

Nurses Remuneration (effective 1 July 2007)

Bottom of Scale (Nursing Officers Level 1(1), Level 2(1) and Level 4(1))

	Nursing Officer Level 1(1)		Nursing Officer Level 2(1)		Nursing Officer Level 4(1)	
	Annual	Fortnightly Value	Annual	Fortnightly Value	Annual	Fortnightly Value
Base Salary ^	\$46,628.00	\$1,787.20	\$60,945.00	\$2,336.00	\$74,923.00	\$2,871.80
Annual Leave Loading (17.5%) @	\$781.90	\$312.76	\$1,022.00	\$408.80	\$1,256.41	\$502.57
Employer Superannuation (12.75%) ~	\$5,945.07	\$227.87	\$7,770.49	\$297.84	\$9,552.68	\$366.15
Professional Development Allowance *	\$1,500.00	\$57.49	\$1,500.00	\$57.49	\$1,500.00	\$57.49
Total Package	\$54,854.97	\$2,385.32	\$71,237.49	\$3,100.13	\$87,232.09	\$3,798.01

Top of Scale (Nursing Officers Level 1(7), Level 2(4) and Level 4(3))

	Nursing Officer Level 1(7)		Nursing Officer Level 2(4)		Nursing Officer Level 4(3)	
	Annual	Fortnightly Value	Annual	Fortnightly Value	Annual	Fortnightly Value
Base Salary ^	\$59,918.00	\$2,296.70	\$65,289.00	\$2,502.50	\$80,282.00	\$3,077.20
Annual Leave Loading (17.5%) @	\$1,004.81	\$401.92	\$1,094.84	\$437.94	\$1,346.28	\$538.51
Employer Superannuation (12.75%) ~	\$7,639.55	\$292.83	\$8,324.35	\$319.07	\$10,235.96	\$392.34
Professional Development Allowance *	\$1,500.00	\$57.49	\$1,500.00	\$57.49	\$1,500.00	\$57.49
Total Package	\$70,062.36	\$3,048.94	\$76,208.19	\$3,317.00	\$93,364.24	\$4,065.54

^ As payable under the *Nurses (Queensland Health) Certified Agreement (EB6) 2006*

@ Calculated on 5 weeks Annual leave only. Loading provided when leave taken only. Loading for shift workers is 27.5% for 5 weeks Annual leave only.

~ Up to 12.75% employer superannuation contribution (on base salary including Qualifications Allowance where applicable)

* Professional Development Allowance. Different amounts are provided depending upon which Category the nurse works within. Details as follow:

	All Nursing Officers	
	Annual	Fortnightly Value
Category A	\$2,000	\$76.66
Category B	\$2,500	\$95.82
Category C	\$1,500	\$57.49

Category A: Banana HSD, Bowen HSD, Central Highlands HSD, Charters Towers HSD, Innisfail HSD, Moranbah HSD, North Burnett HSD, Northern Downs HSD, Roma HSD, South Burnett HSD, Southern Downs HSD, Tablelands HSD Eligible Facilities: Proserpine, Cooktown, Ingham, Mossman

Category B: Central West HSD, Charleville HSD, Mt Isa HSD Eligible Facilities: Richmond, Hughenden

Category C: Remaining categories not specified in Category A or B

Other Remuneration Items:

- Qualifications Allowance:

	Nursing Officers Level 1(7)		Nursing Officers Level 4(3)	
	Annual	Fortnightly Value	Annual	Fortnightly Value
Continuing Education Allowance (holds a Graduate Certificate, Graduate Diploma or a second degree relevant to employee's position)* (3.5%)	\$2,097.13	\$80.38	\$2,809.87	\$107.70
Continuing Education Advanced Allowance (holds a Masters or PhD degree relevant to employee's position)* (5.5%)	\$3,295.49	\$126.32	\$4,415.51	\$169.25

* Upon acceptance of a qualification, Nursing Officer Levels 1-4 are entitled to either an accelerated advancement to the next available paypoint or an allowance as shown above.

- On call rates:

	Nursing Officers Level 1 – Level 9*
	Daily
Saturday, Sunday, Public Holidays and Registered Day Off	\$32.50
Monday to Friday	\$17.76

* All nursing officers are entitled to on-call except DONs in receipt of an all-purpose allowance and Midwives in receipt of an annualised salary

Shift Allowances/Penalty rates:

	Nursing Officers Level 1
	Loading
Afternoon Shift (Monday to Friday)	12.5%
Night Shift (Monday to Friday)	20%
Saturday Shift	50%
Sunday Shift	75%
Special Public Holidays – Easter Saturday, Labor Day and Show Day	150%
Other Public Holidays	50%*

*Nursing officers are also entitled to an additional weeks' leave in lieu of extra payment for work done.