

DIOCESE OF LISMORE (CROWLEY CARE)

NURSING STAFF

Assistant in Nursing	Current	Nursing Assistant	FFPPOA	FFPPOA	FFPPOA
			1 January 2024	1 July 2024	1 July 2025
1st Year	\$29.26	1st year	\$30.43	\$31.19	\$31.97
2nd year	\$29.71	2nd year	\$30.90	\$31.68	\$32.47
3rd Year	\$30.19	3rd year	\$31.40	\$32.18	\$32.99
Thereafter	\$31.16	4th year and thereafter	\$32.41	\$33.22	\$34.05
Assistant in Nursing Cert III	\$31.16	Experienced (Cert III qualification)	\$33.00	\$33.83	\$34.67
Assistant in Nursing - Team Leader	\$31.16	Nurse Assistant)(Cert IV qualification) Appointed Team Leader role	\$33.50	\$34.34	\$35.20

Student Enrolled Nurse

Student Enrolled Nurse

1st year	\$28.10	21 years of age and over 1st year	\$29.22	\$29.95	\$30.70
2nd year	\$28.10	21 years of age and over 2nd year	\$29.36	\$30.09	\$30.85
3rd year	\$28.10				
Thereafter	\$28.23				

Enrolled Nurse

Enrolled Nurse with notation

Pay point 1	\$33.99	Pay point 1	\$35.35	\$36.23	\$37.14
Pay point 2	\$34.05	Pay point 2	\$35.41	\$36.30	\$37.20
Pay point 3	\$34.10	Pay point 3	\$35.46	\$36.35	\$37.26
Pay point 4	\$34.15	Pay point 4	\$35.51	\$36.40	\$37.31
Pay point 5	\$36.29	Pay point 5	\$37.74	\$38.69	\$39.65

Enrolled Nurse

Enrolled Nurse

Pay point 1	\$36.29	Pay point 1	\$37.74	\$38.69	\$39.65
Pay point 2	\$37.18	Pay point 2	\$38.67	\$39.63	\$40.62
Pay point 3	\$38.01	Pay point 3	\$39.53	\$40.52	\$41.53
Pay point 4	\$38.88	Pay point 4	\$40.44	\$41.45	\$42.48

DIOCESE OF LISMORE (CROWLEY CARE)

Pay point 5	\$38.92	Pay point 5	\$40.48	\$41.49	\$42.53
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Registered nurse—level 1

1st Year	\$41.55
2nd Year	\$43.94
3rd Year	\$46.45
4th Year	\$49.14
5th Year & Thereafter	\$52.39

Registered nurse—level 1

Pay point 1	\$43.21	\$44.29	\$45.40
Pay point 2	\$45.70	\$46.84	\$48.01
Pay point 3	\$48.31	\$49.52	\$50.75
Pay point 4	\$51.11	\$52.38	\$53.69
Pay point 5	\$54.49	\$55.85	\$57.24

Minimum entry rate

Four year degree (4th Year)	\$45.88
Masters degree (5th Year & Thereafter)	\$48.55

Minimum entry rate

Four year degree	\$47.72	\$48.91	\$50.13
Masters degree	\$50.49	\$51.75	\$53.05

Registered nurse—level 2

Clinical Nurse Specialist & Educator	\$50.98
Clinical Nurse Specialist & Educator	\$51.06
Clinical Nurse Specialist & Educator	\$51.15
Clinical Nurse Specialist & Educator	\$51.24

Registered nurse—level 2 CNS

Pay point 1	\$53.02	\$54.34	\$55.70
Pay point 2	\$53.10	\$54.43	\$55.79
Pay point 3	\$53.19	\$54.52	\$55.89
Pay point 4 and thereafter	\$53.29	\$54.62	\$55.98

Nurse Educator

1st year	\$54.38
2nd year	\$55.86
3rd year	\$57.22
4th year	\$59.99

Registered nurse—level 3 NE

Pay point 1	\$56.56	\$57.97	\$59.42
Pay point 2	\$58.09	\$59.55	\$61.04
Pay point 3	\$59.51	\$61.00	\$62.52
Pay point 4 and thereafter	\$62.39	\$63.95	\$65.55

