.30							
	Year 2: 2047.30							
					<b>Clinical Nurse/Midwife</b>			
					<b>(Level 2)</b>			
	<b>CN/MC Grade 2</b>	<b>RN Level 2</b>	<b>CN/CM</b>	<b>Nurse 3</b>	1st increment 1325.80	<b>Grade 4</b>	<b>RN 2</b>	
	Year 1: 2087.90	Year 1: 1666.66	Gr Band Paypoint	Year 1: 1665.47	2nd 1374.10	G4 Y1: 1477.47	Level 1: 1659.20	
	Year 2: 2129.40	Year 2: 1699.98	6 N/A 1: 1596.81	Year 2: 1732.09	3rd 1422.40	G4 Y2: 1511.03	Level 2: 1693.04	
		Year 3: 1733.22	(NO2) 2: 1634.28	Year 3: 1779.46	4th 1470.75	G4 Y3: 1544.61	Level 3: 1727.60	
	<b>CN/MC Grade 3</b>	Year 4: 1766.48	3: 1671.99		5th 1519.05	G4 Y4: 1562.51	Level 4: 1762.85	
	Year 1: 2211.10		4: 1709.85		6th 1567.35			
	Year 2: 2252.20				7th 1599.55			
					8th 1631.75			<b>CNS YS9</b>
	<b>N/MUM I:</b> 2012.10				9th 1663.95			1409.30
					10th 1696.15			
	<b>N/MUM II:</b> 2107.40		<b>Associate/Advanced Practice role</b>		<b>Associate Clinical Service Co-ordinator</b>			
					<b>(Level 2)</b>			
	<b>N/MUM III:</b> 2164.20		Gr Band Paypoint	1st increment 1567.35	1st increment 1567.35			
			6-7A N/A 1: 1794.84	2nd 1599.55	2nd 1599.55			
	<b>CN/ME</b>			3rd 1631.75	3rd 1631.75			
	Year 1: 1736.60			4th 1663.95	4th 1663.95			
	Year 2: 1793.00			5th 1696.15	5th 1696.15			

