

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

**NURSING STAFF**

<b>Assistant in Nursing</b>	<b>Current</b>	<b>Nursing Assistant</b>	<b>FFPPOA 1 January 2024</b>	<b>FFPPOA 1 July 2024</b>	<b>FFPPOA 1 July 2025</b>
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	\$31.53	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	\$35.90	Pay point 5	\$35.90	\$36.80	\$37.72

**Enrolled Nurse**

**Enrolled Nurse**

Pay point 1	\$35.70	Pay point 1	\$35.70	\$36.59	\$37.51
Pay point 2	\$36.59	Pay point 2	\$36.59	\$37.50	\$38.44
Pay point 3	\$37.41	Pay point 3	\$37.41	\$38.35	\$39.30
Pay point 4	\$38.29	Pay point 4	\$38.29	\$39.25	\$40.23
Pay point 5	\$38.29	Pay point 5	\$38.29	\$39.25	\$40.23

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

**Registered nurse—level 1**

1st Year	\$40.89	Pay point 1	\$40.89	\$41.91	\$42.96
2nd Year	\$43.23	Pay point 2	\$43.23	\$44.31	\$45.42
3rd Year	\$45.70	Pay point 3	\$45.70	\$46.84	\$48.01
4th Year	\$48.34	Pay point 4	\$48.34	\$49.55	\$50.79
5th Year & Thereafter	\$51.54	Pay point 5	\$51.54	\$52.83	\$54.15

**Registered nurse—level 1**

**Minimum entry rate**

Four year degree (4th Year)	\$45.88	Four year degree	\$47.72	\$48.91	\$50.13
Masters degree (5th Year & Thereafter)	\$48.55	Masters degree	\$50.49	\$51.75	\$53.05

**Minimum entry rate**

**Registered nurse—level 2**

Clinical Nurse Specialist & Educator	\$50.98	Pay point 1	\$53.02	\$54.34	\$55.70
Clinical Nurse Specialist & Educator	\$51.06	Pay point 2	\$53.10	\$54.43	\$55.79
Clinical Nurse Specialist & Educator	\$51.15	Pay point 3	\$53.19	\$54.52	\$55.89
Clinical Nurse Specialist & Educator	\$53.85	Pay point 4 and thereafter	\$53.85	\$55.20	\$56.58

**Registered nurse—level 2 CNS**

**Nurse Educator**

1st year	\$57.14	Pay point 1	\$57.14	\$58.57	\$60.03
2nd year	\$58.71	Pay point 2	\$58.71	\$60.18	\$61.68
3rd year	\$60.13	Pay point 3	\$60.13	\$61.63	\$63.17
4th year	\$63.06	Pay point 4 and thereafter	\$63.06	\$64.64	\$66.25

**Registered nurse—level 3 NE**

**Registered nurse—level 3**

1st year	\$59.70	Pay point 1	\$62.09	\$63.64	\$65.23
2nd year	\$59.80	Pay point 2	\$62.19	\$63.75	\$65.34
3rd year	\$59.90	Pay point 3	\$62.30	\$63.85	\$65.45

**Registered nurse—level 3 CNC**

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

4th year	\$63.07	Pay point 4 and thereafter	\$63.07	\$64.65	\$66.26
----------	---------	----------------------------	---------	---------	---------

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

Level I – First Year	\$54.38				
Level I - Second Year	\$58.71	Level I	\$58.71	\$60.18	\$61.68
Level II	\$60.14	Level II	\$60.14	\$61.64	\$63.18
Level III	\$61.67	Level III	\$61.67	\$63.21	\$64.79

**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	\$64.92	Grade 3 1st Year	\$65.12	\$66.75	\$68.42
Grade 3 2nd Year	\$66.12	Grade 3 2nd Year	\$66.31	\$67.96	\$69.66
Grade 3 3rd Year	\$68.15	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	\$59.38	< 150 beds	\$60.22	\$61.72	\$63.27
151 – 250 beds	\$60.91				
151 - 250 beds	\$64.37	151 - 250 beds	\$64.37	\$65.98	\$67.63
> 251 beds	\$65.75	> 251 beds	\$65.75	\$67.39	\$69.08