Registered nurse—level 3

1st year	\$59.70
2nd year	\$59.80

Registered nurse—level 3 CNC

Pay point 1	\$62.09	\$63.64	\$65.23
Pay point 2	\$62.19	\$63.75	\$65.34

DIOCESE OF LISMORE (CROWLEY CARE)

3rd year	\$59.90	Pay point 3	\$62.30	\$63.85	\$65.45
4th year	\$59.99	Pay point 4 and thereafter	\$62.39	\$63.95	\$65.55

Nursing Unit Manager (personal to current occupants as at 1/3/99)

Level I - First Year	\$54.38				
Level I - Second Year	\$55.86	Level I	\$58.09	\$59.55	\$61.04
Level II	\$57.22	Level II	\$59.51	\$61.00	\$62.52
Level III	\$58.66	Level III	\$61.01	\$62.53	\$64.09

Senior Nurse Educator

Registered nurse—level 4 SNE

Grade 1 1st Year	\$61.79	Grade 1 1st Year	\$64.26	\$65.87	\$67.51
Grade 1 2nd Year	\$62.92	Grade 1 2nd Year	\$65.44	\$67.08	\$68.75
Grade 1 3rd Year	\$64.84	Grade 1 3rd Year	\$67.43	\$69.12	\$70.84

Grade 2 1st Year	\$62.23	Grade 2 1st Year	\$64.72	\$66.34	\$68.00
Grade 2 2nd Year	\$63.36	Grade 2 2nd Year	\$65.90	\$67.55	\$69.24
Grade 2 3rd Year	\$65.28	Grade 2 3rd Year	\$67.89	\$69.59	\$71.33

Grade 3 1st Year	\$62.62	Grade 3 1st Year	\$65.12	\$66.75	\$68.42
Grade 3 2nd Year	\$63.75	Grade 3 2nd Year	\$66.31	\$67.96	\$69.66
Grade 3 3rd Year	\$65.67	Grade 3 3rd Year	\$68.29	\$70.00	\$71.75

Assistant Director of Nursing

Registered nurse—level 4 Clinical Care Coordinator

< 150 beds	\$56.53				
< 150 beds	\$56.97				
< 150 beds	\$57.90	< 150 beds	\$60.22	\$61.72	\$63.27
151 - 250 beds	\$60.94				
151 - 250 beds	\$61.30	151 - 250 beds	\$63.75	\$65.35	\$66.98
> 251 beds	\$62.62	> 251 beds	\$65.12	\$66.75	\$68.42

DIOCESE OF LISMORE (CROWLEY CARE)

Deputy Director of Nursing

Registered nurse—level 4 DDON

<20 beds	\$57.55	<20 beds	\$59.85	\$61.35	\$62.88
21-75 beds	\$58.90				
21-75 beds	\$59.34	21-75 beds	\$61.71	\$63.26	\$64.84
76-100 beds	\$60.54				
76-100 beds	\$60.93	76-100 beds	\$63.37	\$64.95	\$66.58
101-150 beds	\$61.70				
101-150 beds	\$62.09	101-150 beds	\$64.57	\$66.19	\$67.84
151-200 beds	\$61.70				
151-200 beds	\$62.09	151-200 beds	\$64.57	\$66.19	\$67.84

Director of Nursing

Registered nurse—level 5 DON

<25 beds	\$63.70				
<25 beds	\$64.02	<25 beds	\$66.58	\$68.25	\$69.95
26-50 beds	\$67.08				
26-50 beds	\$67.40				
26-50 beds	\$67.85	26-50 beds	\$70.56	\$72.33	\$74.14
51-75 beds	\$68.38				
51-75 beds	\$68.70				
51-75 beds	\$69.15	51-75 beds	\$71.92	\$73.71	\$75.56
76-100 beds	\$70.00				
76-100 beds	\$70.45	76-100 beds	\$73.27	\$75.10	\$76.98
101-150 beds	\$72.27				
101-150 beds	\$72.70				
101-150 beds	\$73.47	101-150 beds	\$76.41	\$78.32	\$80.28
151-200 beds	\$74.88				
151-200 beds	\$75.65				
151-200 beds	\$73.47	151-200 beds	\$79.48	\$81.46	\$83.50