	NSW	ACT	QLD	NT	SA	TAS	WA	VIC
			Clinical Nurse Consultant Nurse Unit Manager Nurse Educator Nurse Researcher Public Health Nurse Nurse Practitioner Nurse Practitioner Candidate		Nurse Midwife Clinical Service Coordinator Clinical Practice Consultant Education Facilitator Management Facilitator (Level 3)	<b>Grade 5</b> G5 Y1: 1586.95 G5 Y2: 1611.76		
<b>RN</b>		<b>RN Level 3 Gr 1</b>	<b>Gr Band Paypoint</b>	<b>Nurse 4</b>	1st increment 1921.60	G5 Y3: 1645.28	<b>SRN</b>	<b>RN Grade 3A</b>
		Year 1: 1910.80	7 N/A	Year 1: 1853.33	2nd	G5 Y4: 1660.71	Level 1: 1992.52	Year 1: 1426.00
		Year 2: 1950.16	2: 2049.43	Year 2: 1918.22	3rd	<b>Grade 6</b>	Level 2: 2056.47	Year 2: 1440.20
		Year 3: 1989.43	3: 2100.37	Year 3: 1991.12		G6 Y1: 1714.42	Level 3: 2122.49	<b>RN Grade 3B</b>
			4: 2128.73		Nurse Midwife Clinical Service Coordinator Clinical Practice Consultant Education Facilitator Management Facilitator Nurse Practitioner (Level 4)	G6 Y2: 1753.73	Level 4: 2190.62	Year 1: 1463.00
			<b>Nurse Practitioner</b>	<b>Nurse 5</b>	Clinical Service Coordinator Clinical Practice Consultant Education Facilitator Management Facilitator Nurse Practitioner (Level 4)	G6 Y3: 1793.12	Level 5: 2260.95	Year 2: 1482.90
			<b>Gr Band Paypoint</b>	Year 1: 2040.88		G6 Y4: 1804.67	Level 6: 2404.53	
		<b>RN Level 3 Gr 2</b>	8 N/A	Year 2: 2126.59		<b>Grade 7</b>	Level 7: 2557.21	<b>Associate Charge Nurse/ANUM</b>
		Year 1: 2160.14	2: 2262.57		1st increment 2029.00	G7a Y0: 1830.07	Level 8: 2719.58	Year 1: 1491.00
	<b>Nurse/Midwifery Practitioner</b>				2nd	G7a Y1: 1872.07	Level 9: 2873.93	Year 2: 1523.60
	Year 1: 2211.10	<b>Nurse Practitioner</b>	<b>ADON/ND</b>		3rd	G7a Y2: 1914.02	Level 10: 3037.02	
	Year 2: 2252.20					G7b Y1: 1950.76		<b>RN Grade 4A</b>
	Year 3: 2309.70		<b>Gr Band Paypoint</b>			G7b Y2: 1987.51		Year 1: 1561.30
	Year 4: 2367.50	<b>RN Level 4</b>	9 1 1: 2304.78		<b>Nursing/Midwife Director (Level 5)</b>	G7b Y3: 2024.25		Year 2: 1592.60
		Grade 1: 2160.14	2 1: 2579.13	<b>Nurse 6</b>		<b>Grade 8</b>		<b>RN Grade 4B</b>
		Grade 2: 2313.28	3 1: 2839.44	Year 1: 2243.56	1st increment 2211.45	* G8 L1: 2024.26		Year 1: 1630.10
		Grade 3: 2466.25		Year 2: 2333.31	2nd	G8 L2: 2078.12		Year 2: 1662.90
			<b>DON</b>		3rd	G8 L3: 2165.36		<b>Charge Nurse/NUM</b>
	<b>Nurse Midwifery Educator</b>					G8 L4: 2252.51		Year 1: 1744.90
	Gr 1 Yr 1: 1950.60		<b>Gr Band Paypoint</b>		<b>Director of Nursing (Level 6)</b>	G8 L5: 2383.79		Year 2: 1787.70
	Gr 1 Yr 2: 2006.30	<b>RN Level 5</b>	10 1 1: 2253.42	<b>Nurse 7</b>		* Existing Level 1 employees as at 24/12/14 will be grandfathered at Level 1 for the life of the agreement		Year 3: 1829.90
	E/fees on N/IME Yr 4: 2052.50 (as at 1/7/08)	Grade 1: 2160.14	2: 2355.25	Year 1: 2520.41	1st increment 2211.45		<b>RN Grade 5</b>	
		Grade 2: 2313.28	3: 2413.88	Year 2: 2610.77	2nd	2340.30	<b>Beds Rates</b>	
		Grade 3: 2466.25	2 1: 2304.78		3rd	2469.10	13-50 1662.60	
		Grade 4: 2641.21	2: 2416.52		4th	2597.95	51-200 1696.20	
		Grade 5: 2947.48	3 1: 2579.13	<b>Nurse 8</b>	5th	2726.75	201-400 1763.00	
		Grade 6: 3253.67	4 1: 2839.44	Year 1: 2714.94	6th	2962.95	401-600 1830.20	
				Year 2: 2805.93	7th	3242.05	601+ 1897.30	



	NSW	ACT	QLD	NT	SA	TAS	WA	VIC
	<b>Continuing Education Allowance</b>				<b>Notes:</b> Level 3 and Level 4 classifications are subject to criteria based on complexity of role and levels of responsibility			
	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:				RN 6/1 to 7 are linked to specific health agency/ services in Schedule B of the Award			
	Hospital Post Registration Certificate - \$38.00 per week							
	Post Graduate Certificate - \$38.00 per week							
	Post Graduate Diploma or Degree - \$57.00 per week							
	Masters Degree or Doctorate - \$68.50 per week							
	For ENS Cert 4 qualification - \$28.00 per week							
	Adv. Dip. of Nursing - \$34.00 per week							

## **PUBLIC HOSPITAL AND PRIVATE AGED CARE COMPARATIVE WAGE INFORMATION**

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This part of *Nurses PAYCHECK* provides an overview of residential aged care and the employment of nursing staff. It includes new data on agreement coverage in the non public residential aged care sector and new average wages data based on an analysis of aged care agreements. 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.



