

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA04/7

TITLE: The Mater Hospital North Sydney Nurses' Enterprise Agreement 2002

I.R.C. NO: IRC2/4963

DATE APPROVED/COMMENCEMENT: Approved 1 October 2002/Commenced 13 September 2002

TERM: 13

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 13 February 2004

DATE TERMINATED:

NUMBER OF PAGES: 12

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all nursing staff employed by the Mater Hospital North Sydney, located at Rocklands Rd, North Sydney NSW 2060, who fall within the classifications and coverage of the Private Hospital Industry Nurses' (State) Award

PARTIES: St Vincent's & Mater Health Services -&- the New South Wales Nurses' Association

THE MATER HOSPITAL NORTH SYDNEY NURSES' ENTERPRISE AGREEMENT 2002

Table of Contents

Clause No.	Subject Matter
15.	Copy of Agreement
5.	Definitions
3.	Duration
14.	Joint Consultative Committee
11.	Learning and Development
16.	Leave Reserved
12.	Long Service Leave
9.	NSW Nurses' Association Branch Representatives
7.	Parental Leave
2.	Parties
4.	Relationship to Award
10.	Remuneration Packaging
6.	Rates of Pay
13.	Special Allowances
8.	Special Leave
1.	Title

Table 1. Rates of Pay

1. Title

This enterprise agreement will be known as and referred to as The Mater Hospital North Sydney Nurses' Enterprise Agreement 2002 ("the agreement").

2. Parties

This agreement will be binding on -

- (i) St Vincent's & Mater Health Sydney Ltd., Rocklands Road, North Sydney NSW 2060 ("the employer");
- (ii) New South Wales Nurses' Association of 43 Australia Street, Camperdown, Sydney, New South Wales, 2050 ("the Association"); and
- (iii) all nursing staff employed by the employer at the Mater Hospital North Sydney and within the classifications of work contained in the Private Hospital Industry Nurses' (State) Award and this agreement ("the employees").

3. Duration

- (i) This agreement will take effect on and from the date of its approval by the Industrial Relations Commission of New South Wales and will remain in force until 31 October 2003.
- (ii) Negotiations on terms and conditions of employment contained within this agreement will commence 3 months before the termination date of this agreement.

4. Relationship to Award

- (i) This agreement must be read and interpreted in conjunction with the Private Hospital Industry Nurses' (State) Award ("the award").

- (ii) Except as provided for in this agreement, the provisions of the award will continue to apply to employees.
- (iii) Should there be any inconsistency between any term of this agreement and the award then the terms of this agreement will prevail.
- (iv) All clauses of the Private Hospital Industry Nurses' (State) Award will apply except for:
 - (a) Clause 9, Salaries
 - (b) Clause 3, Definitions

5. Definitions

- (i) Enrolled Nurse - Special Grade

"Enrolled Nurse - Special Grade" means an enrolled nurse with an Advanced Certificate qualification and a minimum of three years equivalent post enrolment experience. Such a nurse is appointed to a position established by the employer which satisfies this criteria.

Effective 1 July 2002 the weekly rate of pay for this classification will be \$641.50. The increases outlined in sub-clauses 6(ii)(b) and (c) of this agreement will apply thereafter.

- (ii) Clinical Nurse Consultant

- (a) "Clinical Nurse Consultant Grade 1" means a registered nurse appointed as such to a position approved by the employer, who has at least 5 years full time equivalent post registration experience and in addition has approved post registration nursing qualifications relevant to the field in which he/she is appointed, or such other qualifications or experience deemed appropriate by the employer.

Effective 1 July 2002 the weekly rate of pay for this classification will be \$1164.60. The increases outlined in sub-clauses 6(ii)(b) and (c) of this agreement will apply thereafter.

- (b) "Clinical Nurse Consultant Grade 2" means a registered nurse appointed as such to a position approved by the employer, who has at least 5 years full time equivalent post registration experience, with at least 3 years full time equivalent experience in the specialty field. In addition the nurse must have approved postgraduate nursing qualifications relevant to the field in which he/she is appointed or such other qualifications or experience deemed appropriate by the employer. The employer may also require a higher qualification in the specialist nursing field where such a qualification is considered essential for the performance of the individual position.

Effective 1 July 2002 the weekly rate of pay for this classification will be \$1189.60. The increases outlined in sub-clauses 6(ii)(b) and (c) of this agreement will apply thereafter.

