

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999

PRIVATE HOSPITAL NURSES' AWARD - STATE 2003

(Gazette, 5 September 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 clause 5.3.2 and inserting the following in lieu thereof:

5.3.2 Total Minimum Industry Rates - The rates payable to employees shall be:

Classification and Grade/Paypoint	Per week \$
Registered Nurse Level 1	
Grade 1	722.70
Grade 2	748.70
Grade 3	776.70
Grade 4	802.70
Grade 5	828.70
Grade 6	854.70
Grade 7	878.80
Grade 8	904.70
Registered Nurse Level 2	
Grade 1	930.70
Grade 2	948.10
Grade 3	965.40
Grade 4	982.80
Registered Nurse Level 3	
Grade 1	1,015.20
Grade 2	1,034.80
Grade 3	1,054.20
Grade 4	1,073.80
Registered Nurse Level 4	
Grade 1	1,177.80
Grade 2	1,253.50
Grade 3	1,329.40

The grading of a Registered Nurse Level 4 shall be determined as follows:

Registered Nurse Level 4 who reports to a Registered Nurse Level 5 Grade 1 or 2, shall be graded as a Registered Nurse Level 4 Grade 1 and paid as such.

A Registered Nurse Level 4 who reports to a Registered Nurse Level 5 Grade 3 or 4, shall be graded as a Registered Nurse Level 4 Grade 2 and paid as such.

A Registered Nurse Level 4 who reports to a Registered Nurse Level 5 Grade 5 or 6 shall be graded as a Registered Nurse Level 4 Grade 3 and paid as such.

Registered Nurse Level 5

Grade 1	1,177.80
Grade 2	1,242.70

Classification and Grade/Paypoint	Per week \$
Grade 3	1,329.40
Grade 4	1,416.20
Grade 5	1,567.90
Grade 6	1,719.60

The grading of Registered Nurse Level 5 in a facility shall be set-out in Schedule A (List of Members of PHAQ and Grading of Registered Nurses Level 5) of this Award

Enrolled Nurse

Paypoint 1	
Paypoint 2	675.90
Paypoint 3	686.30
Paypoint 4	696.60
Paypoint 5	707.10
	717.40

Provided that an employee under the age of 21 years shall be paid:

At Paypoint 1	76% of Paypoint 1	
At Paypoint 2	79% of Paypoint 2	513.70
At Paypoint 3	84% of Paypoint 3	542.20
		585.10

Provided further that payment and progression of Enrolled Nurses of any age through each of the Enrolled Nurse Paypoints shall be according to the definitions and processes contained in Schedule D to this Award (Enrolled Nurse Progression and Appeal).

Assistant Nurse

Grade 1	456.60
Grade 2	496.90
Grade 3	536.50
Grade 4	610.00
Grade 5	631.40

Provided that the minimum rate at age 21 years shall not be less than: 593.80

Provided that the above wage rates for 1st, 2nd and 3rd Grade 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 1st, 2nd and 3rd Grades equivalent to those gazetted in (1999) 161 QGIG 594-595 rather than the rates specified in the Correction of Error gazetted (2000) 163 QGIG 447-448 shall not be deemed liable for the inconsistency in accordance with the outcome of B1461/99. This proviso shall cease to operate as of 31 August 2005.

Pupil Nurse

Under 21 years	449.50
At 21 years and over	654.90

Provided that where an Assistant Nurse is accepted by the employer for training as a Pupil Nurse the employee shall be paid not less than the rate the employee would have received had the employee continued in employment as an Assistant Nurse.

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.

The above rates of pay include increases operative from 28 July 2000 that were inserted by consent of the parties pursuant to s. 129 of the Act as a consequence of proceedings in case number B424 of 2000. These rates reflect industry standards.

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>
	\$	\$
4.7.2	4.69	4.81
5.6.2	8.30	8.50
6.7.1(a)(i)	18.20	18.66
6.7.1(a)(ii)	27.31	27.99
6.7.1(a)(iii)	31.86	32.66

Dated 1 October 2009.

G.D. SAVILL,
Registrar.