# RESIDENTIAL AGED CARE SERVICES

## and the employment of nursing staff

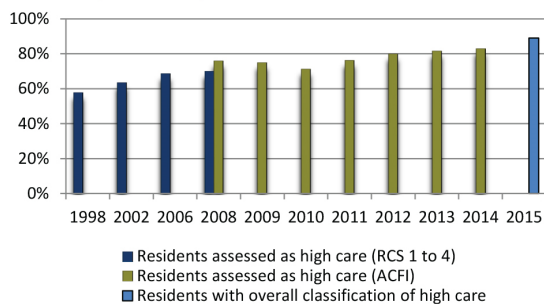


### Resident characteristics

- 172,928 permanent residents in mainstream residential aged care services at 30 June 2015.
- Proportion of residents aged 80 years and over:
 

1998-1999	64.1%
2005-2006	70.9%
2008-2009	76.2%
2010-2011	77.0%
2012-2013	76.9%
2013-2014	77.0%
2014-2015	76.5%

### Resident dependency levels



Note: Overall levels of "high" and "low" care are no longer reported by AIHW. The figure for 2015 is derived from the Distribution of care need domain ratings, at June 2015 using the same process to determine the overall high/low distinction in the 2013-14 Report. See additional note at bottom of page.

### Number of aged care services

As at June 2015 there were 2,681 residential aged care services providing 192,370 resident places.

### Number of residential aged care places

30 June 1995	134,810
30 June 2005	161,765
30 June 2010	179,749
30 June 2012	187,941
30 June 2013	186,278
30 June 2014	189,283
30 June 2015	192,370

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

30 June 2005	86.4
30 June 2009	87.0
30 June 2010	86.8
30 June 2011	85.7
30 June 2012	84.4
30 June 2013	86.0
30 June 2014	82.6
30 June 2015	81.1

### Average number of places per facility

1998	46.4
2006	60.0
2010	64.8
2012	69.0
2013	68.5
2014	70.4
2015	81.1

### Ownership of residential aged care places

Private for profit providers	38.0%
Private not for profit providers	31.6%
Religious providers	25.5%
State/Territory/local government	4.9%

### Registered and enrolled nurses in residential aged care

- The number of registered and enrolled nurse full-time equivalent positions in residential aged care has dropped by 8.4% since 2003. Between 2003 and 2015 the number of residential aged care places has increased by 27.2% and dependency levels of residents have increased from 64.4% assessed as high care in 2003, to 89% in 2015.
- 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 approximately an average of \$200 per week less (calculated on the base rate) than their colleagues in other sectors resulting in increasing difficulties attracting and retaining adequate numbers of appropriately trained nursing staff.

#### Note:

The figure of 89% of residents with an overall classification of high care is based on the process applied in the 2013-14 AIHW Report whereby people were classified as high care if they had an ACFI appraisal of either high in Activities of Daily Living or high in Complex Health Care, or high in Behaviour together with low or medium in at least one of the other two domains, or medium in at least two of the three domains. (<http://www.aihw.gov.au/aged-care/residential-and-home-care-2013-14/glossary/>)

#### Sources:

AIHW 2000 Residential Aged Care Facilities in Australia 1998-99: A Statistical Overview  
 AIHW 2011 Residential Aged Care in Australia 2009-2010: A Statistical Overview  
 AIHW 2012 Residential Aged Care in Australia 2010-2011: A Statistical Overview  
 AIHW 2013 Residential Aged Care and Aged Care Packages in the Community 2011-12  
 AIHW 2014 Residential Aged Care and Aged Care Packages in the Community 2012-13  
 AIHW 2015 Residential Aged Care and Home Care 2013-14 Web Report  
 AIHW 2016 Residential Aged Care and Home Care 2014-15 Web Report  
 AIHW Nursing Labour Force 1999; 2001; 2002; 2003  
 AIHW Nursing and Midwifery Labour Force 2005  
 AIHW 2004 Residential Aged Care Facilities in Australia 2002-03  
 Martin B and King D, 2008, *Who Cares For Older Australians?* National Institute of Labour Studies, Flinders University, Adelaide, Australia.  
 Report on Government Services 2015



## AGED CARE DATA

This section of Paycheck provides information on agreement coverage in the non-public residential aged care sector and an analysis of the wage rates for key nursing classifications based on 773 enterprise agreements operating as at 15 August 2016. The information is updated on a quarterly basis as new agreements are approved by the Fair Work Commission. It includes data at a national level as well as by each State and Territory.