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

**Deputy Director of Nursing**

**Registered nurse—level 4 DDON**

<20 beds	\$60.45	<20 beds	\$60.45	\$61.96	\$63.51
<del>21-75 beds</del>	<del>\$58.90</del>				
21-75 beds	\$62.32	21-75 beds	\$62.32	\$63.88	\$65.47
<del>76-100 beds</del>	<del>\$60.54</del>				
76-100 beds	\$64.93	76-100 beds	\$64.93	\$66.55	\$68.22
<del>101-150 beds</del>	<del>\$61.70</del>				
101-150 beds	\$65.20	101-150 beds	\$65.20	\$66.83	\$68.50
<del>151-200 beds</del>	<del>\$61.70</del>				
151-200 beds	\$66.96	151-200 beds	\$66.96	\$68.63	\$70.35

**Director of Nursing**

**Registered nurse—level 5 DON**

<25 beds	\$63.70				
<25 beds	\$67.27	<25 beds	\$67.27	\$68.95	\$70.68
<del>26-50 beds</del>	<del>\$67.08</del>				
<del>26-50 beds</del>	<del>\$67.40</del>				
26-50 beds	\$71.29	26-50 beds	\$71.29	\$73.07	\$74.90
<del>51-75 beds</del>	<del>\$68.38</del>				
<del>51-75 beds</del>	<del>\$68.70</del>				
51-75 beds	\$72.66	51-75 beds	\$72.66	\$74.48	\$76.34
<del>76-100 beds</del>	<del>\$70.00</del>				
76-100 beds	\$74.03	76-100 beds	\$74.03	\$75.88	\$77.78
<del>101-150 beds</del>	<del>\$72.27</del>				
<del>101-150 beds</del>	<del>\$72.70</del>				
101-150 beds	\$77.15	101-150 beds	\$77.15	\$79.08	\$81.06
<del>151-200 beds</del>	<del>\$74.88</del>				
<del>151-200 beds</del>	<del>\$75.65</del>				
151-200 beds	\$80.23	151-200 beds	\$80.23	\$82.24	\$84.29

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

**PERSONAL CARE WORKERS AND RECREATIONAL ACTIVITIES OFFICERS/ LIFESTYLE OFFICERS**

<b>Personal Care Worker</b>	<b>Current</b>	<b>Personal Care Worker</b>	<b>FFPPOA 1 January 2024</b>	<b>FFPPOA 1 July 2024</b>	<b>FFPPOA 1 July 2025</b>
<b>CSE 1 - New Entrant (&lt; 3 months)</b>	\$27.57	Personal Care Worker - New Entrant <500 hours exp	\$28.67	\$29.39	\$30.12
<b>CSE 1 (not required to have Cert III)</b>	\$28.66	Personal Care Worker Level 1	\$29.80	\$30.55	\$31.31
<b>CSE 2 - level 1</b>	\$30.11	Recreational/Lifestyle activities officer (unqualified) / Personal Care Worker Level 2	\$30.95	\$31.72	\$32.52
<b>CSE 1 required to have a Cert III</b>	\$30.11	Recreational/Lifestyle activities officer (Cert III) / Personal Care Worker Level 3 (Cert III)	\$31.31	\$32.10	\$32.90
<b>CSE 3</b>	\$31.54	Personal Care Worker Level 4 (Cert IV). Appointed role.	\$33.16	\$33.99	\$34.84
<b>CSE 4 - Level 1</b>	\$33.16				

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

<b>CSE 4 - Level 2 - 1st year</b>	\$36.81	Personal Care Worker Level 5 (Cert IV). Appointed role	\$38.36	\$39.32	\$40.30
<b>CSE 4 - Level 2 - 2nd year</b>	\$37.57				
<b>CSE 4 - Level 2 - 3rd year</b>	\$38.36				
<b>CSE 5 (minimum)</b>	\$36.37				

**HEAD CHEF/HEAD COOK**

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

	<b>Current</b>	<b>Most Senior Cook</b>	<b>FFPPOA 1 January 2024</b>	<b>FFPPOA 1 July 2024</b>	<b>FFPPOA 1 July 2025</b>
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	Most Senior cook (Senior Chef) Aged Care Level 6	\$34.12	\$34.98	\$35.85
120 to 300 beds	\$32.81				