- (iii) All other definitions not referred to herein shall be in accordance with Clause 3. Definitions of the award.

6. Rates of Pay

- (i) The minimum rates of pay per week shall be as set out in Table 1: Rates of Pay.
- (ii) The increases to apply to rates of pay under this agreement are:
 - (a) 1.5% from the first pay period on or after 1 July 2002*
 - (b) 3.5% from the first pay period on or after 1 January 2003
 - (c) 4% from the first pay period on or after 1 July 2003

*Note: By administrative action, the increase prescribed by sub-clause 6(ii)(a) will be paid from the first pay period commencing on or after 1 July 2002 upon date of approval of this agreement by the Industrial Relations Commission of NSW.

7. Parental Leave

(A) Parental Leave consists of;

- (i) Maternity leave taken by a female employee in connection with her pregnancy or birth of her child; or
- (ii) Paternity leave taken by a male nursing employee in connection with his spouse's pregnancy or the birth of his child; or
- (iii) Adoption leave taken by female and/or male nursing employee in connection with adoption of a child.

(B) Eligibility for Parental Leave

- (i) Full Time Employees - To be eligible for paid parental leave, a full time employee must have completed at least 40 weeks continuous service prior to the expected date of birth or prior to the date of taking custody of the adopted child.
- (ii) Part-Time Employees - To be eligible for paid parental leave a part-time employee must have completed at least 40 weeks continuous service prior to the expected date of birth or prior to the date of taking custody of the adopted child.
- (iii) Regular Casual Employees - a regular casual employee is entitled to 12 months unpaid parental leave only if the employee has had at least 12 months of continuous service with the employer.

(C) Eligibility for a further period of Parental Leave

An employee (including a casual employee) who has once met the conditions for paid parental leave will not be required to meet again the eligibility requirements of sub-clause (B) of this clause in order to qualify for a further period of paid parental leave, unless;

there has been a break in service where the employee has been re-employed or re-appointed after a resignation, medical retirement, or after her/his services have been otherwise dispensed with; or

the employee has completed a period of leave without pay of more than 40 weeks. In this context, leave without pay does not include sick leave without pay, parental leave without pay, or leave without pay associated with an illness or injury compensable under the Workers' Compensation Act 1987.

(D) Portability of service for parental leave

Portability of service for parental leave involves the recognition of service with the employer for the purpose of determining an employee's eligibility to receive paid parental leave. For example, where an employee moves between facilities operated by the employer, previous continuous service will be counted towards the service prerequisite for parental leave.

(E) Maternity Leave

Eligible employees are entitled to paid parental leave as follows:-

- (i) Paid Maternity Leave - an employee is entitled to nine weeks at the ordinary rate of pay from the date maternity leave commences. This leave may commence up to nine weeks prior to the expected date of birth.

It is not compulsory for an employee to take this period off work. However, if an employee decides to work during this period it is subject to the employee being able to perform satisfactorily the full range of normal duties.

Paid maternity leave may be paid:

on a normal fortnightly basis;
in advance in a lump sum;
at the rate of half pay over a period of eighteen weeks on a regular fortnightly basis.

Annual and/or long service leave credits can be combined with periods of maternity leave on half pay to enable an employee to remain on full pay for that period.

(ii) Unpaid Maternity Leave - an employee is entitled to a further period of unpaid maternity leave of not more than 12 months after the actual date of birth.

(iii) Applications for Maternity Leave-

An employee who intends to proceed on maternity leave should formally notify the employer of such intention as early as possible, so that arrangements associated with her absence can be made.

Written notice of not less than eight weeks prior to the commencement of the leave should accordingly be given. This notice must include a medical certificate stating the expected date of birth and should also indicate the period of leave desired.

(iv) Miscarriages -

In the event of a miscarriage any absence from work is to be covered by the current sick leave provisions.

(v) Stillbirth -

In the case of a stillbirth (as classified by the Registry of Births, Deaths and Marriages) an employee may elect to take sick leave, subject to production of a medical certificate, or maternity leave. She may resume duty at any time provided she produces a doctor's certificate as to her fitness.

(vi) Effect of premature birth on payment of Maternity Leave -

An employee who gives birth prematurely, and prior to proceeding on maternity leave will be treated as being on maternity leave from the date leave is commenced to have the child. Should an employee return to duty during the period of paid maternity leave, such paid leave ceases from the date duties are resumed.