Australia wide, the proportion of facilities covered by awards has fallen further over the past quarter from 9.8% to 9.1% and the proportion of facilities where the entire nursing and carer workforce has risen again to 86.4%.

### Agreements in non-public residential aged care

As at 15 August 2016, we have identified a total of 773 agreements operating in the residential aged care sector. The combined total for all States/Territories is 789 - fifteen more than the count for Australia because of twelve multistate agreements operating across two states/territories and two agreement operating in three states.

**Table 1**

#### Count of current or most recent agreements by State/Territory and nationally

	Count
NSW	236
VIC	253
QLD	72
SA	120
WA	46
TAS	42
NT	5
ACT	15
Australia	773

### Agreement coverage and award reliance

Across Australia, 86.4% of all aged care facilities have their entire nursing workforce covered by enterprise agreements (2090 out of 2419 facilities). This coverage rate is calculated by mapping enterprise agreements to the Australian Government Department of Social Services list of Non Public Sector Residential Aged Care Services (excluding services associated with public hospitals or publicly funded regional area health services). 84% of these fully covered facilities are covered by a single agreement setting out wages and conditions for all classifications of nursing staff (RN, EN and AIN/PCW). In 4.5% of facilities, nursing classifications are partially covered by agreements and partially covered by the Nurses Award.

Only 9.1 % of facilities are totally award reliant. On a State/Territory basis, the percentage share of facilities that are totally reliant on awards is 6.8% in NSW; 3.1% in VIC; 2.2% in SA; 1.4% in TAS; 8.0% in ACT; 19.2% in QLD and 24% in WA. In the Northern Territory, none are totally reliant on awards.

Agreement coverage varies markedly across the State and Territories: The Northern Territory and Victoria record the highest rate of complete coverage. All facilities in the Northern Territory are completely covered by agreements and 562 out of 580 facilities in Victoria (96.9%) are completely covered by enterprise agreements. More than 90% of facilities are fully covered by agreements in both NSW, ACT and Tasmania. In NSW, 93.2% (795 out of 853) of all facilities are covered completely by agreements. In Tasmania, 90.3% (65 out of 72) are fully covered. In Queensland 80.8% (339 out of 421) are fully covered.

In South Australia, just over half (55.1 %) of all facilities are fully covered by enterprise agreements. In 42.7% of South Australian facilities, AINs/PCWs (and presumably support staff) are not covered by enterprise agreements, while RNs and ENs are covered in 97.8% (222 out of 227) of facilities.

**Table 2**  
**Percent share of facilities (services) by status of agreement coverage and state**

Industrial Instrument Coverage	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	AUST
Complete - Single Agreement	92.2	88.6	78.6	11.6	7.9	47.2	83.3	88.0	72.0
Complete - Multiple Agreements	0.5	7.9	1.2	39.1	64.2	43.1	16.7	0.0	13.4
<b>Sub Total Complete Coverage</b>	<b>92.7</b>	<b>96.6</b>	<b>79.8</b>	<b>50.7</b>	<b>72.1</b>	<b>90.3</b>	<b>100.0</b>	<b>88.0</b>	<b>85.3</b>
Partial - RNS & ENS	0.0	0.0	0.0	46.2	0.9	8.3	0.0	0.0	4.6
Partial - ENS & AINS/PCWs	0.0	0.0	0.0	0.0	1.3	0.0	0.0	0.0	0.1
Partial - AINS only	0.0	0.0	0.2	0.0	0.0	0.0	0.0	4.0	0.1
<b>Sub Total Partial Coverage</b>	<b>0.0</b>	<b>0.0</b>	<b>0.2</b>	<b>46.2</b>	<b>2.2</b>	<b>8.3</b>	<b>0.0</b>	<b>4.0</b>	<b>4.8</b>
<b>Agreement Coverage (Complete or Partial)</b>	<b>92.7</b>	<b>96.6</b>	<b>80.0</b>	<b>96.9</b>	<b>74.2</b>	<b>98.6</b>	<b>100.0</b>	<b>92.0</b>	<b>90.2</b>
<b>Complete Award Reliance</b>	<b>7.3</b>	<b>3.4</b>	<b>20.0</b>	<b>3.1</b>	<b>25.8</b>	<b>1.4</b>	<b>0.0</b>	<b>8.0</b>	<b>9.8</b>
Total	100	100	100	100	100	100	100	100	100

### Residential aged care enterprise agreements average wage rate data – as at August 2016

The average wage rates are based on a comprehensive mapping of 773 agreements to residential aged care facilities covered by non public sector agreements in Australia. The data comes from the total population (100% sample) of current and most recently expired agreements. Administrative increases, (where known), have been applied to older agreements and agreements which expired before December 2014 were excluded from the sample used to calculate averages.