**Catering Officer**

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

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

120 to 200	\$33.40
------------	---------

**HEALTH PROFESSIONALS**

<b>Health Professional Level 1 - (UG2) Dip / ADip</b>	<b>Current</b>	<b>Health Professional Level 1 - (UG2) Dip / ADip</b>	<b>FFPPOA 1 January 2024</b>	<b>FFPPOA 1 July 2024</b>	<b>FFPPOA 1 July 2025</b>
---	----------------	---	----------------------------------	-------------------------------	-------------------------------

First Year	\$29.90	First Year	\$29.90	\$30.65	\$31.41
Second Year	\$31.67	Second Year	\$31.67	\$32.46	\$33.27
Third year	\$33.03	Third year	\$33.03	\$33.86	\$34.70
Fourth Year	\$34.24	Fourth Year	\$34.24	\$35.10	\$35.97
Fifth Year	\$35.39	Fifth Year	\$35.39	\$36.27	\$37.18
Sixth Year & Thereafter	\$36.27	Sixth Year & Thereafter	\$36.27	\$37.18	\$38.11

**Level 1 - Bachelors Degree**

**Level 1 - Bachelors Degree**

Health Professional Employee Level 1, PP2 (3 yr degree entry)	\$31.67	First Year	\$31.67	\$32.46	\$33.27
Health Professional Employee Level 1, PP3 (4 yr degree entry)	\$33.04	Second Year	\$33.04	\$33.87	\$34.71
Health Professional Employee Level 1, PP4 (Masters degree entry)	\$34.24	Third year	\$34.24	\$35.10	\$35.97

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

Health Professional Employee Level 1, PP5 (PHD qualification)	\$35.39	Fourth Year	\$35.39	\$36.27	\$37.18
Health Professional Employee Level 1, PP6	\$36.28	Fifth Year & Thereafter	\$36.28	\$37.19	\$38.12

**Level 1 - Four Year Degree**

**Level 1 - Four Year Degree**

Health Professional Employee Level 1, PP3 (4 yr degree entry)	\$33.04	First Year	\$33.04	\$33.87	\$34.71
Health Professional Employee Level 1, PP4 (Masters degree entry)	\$34.32	Second Year	\$34.32	\$35.18	\$36.06
Health Professional Employee Level 1, PP5 (PHD qualification)	\$35.39	Third Year	\$35.39	\$36.27	\$37.18
Health Professional Employee Level 1, PP6	\$36.28	Fourth Year & Thereafter	\$36.28	\$37.19	\$38.12

**Level 1 - Masters Degree**

**Level 1 - Masters Degree**

Health Professional Employee Level 1, PP4 (Masters degree entry)	\$34.24	First Year	\$34.24	\$35.10	\$35.97
Health Professional Employee Level 1, PP5 (PHD qualification)	\$35.39	Second Year	\$35.39	\$36.27	\$37.18
Health Professional Employee Level 1, PP6	\$36.27	Third Year & Thereafter	\$36.27	\$37.18	\$38.11

**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



**Diocese of Lismore (St Josephs) Pay Scales and Translation**

**Diversional Therapists – Level 3**

First Year	\$40.80
Second Year	\$41.94
Third Year	\$42.84
Fourth Year	\$44.75
Fifth Year & Thereafter	\$46.40

**Diversional Therapists – Level 3**

First Year	\$42.43	\$43.49	\$44.58
Second Year	\$43.62	\$44.71	\$45.83
Third Year	\$44.56	\$45.67	\$46.81
Fourth Year	\$46.54	\$47.70	\$48.89
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)	\$28.86	Home Care employee Level 1	\$29.01	\$29.73	\$30.48

**Home Care employee level 2**

Grade 1	\$29.51
Grade 1	\$29.71
Grade 2	\$29.51
Grade 2	\$29.71

**Home Care Employee**

Home Care employee Level 2	\$30.89	\$31.67	\$32.46
----------------------------	---------	---------	---------