(vii) Illness associated with pregnancy -

If, because of an illness associated with her pregnancy an employee is unable to continue to work then she can elect to use any available paid leave (sick, annual and/or long service leave) or to take sick leave without pay.

Where an employee is entitled to paid maternity leave, but because of illness is on sick leave, or on recreation leave, long service leave, or sick leave without pay prior to the birth, such leave ceases nine weeks prior to the expected date of birth. The employee then commences maternity leave with the normal provisions applying.

(viii) Transfer to a more suitable position -

Where, because of an illness or risk associated with her pregnancy, an employee cannot carry out the duties of her position, the employer is obliged, as far as practicable, to provide employment in some other position that she is able to satisfactorily perform. This obligation arises from section 70 of the Industrial Relations Act 1996. A position to which an employee is transferred under these circumstances must be as close as possible in status and salary to her substantive position.

(ix) Further pregnancy while on Maternity Leave -

Where an employee becomes pregnant whilst on maternity leave, a further period of maternity leave may be granted. Should this second period of maternity leave commence during the currency of the existing period of maternity leave, then any residual maternity leave from the existing entitlement lapses.

(F) Paternity Leave -

Eligible employees are entitled to paid paternity leave as follows:

- (i) Paid Paternity Leave - an employee is entitled to an unbroken period of up to one week of paid paternity leave at the time of the birth of the child.

Annual and/or long service leave credits can be combined with periods of maternity leave on half pay to enable an employee to remain on full pay for that period.

- (ii) Unpaid Paternity Leave - an employee is entitled to a further period of unpaid paternity leave of not more than 12 months after the actual date of birth to be the primary care-giver of the child.

- (iii) Applications - an employee who intends to proceed on paternity leave should formally notify her/his employer of such intention as early as possible, so that arrangements associated with his absence can be made.

Written notice not less than eight weeks prior to the commencement of the leave should accordingly be given. This notice must include a medical certificate stating the expected date of birth and should also indicate the period of leave desired.

(G) Adoption Leave -

- (i) Paid Adoption Leave - an eligible employee is entitled to paid adoption leave of nine weeks at the ordinary rate of pay to be taken within 12 months of the date of taking custody of the child.

Paid adoption leave may be paid:-

on a normal fortnightly basis;
in advance in a lump sum;
at the rate of half pay over a period of eighteen weeks on a regular fortnightly basis.

Annual and/or long service leave credits can be combined with periods of adoption leave at half pay to enable an employee to remain on full pay for that period.

- (ii) Unpaid Adoption Leave -

Eligible employees are entitled to unpaid adoption leave as follows:

where the child is under the age of 12 months - a period of not more than 12 months from the date of taking custody;

where the child is over the age of 12 months - a period of up to 12 months, such period to be agreed upon by both the employee and the employer.

(iii) Applications -

Due to the fact that an employee may be given little notice of the date of taking custody of a child, employees who believe that, in the reasonably near future, they will take custody of a child, should formally notify the employer as early as practicable of the intention to take adoption leave. This will allow arrangements associated with the adoption leave to be made.

(H) General Conditions

(i) Variation after Commencement of Maternity Leave -

After commencing maternity leave, an employee may vary the period of her maternity leave, once without the consent of her employer and otherwise with the consent of her employer. A minimum of 4 weeks notice must be given, although the employer may accept less notice if convenient.

The conditions relating to variation of maternity leave are derived from section 64 of the *Industrial Relations Act 1996*.

(ii) Staffing Provisions -

Any person who occupies the position of an employee on parental leave must be informed that the employee has the right to return to his/her former position. Additionally, since an employee has the right to vary the period of their parental leave, offers of temporary employment should be in writing, stating clearly the temporary nature of the contract of employment. The duration of employment should be also set down clearly; to a fixed date or until the employee elects to return to duty, whichever occurs first.

(iii) Effect of Parental Leave on Accrual of Leave, Increments etc. -

When the employee has resumed duties, any period of full pay leave is counted in full for the accrual of recreation leave and any period of parental leave on half pay is taken into account to the extent of one half thereof when determining the accrual of recreation leave.

Except in the case of employees who have completed ten years' service the period of parental leave without pay does not count as service for long service leave purposes. Where the employee has completed ten years' service the period of parental leave without pay will count as service provided such leave does not exceed six months.