**Table 3**  
**Average wage data – August 2016**

	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	AUST
AIN/PCW entry	19.66	21.28	20.24	20.21	21.26	19.77	20.76	19.85	20.37
AIN/PCW thereafter	21.35	21.85	20.93	20.70	21.72	20.34	21.13	20.87	21.44
AIN/PCW Cert 3 entry	21.55	22.20	21.46	20.91	22.17	20.80	23.95	21.25	21.79
AIN/PCW Cert 3 thereafter	21.69	22.75	21.97	21.71	22.70	21.17	24.39	21.67	22.20
EN min	24.51	23.35	23.97	22.88	24.37	24.93	22.32	24.89	23.89
EN max	26.66	26.42	25.93	26.24	26.18	27.26	25.63	27.41	26.47
RN level1 entry	29.60	27.98	27.54	25.54	30.24	26.69	24.11	29.38	28.30
RN level 1 thereafter	37.04	33.96	33.17	34.21	38.07	35.03	31.80	37.05	35.25

### Comparison with public sector rates of pay

The difference between the average rates of pay nationally between the top rate for an RN Level 1 in the public sector and the top rate for an RN Level 1 in the residential aged care sector is currently 16% or \$208.24 per week calculated on the base rate.

On a State/Territory basis the difference for an RN Level 1 at the top of the level one classification structure varies from 6% in VIC to 32% in Northern Territory.

## PUBLIC SECTOR AND PRIVATE RESIDENTIAL AGED CARE WAGES COMPARISON

Classification	NATIONAL		
	Public \$	Aged Care \$	Diff %
AIN/PCW Entry	23.81	20.37	17%
AIN/PCW Top	24.87	21.44	16%
Cert 3 Entry	24.11	21.79	11%
Cert 3 Top	25.72	22.20	16%
EN min	27.09	23.89	13%
EN max	30.11	26.47	14%
RN Level 1 Entry	30.80	28.30	9%
RN Level 1 Top	40.73	35.25	16%

Classification	NSW			Classification	VIC		
	Public 1/07/2016 \$	Aged Care \$	% Diff		Public 31/03/2015 (Re RN & EN) 1/10/15 re AIN \$	Aged Care \$	% Diff
AIN/PCW Entry	21.60	19.66	10%	AIN/PCW Entry	21.80	21.28	2%
AIN/PCW Top	23.70	21.35	11%	AIN/PCW Top	22.37	21.85	2%
Cert 3 Entry	21.60	21.55	0.2%	Cert 3 Entry	22.73	22.20	2%
Cert 3 Top	23.70	21.69	9%	Cert 3 Top	23.28	22.75	2%
EN min	26.50	24.51	8%	EN min	23.77	23.35	2%
EN max	29.44	26.66	10%	EN max	28.47	26.42	8%
RN Level 1 Entry	30.06	29.60	1.6%	RN Level 1 Entry	28.27	27.98	1%
RN Level 1 Top	42.21	37.04	14%	RN Level 1 Top	36.03	33.96	6%

Classification	QLD			Classification	SA		
	Public 1/04/2015 \$	Aged Care \$	% Diff		Public 1/10/2015 \$	Aged Care \$	% Diff
AIN/PCW Entry	25.62	20.24	27%	AIN/PCW Entry		20.21	
AIN/PCW Top	26.15	20.93	25%	AIN Top		20.70	
Cert 3 Entry	25.62	21.46	19%	Cert 3 Entry		20.91	
Cert 3 Top	28.05	21.97	28%	Cert 3 Top		21.71	
EN min	27.73	23.97	16%	EN min	25.85	22.88	13%
EN max	29.43	25.93	13%	EN max	30.23	26.24	15%
RN Level 1 Entry	32.21	27.54	17%	RN Level 1 Entry	30.23	25.54	18%
RN Level 1 Top	41.30	33.17	25%	RN Level 1 Top	41.25	34.21	21%

