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## SCHEDULE 1: EMPLOYMENT CLASSIFICATIONS

### ENROLLED NURSES

#### 1.1 Enrolled Nurse Level 1 (EN1)

- (a) EN1 applies to Enrolled Nurses who do not hold an NMBA approved qualification in administration of medicines.
- (b) This level also applies to nurses formerly known as Mothercraft Nurses who are registered with the NMBA as ENs with notation, and to those who, while not registered as nurses, perform similar work with comparable underpinning education. Such nurses will be paid at the nearest (higher) pay point in the EN1 range to their current Mothercraft Nurse rate of pay, unless they are already paid above the maximum EN1 rate of pay, in which case they will retain their current rate of pay, adjusted only by annual pay increases applying under this Agreement.
- (c) **Progression** – An EN1 will progress through the increments on completion of a year of experience, including previous experience.
- (d) There is no automatic progression for an EN1 with a medication administration notation to the EN2 classification.

#### 1.1 Enrolled Nurse Level 2 (EN2)

- (a) **Cert IV Entry** - EN Level 2.1 is the entry to practise rate for the first year of experience of an Enrolled Nurse who holds a NMBA approved Cert IV – Nursing [HLT 43407] qualification without prior experience as an Enrolled Nurse. On completion of each year of experience thereafter the employee will progress to the next increment up to and including EN Level 2.6.
- (b) EN 2.1 to 2.6 inclusive will also apply to an Enrolled Nurse who holds a NMBA approved qualification in administration of medicines with an Administration of Medication Scope of up to four routes. Experience includes experience as an Enrolled Nurse prior to holding the Administration of Medication qualification.
- (c) **Diploma Entry** - EN Level 2.3 is the entry to practise rate for the first year of experience of an Enrolled Nurse who holds a NMBA approved Diploma of Nursing [HLT 51607] qualification without prior experience as an Enrolled Nurse. On completion of each year of experience thereafter the employee will progress to the next increment up to and including EN 2.7
- (d) EN 2.3 to 2.7 inclusive also apply to an Enrolled Nurse who holds a NMBA approved qualification in administration of medicines with an Administration of Medication Scope of all five routes. Experience includes experience as an Enrolled Nurse prior to holding the Administration of Medication qualification.

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- (e) **Progression** – An EN2 will progress through the increments on completion of a year of experience, including previous experience.
  - (f) There is no automatic progression for an EN2 to the EN3 classification.

**1.2 Enrolled Nurse Level 3 (EN3)**

- (a) ENs at level 2 may be appointed to an EN level 3 position.
  - (i) An EN Level 3 position is defined as being a dedicated independent position with an autonomous role requiring additional training and which requires the Caregiver to make independent decisions and to have a higher degree of accountability than is normally expected of another caregiver who is a EN Level 1 or EN level 2 in a similar area/s.

**1.3** In this clause 'year of experience' has the meaning provided by clause 9.

**REGISTERED NURSES**

Bush Nursing Centre - any Nursing Centre (other than a hospital, residential aged care facility) registered with the Health Department Victoria as a Bush Nursing Centre.

**Grade 1**

A registered nurse (as defined) in his or her first year of experience following registration as a Registered Nurse.

**Grade 2**

A registered nurse in the second and subsequent years of experience as a Registered Nurse and not elsewhere classified.

**Clinical Nurse Specialist**

A Registered Nurse appointed either on a part time or full time basis to the grade with either specific post-basic qualifications and who has a minimum of 12 months experience working in the clinical area of his/her specified post basic qualification and responsible for clinical nursing duties; or a minimum of 4 years equivalent post-basic registration experience, including 3 of those years being in the relevant specialist field.

The CNS must demonstrate a higher level of skill in clinical decision making than would generally be expected of a registered nurse. In particular the CNS must be competent in clinical problem identification and solutions, and analysing and interpreting clinical data.

The CNS must work towards maintaining and updating protocols and procedures for clinical practice including improvements of clinical standards.

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The level of clinical practice of a CNS reflects a higher level of skill than would be expected of Grade 2 nurses but less than Grade 3 positions.

### **Grade 3B**

A Registered Nurse appointed as a Bush Nurse and paid as such. A Bush Nurse is a Registered Nurse employed in a Bush Nursing Centre.

### **Grade 4(A)**

A Registered Nurse appointed as a Bush Nurse (sole) and paid as such. Registered Nurse appointed as such as a professional employed in a Bush Nursing Centre.

### **Nurse Centre Manager**

A Registered Nurse appointed as the Nurse Centre Manager and paid as such. A Nurse Centre Manager is a Registered Nurse appointed as such and in charge of all operational and clinical matters in a Bush Nursing Centre.

### **Nurse Practitioner**

- (c) A Registered Nurse engaged as a Nurse Practitioner candidate (as defined) will be classified and paid their substantive salary.
- (d) A Registered Nurse appointed as a Nurse Practitioner (as defined) during his/her first year of experience as a Nurse Practitioner will be classified and paid at Nurse Practitioner Year 1.
- (e) A Registered Nurse appointed as a nurse practitioner (as defined) during his/her second and subsequent years of experience as a Nurse Practitioner will be classified and paid at Nurse Practitioner Year 2.
- (f) A Candidate will be entitled to be classified and paid as a Nurse Practitioner once endorsed by the Nursing and Midwifery Board of Australia, effective from the first pay period on or after the date of application for endorsement, until such time as the period of candidature is complete.
- (g) For the purpose of the above sub-clauses Experience gained whilst employed in a pilot project will count for advancement to Nurse Practitioner Level 2 provided the pilot project and the Nurse Practitioner position are in the area of advanced practice for which the nurse has been endorsed.