DIOCESE OF LISMORE (CROWLEY CARE)

PERSONAL CARE WORKERS AND RECREATIONAL ACTIVITIES OFFICERS/ LIFESTYLE OFFICERS

Personal Care Worker	Current	Personal Care Worker	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
CSE 1 - New Entrant (< 3 months)	\$28.34	Personal Care Worker - New Entrant <500 hours exp	\$29.47	\$30.21	\$30.97
CSE 1 (not required to have Cert III)	\$29.46	Personal Care Worker Level 1	\$30.64	\$31.40	\$32.19
CSE 2 - level 1	\$29.76	Recreational/Lifestyle activities officer (unqualified) / Personal Care Worker Level 2	\$30.95	\$31.72	\$32.52
CSE 1 required to have a Cert III	\$30.97	Recreational/Lifestyle activities officer (Cert III) / Personal Care Worker Level 3 (Cert III)	\$32.21	\$33.01	\$33.84
CSE 2 Level 1					
CSE 2 Level 2					
CSE 4 - Level 1	\$32.48	Personal Care Worker Level 4 (Cert IV). Appointed role.	\$33.78	\$34.62	\$35.49
CSE 5 (minimum)	\$37.39	Personal Care Worker Level 5 (Cert IV). Appointed role	\$38.89	\$39.86	\$40.85

DIOCESE OF LISMORE (CROWLEY CARE)

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HEAD CHEF/HEAD COOK

The single most senior food services employee engaged by any employer at the facility or site.

	Current	Most Senior Cook	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
CSE 3 (inc - Trades ie Cook)	\$30.11	Most Senior cook (trade) Aged Care Level 4	\$31.31	\$32.10	\$32.90
CSE 4 - Level 1 (including Chef)	\$31.59	Most Senior cook (Chef) Aged Care Level 5	\$32.85	\$33.67	\$34.51

Assistant Catering Officer

80 to 120 beds	\$32.81				
120 to 300 beds	\$32.81	Most Senior cook (Senior Chef) Aged Care Level 6	\$34.12	\$34.98	\$35.85

Catering Officer

80 to 120 beds	\$33.40	Chef /Food services supervisor Aged Care Level 7	\$34.73	\$35.60	\$36.49
120 to 200	\$33.40				

DIOCESE OF LISMORE (CROWLEY CARE)

HEALTH PROFESSIONALS

Health Professional Level 1 - (UG2) Dip / ADip	Current	Health Professional Level 1 - (UG2) Dip / ADip	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
First Year	\$27.47	First Year	\$28.57	\$29.28	\$30.01
Second Year	\$28.53	Second Year	\$29.67	\$30.41	\$31.17
Third year	\$29.79	Third year	\$30.98	\$31.76	\$32.55
Fourth Year	\$30.82	Fourth Year	\$32.05	\$32.85	\$33.67
Fifth Year	\$33.57	Fifth Year	\$34.92	\$35.79	\$36.68
Sixth Year & Thereafter	\$34.76	Sixth Year & Thereafter	\$36.15	\$37.06	\$37.98

DIOCESE OF LISMORE (CROWLEY CARE)

Level 1 - Bachelors Degree

Level 1 - Bachelors Degree

Health Professional Employee Level 1, PP2 (3 yr degree entry)	\$28.53	First Year	\$29.67	\$30.41	\$31.17
Health Professional Employee Level 1, PP3 (4 yr degree entry)	\$29.79	Second Year	\$30.98	\$31.76	\$32.55
Health Professional Employee Level 1, PP4 (Masters degree entry)	\$30.82	Third year	\$32.05	\$32.85	\$33.67
Health Professional Employee Level 1, PP5 (PHD qualification)	\$33.57	Fourth Year	\$34.92	\$35.79	\$36.68
Health Professional Employee Level 1, PP6	\$34.76	Fifth Year & Thereafter	\$36.15	\$37.06	\$37.98