Classification	ACT			Classification	NT		
	Public 1/4/2016 \$	Aged Care \$	% Diff		Public 9/08/2016 \$	Aged Care \$	% Diff
AIN/PCW Entry	24.30	19.85	22%	AIN/PCW Entry		20.76	
AIN/PCW Top	25.12	20.87	20%	AIN/PCW Top		21.13	
Cert 3 Entry	24.30	21.25	14%	Cert 3 Entry		23.95	
Cert 3 Top	25.12	21.67	16%	Cert 3 Top		24.39	
EN min	28.65	24.89	15%	EN min	28.13	22.32	26%
EN max	30.60	27.41	12%	EN max	31.80	25.63	24%
RN Level 1 Entry	31.58	29.38	7%	RN Level 1 Entry	31.80	24.11	32%
RN Level 1 Top	42.19	37.05	14%	RN Level 1 Top	42.02	31.80	32%

Classification	WA			Classification	TAS		
	Public 1/07/2015 \$	Aged Care \$	% Diff		Public 1/12/2015 \$	Aged Care \$	% Diff
AIN/PCW Entry	7/10/2015 25.73	21.26	21%	AIN/PCW Entry		19.77	
AIN/PCW Top	27.02	21.72	24%	AIN/PCW Top		20.34	
Cert 3 Entry	25.73	22.17	16%	Cert 3 Entry	24.70	20.80	19%
Cert 3 Top	27.02	22.70	19%	Cert 3 Top	27.14	21.17	28%
EN min	28.95	24.37	19%	EN min	27.13	24.93	9%
EN max	30.88	26.18	18%	EN max	30.05	27.26	10%
RN Level 1 Entry	32.17	30.24	6%	RN Level 1 Entry	30.05	26.69	13%
RN Level 1 Top	42.33	38.07	11%	RN Level 1 Top	38.44	35.03	10%

## PRIVATE ACUTE HOSPITALS

This section of Paycheck contains updated information on enterprise agreement data in the Private Acute Hospital sector.

The ABS reports there are approximately 282 private acute hospitals in Australia. The majority (62%) operate on a 'for profit' basis while a further 29.4% are religious or charitable 'not for profit' hospitals with the remainder being considered other not for profit hospitals (bush nursing, community and memorial hospitals).<sup>24</sup>

Figures provided by the AIHW indicate there are a total of 44,208 registered nurses, enrolled nurses and midwives employed in private hospitals across Australia. The vast majority are registered nurses and midwives who comprise 84% of the nursing workforce in this sector.<sup>25</sup>

The same data shows that there are 33,617 full time equivalent nurses and midwives based on a 38 hour week.

The following table provides average wages data based on 123 enterprise agreements covering 93% of private hospitals across Australia.

### Average Wage Data - August 2016

	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	AUST
AIN/PCW min	21.43	21.73	23.38	23.02	24.47	20.85		25.25	22.55
AIN/PCW max	23.19	23.87	25.88	23.57	25.42	22.30		25.25	24.46
EN min	26.08	24.59	27.30	24.70	25.89	27.68	27.86	27.67	25.96
EN max	28.99	29.01	30.00	28.81	29.48	30.71	31.49	30.15	29.38
RN level1 entry	29.38	29.22	31.03	27.87	31.28	30.01	31.49	30.65	29.82
RN level 1 thereafter	41.29	37.40	40.41	38.17	41.81	39.04	41.21	41.41	39.89

### Comparison with public sector rates of pay

Classification	NATIONAL		
	Public \$	Private Acute \$	Diff %
AIN/PCW min	23.81	22.55	5.59%
AIN/PCW max	25.72	24.46	5.15%
EN min	27.09	25.96	4.35%
EN max	30.11	29.38	2.48%
RN Level 1 Entry	30.80	29.82	3.25%
RN Level 1 Top	40.73	39.89	2.1%

The difference between the average rates of pay nationally between the top rate for an RN Level 1 in the public sector and the top rate for an RN Level 1 in the private acute sector is 2.1% or 84 cents per hour calculated on the base rate.

