

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999*

**HOSPITAL NURSES' AWARD - STATE 2003**

**(Gazette, 13 June 2003)**

PURSUANT to the Declaration of the Commission as to a General Ruling made on 21 August 2009, the said Award is amended as follows as from 1 September 2009:

1. By deleting clauses 5.2.1 to 5.2.8 and inserting the following in lieu thereof:

5.2.1 *Assistant Nurses*

	Per Week
	\$
First year	454.90
Second year	494.80
Third year	534.30
Fourth year	610.00
Fifth year and thereafter	631.40

Provided that an assistant nurse shall at age 21 be paid not less than \$599.30 per week.

Provided further that the above wage rates for First, Second and Third Year Assistant Nurses are junior rates of pay and any increase to these rates will be calculated in accordance with the following formula:

$$\frac{\text{Old Junior Rate}}{\text{Old 21 year old rate}} \times \frac{\text{New 21 Year Old Rate}}{1}$$

Provided further that employers who paid wage rates, prior to 1 September 1999, for Assistant Nurses First, Second and Third Years equivalent to those gazetted in (1999) 161 QGIG 455 - 458 rather than the rates specified in the Correction of Error gazetted (2000) 163 QGIG 449 - 450 shall not be deemed liable for the inconsistency in accordance with the outcome of B1464/99. This proviso shall cease to operate as of 31 August 2005.

5.2.2 *Pupil Nurses*

	Per Week
	\$
Under 21 years	436.50
At 21 years and over	654.70

Provided that where an assistant nurse is accepted by the employer for training as a pupil nurse, that person shall be paid not less than the rate that person would have received had that person continued in employment as an assistant nurse.

5.2.3 *Enrolled Nurses*

	\$
Paypoint 1	673.90
Paypoint 2	683.30
Paypoint 3	692.70
Paypoint 4	702.15
Paypoint 5	709.55

Provided that an employee under age 21 shall be paid:

76% of Paypoint 1  
79% of Paypoint 2  
84% of Paypoint 3

Provided further that payment and progression through each of the Enrolled Nurse Paypoints shall be according to the definitions and processes contained in Schedule 3 to the Award:

Provided further that no Enrolled Nurse shall suffer a reduction in ordinary time earnings as a result of the application of Schedule 3.

#### 5.2.4 *Level 1*

##### (a) Registered Nurse with Midwifery Certificate only

	\$
1st year	714.30
2nd year	737.90
3rd year	759.50

##### (b) Registered Nurse

	\$
1st year	714.30
2nd year	737.90
3rd year	759.50
4th year	785.00
5th year	808.60
6th year	832.20
7th year	855.80
8th year	877.30

#### 5.2.5 *Level 2*

##### (a) Clinical Nurse consultant

	\$
1st year	900.90
2nd year	914.60
3rd year	930.30
4th year	946.10

##### (b) Nurse educator (without diploma)

	\$
1st year	900.90
2nd year	914.60
3rd year	930.30
4th year	946.10

#### 5.2.6 *Level 3*

##### (a) Charge Nurse

	\$
1st year	975.50
2nd year	993.20
3rd year	1,010.80
4th year	1,028.60

##### (b) Nursing supervisor

	\$
1st year	975.50
2nd year	993.20
3rd year	1,010.80
4th year	1,028.60

## (c) Nurse educator (with diploma)

	\$
1st year	975.50
2nd year	993.20
3rd year	1,010.80
4th year	1,028.60

## 5.2.7 Level 4

## Registered Nurse (Level 4)

	Per Week
	\$
Grade 1	1,122.80
Grade 2	1,191.50
Grade 3	1,260.30

Provided that the relevant Level 4 Grade shall be determined according to the following criteria

Level 4	Grade 1	Where the Director of Nursing is graded as a Grade 1 or Grade 2;
Level 4	Grade 2	Where the Director of Nursing is graded as a Grade 3 or Grade 4;
Level 4	Grade 3	Where the Director of Nursing is graded as a Grade 5 or Grade 6.

## 5.2.8 Level 5

## Registered Nurse (Level5)

## Director of Nursing

	\$
Grade 1	1,122.80
Grade 2	1,181.70
Grade 3	1,260.30
Grade 4	1,338.90
Grade 5	1,476.40
Grade 6	1,613.90

A list of positions in respect of each grade is shown at Schedule 1.

The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2009 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

2. By deleting from the clauses listed in the first column of the Schedule, the amount in the second column, and inserting the amount in the third column in lieu thereof:

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
5.3.2	2.29	2.35
5.3.3	8.60	8.80
5.3.4	5.08	5.21
	10.19	10.44
5.3.5	19.20	19.70
6.9.1(a)(i)	7.89	8.09
6.9.1(a)(ii)	5.08	5.21
6.9.1(a)(iii)	3.19	3.27
6.9.1(b)	2.62	2.69

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
6.9.2(a)(i)	18.59	19.05
6.9.2(a)(ii)	27.90	28.60
6.9.2(a)(iii)	32.54	33.35

Dated 1 October 2009.

G.D. SAVILL,  
Registrar.