## APPENDIX 1 –WAGE RATE SCHEDULE

	Current	Date of Operation of Agreement	FFPPOA 1 December 2020	FFPPOA 1 December 2021	FFPPOA 1 December 2022
			3%	3%	3%
<b>Registered Nurse</b>					
<b>Grade 1</b>	1125.88	1218.14	1254.68	1292.32	1331.09
<b>Grade 2</b>					
Year 1	1160.23	1265.25	1303.21	1342.30	1382.57
Year 2	1235.88	1334.97	1375.02	1416.27	1458.76
Year 3	1324.33	1404.17	1446.30	1489.68	1534.37
Year 4	1415.86	1478.51	1522.87	1568.55	1615.61
Year 5	1507.92	1552.43	1599.00	1646.97	1696.38
Year 6	1598.18	1624.28	1673.01	1723.20	1774.89
<b>Clinical Nurse Specialist</b>	1746.7	1790.14	1843.84	1899.16	1956.13
<b>Grade 3B</b>					
Year 1	1818.42	1845.25	1900.61	1957.63	2016.35
Year 2	1859.78	1869.99	1926.09	1983.87	2043.39
<b>Grade 4A</b>					
Year 1	1939.05	1947.44	2005.86	2066.04	2128.02
Year 2	1953.35		2011.95	2072.31	2134.48
<b>Nursing Centre Manager</b>	2285.24		2353.80	2424.41	2497.14
<b>Nurse Practitioner</b>					
<b>Year 1</b>		2330.40	2400.31	2472.32	2546.49
<b>Year 2</b>		2374.70	2445.94	2519.32	2594.90

	Current	FFPPOA 1 December 2020	FFPPOA 1 December 2021	FFPPOA 1 December 2022
		3%	3%	3%
<b>EN Level 1.1 (ENY1)</b>	1048.72	1080.18	1112.59	1145.96
<b>EN Level 1.2 (ENY2)</b>	1070.03	1102.13	1135.19	1169.25
<b>EN Level 1.3 (ENY3)</b>	1091.42	1124.16	1157.89	1192.62
<b>EN Level 1.4 (ENY4)</b>	1113.03	1146.42	1180.81	1216.24
<b>EN Level 1.5 (ENY6)</b>	1155.64	1190.31	1226.02	1262.80
<b>EN Level 1.6 (ENY8)</b>	1191.46	1227.20	1264.02	1301.94
<b>EN Level 2.1* (ENY1/2)</b>	1126.27	1160.06	1194.86	1230.71
<b>EN Level 2.2 (ENY3)</b>	1151.34	1185.88	1221.46	1258.10
<b>EN Level 2.3 (ENY4)</b>	1176.62	1211.92	1248.28	1285.72
<b>EN Level 2.4 (ENY5)</b>	1201.65	1237.70	1274.83	1313.08
<b>EN Level 2.5 (ENY6)</b>	1226.78	1263.58	1301.49	1340.54
<b>EN Level 2.6 (ENY7)</b>	1239.51	1276.70	1315.00	1354.45
<b>EN Level 2.7 (ENY8 with 5 routes)</b>	1251.89	1289.45	1328.13	1367.97

<b>EN Level 3.1** (ENY8 with Seniors Allowance)</b>	1314.78	1354.22	1394.85	1436.70
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	<b>Current</b>	<b>Date of Operation of Agreement</b>	<b>FFPPOA 1 December 2020</b>	<b>FFPPOA 1 December 2021</b>	<b>FFPPOA 1 December 2022</b>
			<b>3%</b>	<b>3%</b>	<b>3%</b>
<b>On call</b>	62.69		64.57	66.51	68.50
<b>Morning shift</b>	28.25		29.10	29.97	30.87
<b>Afternoon shift</b>	28.25		29.10	29.97	30.87
<b>Night shift</b>	78.11		80.45	82.87	85.35
<b>Change of roster</b>	51.44		52.98	54.57	56.21
<b>RN Qualification Allowances</b>					
Certificate/ Graduate Certificate	51.44		52.98	54.57	56.21
Post Graduate Diploma or Degree	83.58		86.09	88.67	91.33
Masters or Doctorate	96.44		99.33	102.31	105.38
<b>EN Qualification Allowances</b>					
Certificate/ Graduate Certificate 6 months duration	40.67		41.89	43.15	44.44
Certificate/ Graduate Certificate 12 months duration	76.25		78.54	80.89	83.32
<b>Vehicle allowances (cents per kilometer)</b>					
<b>Motor cars</b>					
35 PMU and over:	1.19		1.23	1.26	1.30
Under 35 PMU:	1.01		1.04	1.07	1.10
<b>Motor cycles</b>			0.00	0.00	0.00
250 cc and over:	0.59		0.61	0.63	0.64
Under 250 cc:	0.44		0.45	0.47	0.48
<b>Bicycles:</b>	0.15		0.15	0.16	0.16
<b>Uniform allowance p/day</b>	1.71		1.76	1.81	1.87
<b>Uniform allowance p/week</b>	8.57		8.83	9.09	9.36
<b>Laundry allowance p/day</b>	0.46		0.47	0.49	0.50
<b>Laundry allowance p/week</b>	2.33		2.40	2.47	2.55
<b>Meal allowance</b>					
(Meal Allowance A) > 1 hr:	12.80	13.29	13.69	14.10	14.52
(Meal Allowance B) > 4hrs:	10.29	11.98	12.34	12.71	13.09
RIPN Allowance	50.92		52.45	54.02	55.64
<b>Maximum Leave Loading</b>					
Weekly Salary Exceeds		2100.00	2163.00	2227.90	2294.70
Loading Amount		1470.00	1514.10	1559.50	1606.30