<sup>24</sup> ABS 4390.0 - Private Hospitals, Australia, 2014-2015

<sup>25</sup> Data request to AIHW. Nursing & Midwifery Workforce data 2015, Employed nurses and midwives by division: work setting of main job by sector of main job.



## **A SNAPSHOT OF THE AUSTRALIAN NURSING & MIDWIFERY FEDERATION**

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### **The ANMF**

Established in 1924, the Australian Nursing & Midwifery Federation (ANMF) is the only organisation in Australia representing the industrial and professional interests of nurses, midwives and assistants in nursing.

The ANMF has over 240,000 members working across Australia in cities, rural, regional and remote locations and in every area of health, health prevention and aged care. There is a total of 363,501 nurses and midwives in Australia registered to practice<sup>27</sup> who contribute directly to all areas of Australia's health and aged care.

All Australians must have access to safe, quality health and aged care. To achieve this, it is important that Australia continues to have a robust, well-educated and highly experienced nursing and midwifery workforce. Ensuring that every nurse, midwife and assistant in nursing receives pay and conditions reflective of their extensive level of skill and education is a priority for the ANMF.

The ANMF campaigns to raise political awareness, and political action if necessary, among its members and the community in the pursuit of improved public policy on health, aged care, education, employment, industrial relations and all areas of social justice.

Australia's health and aged care systems and its nursing and midwifery workforce face many challenges. The ANMF is working with nurses, midwives and assistants in nursing, governments, community and consumer groups, health and aged care providers and other health care professionals to progress solutions and build a sustainable health workforce for the future good health of Australia.

### **The ANMF Federal Office**

The ANMF Federal Office has locations in Melbourne and Canberra. The Federal Office develops policy and represents ANMF members at a national level in the areas of health, aged care, education, the nursing and midwifery workforce, industrial relations and social justice.

Lee Thomas, Federal Secretary of the ANMF and Annie Butler, Assistant Federal Secretary, co-ordinate the national activities of the Federation. Branch Secretaries manage the activities of the state and territory branches of the ANMF.

The governing bodies of the Union are the Federal Council and Federal Executive. National committees cover industrial and professional issues, occupational health and safety and aged care.

The ANMF Federal Office publishes two nursing journals:

- ◆ The Australian Nursing & Midwifery Journal (ANMJ) published monthly consists of clinical articles, a monthly feature and the latest union, nursing and midwifery news
- ◆ The Australian Journal of Advanced Nursing (AJAN), published quarterly, is a peer reviewed research journal, available at <http://www.ajan.com.au>

<sup>27</sup> The Nursing and Midwifery Board of Australia (NMBA) now publishes quarterly data on the nursing and midwifery workforce <http://www.nursingmidwiferyboard.gov.au/About/Statistics.aspx>

## ANMF membership

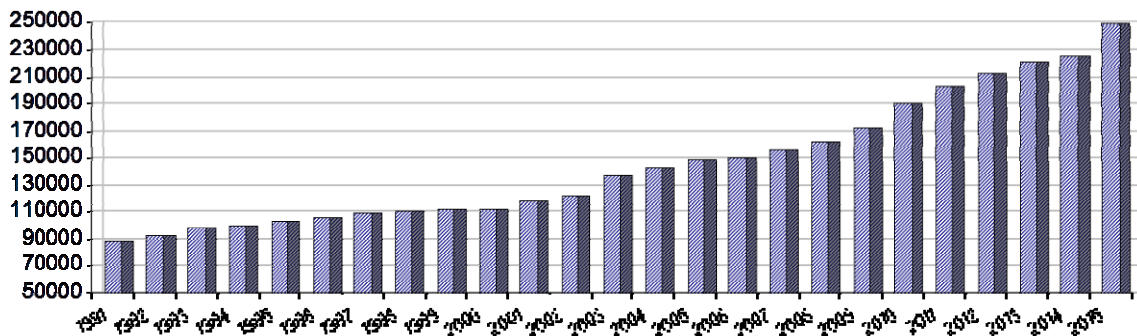
ANMF membership is the most effective way for nurses, midwives and assistants in nursing to ensure that fair working conditions and rates of pay are negotiated for the entire nursing and midwifery workforce. Fair wages and working conditions help to retain nurses, midwives and assistants in nursing in the workforce, thereby improving Australia's health and aged care system. The ANMF provides a range of services to members through its state and territory branches.