Level 1 - Four Year Degree

Level 1 - Four Year Degree

Health Professional Employee Level 1, PP3 (4 yr degree entry)	\$29.79	First Year	\$30.98	\$31.76	\$32.55
Health Professional Employee Level 1, PP4 (Masters degree entry)	\$30.82	Second Year	\$32.05	\$32.85	\$33.67
Health Professional Employee Level 1, PP5 (PHD qualification)	\$33.57	Third Year	\$34.92	\$35.79	\$36.68
Health Professional Employee Level 1, PP6	\$34.76	Fourth Year & Thereafter	\$36.15	\$37.06	\$37.98

Level 1 - Masters Degree

Level 1 - Masters Degree

Health Professional Employee Level 1, PP4 (Masters degree entry)	\$30.82	First Year	\$32.05	\$32.85	\$33.67
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DIOCESE OF LISMORE (CROWLEY CARE)

Health Professional Employee Level 1, PP5 (PHD qualification)	\$33.57	Second Year	\$34.92	\$35.79	\$36.68
Health Professional Employee Level 1, PP6	\$34.76	Third Year & Thereafter	\$36.15	\$37.06	\$37.98

Diversional Therapists – Level 2

Diversional Therapists – Level 2

First Year	\$34.95	First Year	\$36.35	\$37.26	\$38.19
Second Year	\$36.22	Second Year	\$37.67	\$38.61	\$39.58
Third Year	\$37.61	Third year	\$39.11	\$40.09	\$41.09
Fourth Year & Thereafter	\$39.10	Fourth Year	\$40.67	\$41.68	\$42.73

Diversional Therapists – Level 3

Diversional Therapists – Level 3

First Year	\$40.80	First Year	\$42.43	\$43.49	\$44.58
Second Year	\$41.94	Second Year	\$43.62	\$44.71	\$45.83
Third Year	\$42.84	Third Year	\$44.56	\$45.67	\$46.81
Fourth Year	\$44.75	Fourth Year	\$46.54	\$47.70	\$48.89
Fifth Year & Thereafter	\$46.40	Fifth Year & Thereafter	\$48.26	\$49.46	\$50.70

HOME CARE STAFF

Home Care Employee	Current	Home Care Employee	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
New Entrant – (up to 6 months)	\$27.89				
Grade 1 - (6 - 12 months)	\$28.13	Home Care employee Level 1	\$29.26	\$29.99	\$30.74

Home Care employee level 2

Home Care Employee

Grade 1	\$29.51				
Grade 1	\$29.74				
Grade 2	\$29.51				
Grade 2	\$29.93	Home Care employee Level 2	\$31.13	\$31.91	\$32.70

DIOCESE OF LISMORE (CROWLEY CARE)

Home care employee level 3

Home Care Employee (Cert III)

Grade 3	\$30.11	Pay point 1	\$31.31	\$32.10	\$32.90
Grade 3	\$31.04	Pay point 2	\$32.28	\$33.09	\$33.92

Home Care Co-ordinator

Home Care Employee Level 4

Grade 1	\$37.40	Pay point 1	\$38.90	\$39.87	\$40.87
Grade 1	\$37.48	Pay point 2	\$38.98	\$39.95	\$40.95

Home Care Co-ordinator

Level 5 - Home Care Co-ordinator

Grade 2	\$35.34	Pay point 1	\$36.75	\$37.67	\$38.61
Grade 2	\$36.61	Pay point 2	\$38.07	\$39.03	\$40.00

NON-DIRECT AGED CARE STAFF

	Current	Level 1 <500 hours experience	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
CSE 1 (non direct care employee)	\$23.97	General Services Level 1	\$24.93	\$25.55	\$26.19
Catering Officer, Trainee 1st Year (< 3 months)	\$24.29	Catering Services Level 1	\$25.26	\$25.89	\$26.54
Clerk 1 - Junior (< 3 months)	\$24.04				
Clerk 2 - Junior (< 3 months)	\$24.47				
Clerk 1 (< 3 months)	\$25.22				