Parental leave without pay does not count as service for incremental purposes. Periods of parental leave at full pay and at half pay are to be regarded as service for incremental progression on a pro-rata basis.

Where public holidays occur during the period of paid parental leave, payment is at the rate of parental leave received i.e., public holidays occurring in a period of full pay maternity leave are paid at full rate and those occurring during a period of half pay leave are paid at half rate.

(iv) Right to Return to Previous Position -

An employee returning from parental leave has the right to resume his/her former position.

Where this position no longer exists the employee is entitled to be placed in a position nearest in status and salary to that of his/her former position and for which the employee is capable or qualified.

(v) Return for Less than Full Time Hours -

Employees may make application to their employer to return to duty for less than the full time hours they previously worked by taking weekly leave without pay. Such return to work is to be according to the following principles:

The period is to be limited to 12 months after which full time duties must be resumed unless otherwise negotiated between the employer and employee.

The employee is to make an application for leave without pay to reduce her/his full time weekly hours of work. This application should be made as early as possible to enable the employer to make suitable staffing arrangements. At least four weeks notice must be given.

No application will be unreasonably refused, but such applications are subject to the requirements of the department being met.

The quantum of leave without pay to be granted to individual employees is to be by mutual agreement with the employer.

Salary and other conditions of employment are to be adjusted on a basis proportionate to the employee's full time hours of work; eg. for long service leave the period of service is to be converted to the full-time equivalent and credited accordingly.

It should be noted that employees who return from maternity leave under this arrangement remain full-time employees. Therefore the payment of any part-time allowance to such employees does not arise.

(vi) Liability for Superannuation Contributions -

During a period of unpaid parental leave, the employee will not be required to meet the employer's superannuation liability.

(I) Lactation Provisions

Employees who are lactating will be entitled to one paid break of 30 minutes per shift for the purpose of expressing their milk or breast feeding their child. The employer will provide access to suitable facilities for such purpose, in accordance with the employer's policy.

8. Special Leave

- (i) The employer may give an employee Special Leave for any special purpose.
- (ii) A request from an employee to access Special leave shall not be unreasonably withheld.
- (iii) An employee may have to up to 3 days Special Leave a year.
- (iv) An employee may request Special Leave to be taken during any other period of leave.
- (v) Special Leave is additional to Bereavement Leave.

9. Nsw Nurses' Association Branch Representatives

NSWNA Branch representatives shall be allowed to approach or be approached by a member of the Association to discuss any matter related to the member's employment, at any time during working hours, taking into account patient care.

Branch representatives shall also be granted reasonable time during working hours to:

- (a) consult with union members and with officials of the Association;

- (b) represent the interests of Association members to the employer; and
- (c) participate in the affairs of the Association.

The Branch representatives shall be entitled to confer with management during working hours, without loss of pay, on any matter affecting members of the Association employed by the employer.

The employer shall recognise Branch representatives at the workplace, and undertakes to permit such Branch representatives to perform their role without discrimination and victimisation in their employment.

The employer will consult with Branch representatives prior to introducing any significant change which will impact on nursing employees.

The employer will provide an opportunity during orientation for Branch representatives or a NSWNA Organiser to address new employees about the benefits of union membership and distribute Association membership forms.

The employer will allow Branch representatives reasonable access to the use of hospital facilities for the purpose of carrying out work as a Branch representative and consulting with workplace colleagues and the Association.

The employer shall provide a notice board in a prominent location in the workplace on which Branch officials and accredited delegates may place notices relevant to Association activities.

In addition to any entitlement to paid leave, the employer will give Branch representatives trade union paid leave of up to 5 days per annum per employee to attend the Association's Branch Officials Training program, and the Association Annual Conference.

The employer will allow reasonable time subject to mutual agreement for Branch representatives to attend the Association's Committee of Delegates and/or Council.

The Branch representatives shall be entitled to facilitate up to four paid union meetings per year to discuss issues with nursing employees.