Services include:

- information about wages and conditions of employment
- industrial representation
- professional indemnity insurance
- legal representation
- negotiation of awards and agreements
- resolution of workplace disputes
- information and representation on workplace issues such as occupational health and safety
- education services
- library services

Members can become actively involved in ANMF campaigns and activities through their Branch, the ANMF state and federal websites, and the ANMF publications.

**Figure 3**  
**Australian Nursing & Midwifery Federation Membership 1991-2015**



Source: Branch Declared Membership 31 December each year.

## Joining the ANMF

Nurses, midwives and AINs join the ANMF branch in the state or territory where they work:

- [ANMF Australian Capital Territory Branch](#)
- [NSW Nurses' and Midwives Association \(ANMF NSW Branch\)](#)
- [ANMF Northern Territory Branch](#)
- [Queensland Nurses' and Midwives Union \(ANMF QLD Branch\)](#)
- [ANMF South Australian Branch](#)
- [ANMF Tasmanian Branch](#)
- [ANMF Victorian Branch](#)
- [ANMF Western Australian Branch](#)



## The ANMF's international work

The ANMF represents nurses, midwives and assistants in nursing internationally through membership of other national and international nursing organisations and professional associations. The ANMF is a member of the Commonwealth Nurses Federation, the South Pacific Nurses Forum and the International Council of Nurses (ICN).

The ANMF is affiliated to the Australian Council of Trade Unions (ACTU), International Centre for Trade Union Rights and Union Aid Abroad - APHEDA (Australian People for Health, Education and Development Abroad) which is the overseas aid agency of the trade union movement. Further information about the ANMF is available at: <http://www.anmf.org.au>

## Useful Links:

### Nursing

RCNA	Royal College of Nursing Australia: <a href="http://www.rcna.org.au/">http://www.rcna.org.au/</a>
NMBA	Nursing and Midwifery Board of Australia: <a href="http://www.nursingmidwiferyboard.gov.au/">http://www.nursingmidwiferyboard.gov.au/</a>
ANMC	Australian Nursing and Midwifery Council: <a href="http://www.anmc.org.au">http://www.anmc.org.au</a>
CNF	Commonwealth Nurses Federation: <a href="http://www.commonwealthnurses.org/">http://www.commonwealthnurses.org/</a>
ICN	International Council of Nurses: <a href="http://www.icn.ch/">http://www.icn.ch/</a>
GNU	Global Nurses United: via <a href="http://www.nationalnursesunited.org/">http://www.nationalnursesunited.org/</a>

### Industrial

ACTU	Australian Council of Trade Unions (ACTU): <a href="http://www.actu.org.au/">http://www.actu.org.au/</a>
FWC	Fair Work Commission: <a href="http://www.fwc.gov.au/">http://www.fwc.gov.au/</a>
FWO	Fair Work Ombudsman: <a href="http://www.fairwork.gov.au/">http://www.fairwork.gov.au/</a>

### International

ILO	International Labour Organisations: <a href="http://www.ilo.org">http://www.ilo.org</a>
ITUC	International Trade Union Confederation: <a href="http://www.ituc-csi.org/">http://www.ituc-csi.org/</a>
PSI	Public Services International: <a href="http://www.world-psi.org/">http://www.world-psi.org/</a>
APHEDA	Australian People for Health, Education and Development Abroad: <a href="http://www.apheda.org.au/">http://www.apheda.org.au/</a>
SPNF	South Pacific Nurses Forum: <a href="http://www.spnf.org.au/">http://www.spnf.org.au/</a>

### Other

AIHW	Australian Institute of Health and Welfare: <a href="http://www.aihw.gov.au/">http://www.aihw.gov.au/</a>
ABS	Australian Bureau of Statistics: <a href="http://www.abs.gov.au/">http://www.abs.gov.au/</a>
AHPRA	Australian Health Practitioner Regulation Agency: <a href="http://www.ahpra.gov.au">www.ahpra.gov.au</a>

## **ANMF FEDERAL OFFICE**

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FEDERAL SECRETARY Lee Thomas

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