DIOCESE OF LISMORE (CROWLEY CARE)

Clerk 2 (< 3 months)	\$26.75	Clerical Support Services Level 1	\$27.82	\$28.52	\$29.23
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	Current	Level 2			
CSE 2 (Handyperson)	\$24.92	General Services Level 2	\$25.92	\$26.57	\$27.23
CSE 2 (non direct care employee)	\$25.93	General Services Level 2	\$26.97	\$27.64	\$28.33
Clerk 1 - Junior (3 months < 1 years service)	\$24.92				
Clerk 2 - Junior (3 months < 1 years service)	\$24.92				
Clerk 1 (3 months < 1 years service)	\$25.22	Clerical Support Services Level 2 PP1	\$26.23	\$26.88	\$27.56
Clerk 2 (3 months < 1 years service)	\$27.13	Clerical Support Services Level 2 PP2	\$28.22	\$28.92	\$29.64
Catering Officer, Trainee 1st Year	\$24.92				
Catering Officer, Trainee 2nd Year	\$24.92				
Catering Officer, Trainee 3rd Year	\$25.93	Catering Services Level 2	\$26.97	\$27.64	\$28.33

	Current	Level 3	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
Clerk 1 - Junior (2nd and subsequent years of service)	\$25.88				
Clerk 2 - Junior (2nd and subsequent years of service)	\$25.88				
		Catering Services Level 3	\$26.65	\$29.36	\$30.10

DIOCESE OF LISMORE (CROWLEY CARE)

Clerk 1 (2nd and subsequent years of service)	\$25.88	Clerical Support Services Level 3 PP1	\$26.91	\$27.59	\$28.28
Clerk 2 (2nd and subsequent years of service)	\$28.78	Clerical Support Services Level 3 PP2	\$29.93	\$30.68	\$31.45
Maintenance Super (otherwise)	\$27.55	General Services Level 3	\$28.65	\$29.36	\$30.10

Current

Level 4

CSE 3 (Cook)	\$28.34	Catering Services Level 4 - Cook (Trade)	\$29.47	\$30.21	\$30.97
Clerk 3 - Junior	\$26.18				
Clerk 3	\$30.50	Clerical Support Services Level 4	\$31.72	\$32.51	\$33.33
Maintenance Supervisor (Trade)	\$32.20	General Services Level 4 - Trade	\$33.49	\$34.33	\$35.18

Current

Level 5

Clerk 4 - Junior	\$33.66	Catering Services Level 5 - Chef	\$35.01	\$35.88	\$36.78
Clerk 4	\$31.92	Clerical Support Services Level 5	\$33.20	\$34.03	\$34.88
Maintenance Supervisor (otherwise) - in charge of staff	\$28.17	General Services Level 5 - In charge of staff	\$29.29	\$30.02	\$30.78

Current

Level 6

Assistant Catering Officer

DIOCESE OF LISMORE (CROWLEY CARE)

80 to 120 beds	\$28.53				
120 to 300 beds	\$34.69	Catering Services Level 6 - Senior Chef	\$36.08	\$36.98	\$37.90
300 to 500 beds	\$29.27				
500 to 1000 beds	\$30.07				

Current Level 7

Clerk 5 - Junior	\$29.04				
Clerk 5	\$33.41	Clerical Support Services Level 7	\$34.75	\$35.62	\$36.51

**Apprentice Cook
(% of CSE 3)**

**Apprentice Cook
(% of ACE 4)**

1st year (55%)	1st year (55%)
2nd year (65%)	2nd year (65%)
3rd year (80%)	3rd year (80%)
4th year (95%)	4th year (95%)

**Apprentice Gardener
(% of CSE 3)**

**Apprentice Gardener
(% of ACE 4)**

1st year (55%)	1st year (55%)
2nd year (65%)	2nd year (65%)
3rd year (75%)	3rd year (75%)
4th year (95%)	4th year (95%)