**Home care employee level 3**

Grade 3	\$30.11
Grade 3	\$31.69

**Home Care Employee (Cert III)**

Pay point 1	\$31.31	\$32.10	\$32.90
Pay point 2	\$32.28	\$33.09	\$33.92

**Home Care Co-ordinator**

Grade 1	\$32.85
Grade 1	\$33.51

**Home Care Employee Level 4**

Pay point 1	\$34.17	\$35.02	\$35.90
Pay point 2	\$34.85	\$35.72	\$36.61

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

**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	\$37.26	Pay point 2	\$38.07	\$39.03	\$40.00

**NON-DIRECT AGED CARE STAFF**

	<b>Current</b>	<b>Level 1 &lt;500 hours experience</b>	<b>FFPPOA 1 January 2024</b>	<b>FFPPOA 1 July 2024</b>	<b>FFPPOA 1 July 2025</b>
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				
Clerk 2 (< 3 months)	\$26.75	Clerical Support Services Level 1	\$27.82	\$28.52	\$29.23

	<b>Current</b>	<b>Level 2</b>			
CSE 2 (Handyperson)	\$24.92	General Services Level 2	\$25.92	\$26.57	\$27.23
CSE 2 (non direct care employee)	\$24.92	General Services Level 2	\$25.92	\$26.57	\$27.23
Clerk 1 - Junior (3 months < 1 years service)	\$24.92				
Clerk 2 - Junior (3 months < 1 years service)	\$24.92				

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

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)	\$26.75	Clerical Support Services Level 2 PP2	\$27.82	\$28.52	\$29.23
Catering Officer, Trainee 1st Year	\$24.92				
Catering Officer, Trainee 2nd Year	\$24.92				
Catering Officer, Trainee 3rd Year	\$26.27	Catering Services Level 2	\$26.27	\$27.34	\$28.02

	Current	Level 3	FFPPOA 1 January 2024	FFPPOA 1 July 2024	FFPPOA 1 July 2025
<del>Clerk 1 - Junior (2nd and subsequent years of service)</del>	\$25.88				
<del>Clerk 2 - Junior (2nd and subsequent years of service)</del>	\$25.88				
		Catering Services Level 3	\$26.65	\$27.31	\$28.00
Clerk 1 (2nd and subsequent years of service)	\$26.64	Clerical Support Services Level 3 PP1	\$26.91	\$27.59	\$28.28
Clerk 2 (2nd and subsequent years of service)	\$28.27	Clerical Support Services Level 3 PP2	\$28.27	\$28.98	\$29.70
Maintenance Super (otherwise)	\$29.09	General Services Level 3	\$29.09	\$29.82	\$30.56

	Current	Level 4			
CSE 3 (Cook)	\$26.34	Catering Services Level 4 - Cook (Trade)	\$27.39	\$28.08	\$28.78
Clerk 3 - Junior	\$26.18				

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

Clerk 3	\$29.96	Clerical Support Services Level 4	\$29.96	\$30.71	\$31.48
Maintenance Supervisor (Trade)	\$31.63	General Services Level 4 - Trade	\$31.63	\$32.42	\$33.23

**Current                      Level 5**

Clerk 4 - Junior	\$27.07	Catering Services Level 5 - Chef	\$28.15	\$28.86	\$29.58
Clerk 4	\$31.35	Clerical Support Services Level 5	\$31.35	\$32.13	\$32.94
Maintenance Supervisor (otherwise) - in charge of staff	\$29.75	General Services Level 5 - In charge of staff	\$29.75	\$30.49	\$31.26

**Current                      Level 6**

Assistant Catering Officer					
80 to 120 beds	\$28.53				
120 to 300 beds	\$28.76	Catering Services Level 6 - Senior Chef	\$29.67	\$30.41	\$31.17
300 to 500 beds	\$29.27				
500 to 1000 beds	\$30.07				

**Current                      Level 7**

Clerk 5 - Junior	\$29.04				
Clerk 5	\$32.80	Clerical Support Services Level 7	\$32.80	\$33.62	\$34.46

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

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

1st year (55%)	1st year (55%)
2nd year (65%)	2nd year (65%)

**Diocese of Lismore (St Josephs) Pay Scales and Translation**

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%)