



Date: 27 September 2023

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**NURSES AND MIDWIVES INDUSTRIAL AGREEMENT NEGOTIATIONS  
– ADMINISTRATIVE PAYMENT**

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In conjunction with negotiations for a replacement WA Health System - Australian Nursing Federation - Registered Nurses, Midwives, Enrolled (Mental Health) and Enrolled (Mothercraft) Nurses - Industrial Agreement 2020 (**ANF Agreement**), approval has been given for the payment by administrative action of salary increases consistent with Public Sector Wages Policy.

Salaries in the ANF Agreement will be increased by \$60 per week, or 3.0% per annum, whichever is greater, effective on and from 12 October 2023.

Updated agreement salary schedules reflecting the approved salary increase are attached. Copies of the industrial instruments referred to can be accessed at [https://ww2.health.wa.gov.au/Articles/A\\_E/Awards-and-Agreements](https://ww2.health.wa.gov.au/Articles/A_E/Awards-and-Agreements).

Any queries can be directed to System-wide Industrial Relations, Department of Health.

**ADMINISTRATIVE SALARY INCREASE ARRANGEMENTS: WA HEALTH SYSTEM – AUSTRALIAN NURSING FEDERATION – REGISTERED NURSES, MIDWIVES, ENROLLED (MENTAL HEALTH) AND ENROLLED (MOTHERCRAFT) NURSES – INDUSTRIAL AGREEMENT 2020**

**SALARIES AND CLASSIFICATIONS**

<b>Registered Nurse</b>	<b>Existing Rate</b>	<b>\$60 per week on and from 12 October 2023</b>
Level 1.1	\$72,827	\$75,957
Level 1.2	\$75,455	\$78,585
Level 1.3	\$78,189	\$81,319
Level 1.4	\$81,030	\$84,160
Level 1.5	\$83,986	\$87,116
Level 1.6	\$87,061	\$90,191
Level 1.7	\$90,259	\$93,389
Level 1.8	\$93,582	\$96,712
Level 2.1	\$96,301	\$99,431
Level 2.2	\$98,119	\$101,249
Level 2.3	\$99,977	\$103,107
Level 2.4	\$101,872	\$105,002
<b>Senior Registered Nurse</b>	<b>Existing Rate</b>	<b>3% on and from 12 October 2023</b>
SRN Level 1	\$114,418	\$117,851
SRN Level 2	\$117,958	\$121,497
SRN Level 3	\$121,612	\$125,260
SRN Level 4	\$125,383	\$129,144
SRN Level 5	\$129,276	\$133,154
SRN Level 6	\$137,224	\$141,341
SRN Level 7	\$145,676	\$150,046
SRN Level 8	\$154,664	\$159,304
SRN Level 9	\$163,208	\$168,104
SRN Level 10	\$172,237	\$177,404
<b>Enrolled Mental Health Nurse</b>	<b>Existing Rate</b>	<b>\$60 per week on and from 12 October 2023</b>
EMHN Pay point 1	\$63,630	\$66,760
EMHN Pay point 2	\$64,944	\$68,074
EMHN Pay point 3	\$66,257	\$69,387
EMHN Pay point 4	\$67,571	\$70,701
EMHN Pay point 5	\$68,885	\$72,015
EMHN Pay point 6	\$70,199	\$73,329
<b>Enrolled Nurse (Mothercraft Nursing only)</b>	<b>Existing Rate</b>	<b>\$60 per week on and from 12 October 2023</b>
Year 1	\$60,126	\$63,256
Year 2	\$61,093	\$64,223
Year 3	\$62,504	\$65,634
Year 4	\$63,976	\$67,106
Year 5	\$65,421	\$68,551

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**ALLOWANCES**

**Clause 16(14)(a) Director of Nursing of a hospital where no medical practitioner resides within 14.5 kilometres of the hospital**

<b>Current</b>	<b>On and from 12 October 2023</b>
\$35.14	\$36.19

**Clause 16(14)(b) Hospital nurse in charge of a clinic for venereal diseases**

<b>Current</b>	<b>On and from 12 October 2023</b>
\$22.35	\$23.02

**Clause 21 Qualification allowance**

	<b>% of base salary for RN Level 1.8</b>	<b>Current</b>	<b>On and from 12 October 2023</b>
Level 1	3.5%	\$3,275	\$3,385
Level 2	4.5%	\$4,211	\$4,352
Level 3	5.5%	\$5,147	\$5,319

**Clause 26(1) Mortuary duties allowance**

<b>Current</b>	<b>On and from 12 October 2023</b>
\$4.30	\$4.43

**Clause 26(2) Lead apron allowance**

<b>Current</b>	<b>On and from 12 October 2023</b>
\$2.21	\$2.28

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**Clause 26(3) Authorised Mental Health Practitioner allowance**

<b>Current</b>	<b>On and from 12 October 2023</b>
\$3,275	\$3,373

**Clause 29(5)(b) Meal breaks allowance**

<b>Current</b>	<b>On and from 12 October 2023</b>
\$11.13	\$11.46

**Clause 64(1) Uniforms**

<b>Current</b>	<b>On and from 12 October 2023</b>
\$9.56	\$9.85

**Clause 64(2) Laundering of uniforms**

<b>Current</b>	<b>On and from 12 October 2023</b>
\$3.07	\$3.16