10. Remuneration Packaging

- (i) The employer will have a voluntary system of remuneration packaging for all employees. "Remuneration" is salary plus benefit/s. "Benefit/s" are non-cash financial advantage/s to an employee or a payment made by the employer to a third party on behalf of an employee.
- (ii) Benefits available to be packaged are:
 - Mortgage
 - Rent
 - Energy services (electricity, gas, water, telephone)
 - Insurances (health, life, home, home contents)
 - Credit cards
- (iii) The value of benefit/s packaged must not exceed a maximum of \$17,000.00 gross or \$8755 nett per annum of an employee's salary.
- (iv) The employee shall attract the full benefit of remuneration packaging arrangements with the exception of clause (v).
- (v) An annual administration fee associated with the management of remuneration packaging is paid by the employee.
- (vi) The employer and an employee must enter into a written remuneration packaging agreement setting out the conditions of any remuneration package including notice to be given of any changes.

- (vii) A copy of the remuneration packaging agreement will be given to the employee.
- (viii) An agreement will end immediately if:
 - the monetary value of the benefit/s becomes greater than the salary which would be payable if the employee had not taken benefits in lieu of salary; or
 - the employer ceases to attract exemption from payment of Fringe Benefits Tax; or
 - the employee ceases to be employed by the employer.
- (ix) any pay increases granted to employees under the award shall also apply to employees subject to remuneration packaging arrangements within this clause.
- (x) Superannuation -An amount equivalent to the minimum statutory superannuation contribution on the unpackaged salary prescribed by this agreement.

11. Learning and Development

- (i) Managers and supervisors are responsible for promoting and supporting learning activities for employees in their area of responsibility.
- (ii) Professional development shall be identified on an annual basis through the employees' annual performance appraisal.
- (iii) Leave for learning or development will be negotiated between the employee and the employer, based on the requirements of the course.
- (iv) When an employee is required by the employer to undertake training outside ordinary working hours, the employee will be paid at their ordinary rate of pay for the time spent in training.

12. Long Service Leave

- (i) Every employee after five years' continuous service with the employer shall be entitled to one month's long service leave on full pay; after ten years' continuous service to a further one month's long service leave on full pay; after fifteen years' continuous service to an additional one month's long service leave on full pay; and for each five years' continuous service thereafter to an additional one and one half months' long service leave on full pay. This long service leave, up to the amount accrued at the date of commencement of such leave, shall be taken at a time to be mutually arranged between the employer and the employee, provided the minimum period taken is one month.
- (ii) Where the service of an employee with at least five years' service is terminated, the employee shall be entitled for five years' service to one month's long service leave on full pay and for service after 5 years to a proportionate amount of such leave on full pay calculated on the basis of 2 months' long service leave for 10 years' service.
- (iii) Where an employee has acquired a right to long service leave under subclauses (i) and (ii) of this clause, then and in every such case:-
 - (a) If before such leave has been entered upon, the employment of such an employee has been terminated, the employee shall be entitled to receive the monetary value of the leave to which such staff member has been entitled computed at the rate of salary which such employee had been receiving immediately prior to the termination of employment.
 - (b) If an employee dies before entering upon long service leave, or if after having entered upon the same, dies before its termination, the employee's partner or children or other dependent relatives or their legal representatives, shall be entitled to receive the monetary value of the leave not taken or not completed, as the case may be, and computed at the rate of salary which the employee had been receiving at the time of death.

- (iv) For the purpose of this clause:
 - (a) one month equals four and one third weeks;
 - (b) continuous service at the Mater Hospital North Sydney prior to the coming into force of this agreement shall be taken into account;
 - (c) continuous service shall be deemed not to have been broken by:-
 - (1) any period of absence on leave without pay not exceeding six months; or
 - (2) absence of an employee from the Mater Hospital North Sydney whilst a member of the Defence Forces of the Commonwealth in time of war; or
 - (3) any period of absence on parental leave taken by the staff member in accordance with the *Industrial Relations Act 1996*.
- (v) Where any employee has been granted a period of long service leave prior to the coming into force of this agreement the amount of such leave shall be debited against the amount of leave due under this agreement.
- (vi) Any period(s) of part-time employment with the employer shall count towards long service leave. The payment for such long service leave shall be calculated on the basis of the proportion that the average number of hours worked per week bears to 38 hours.
- (vii) Where an employee has accrued a right to an allocated day off duty on pay prior to entering a period of long service leave, such day shall be taken on the next working day immediately following the period of long service leave.

An employee returning to duty from long service leave shall be given the next allocated day off duty in sequence irrespective of whether sufficient credits have been accumulated or not.

13. Special Allowances

- (i)
 - (a) A registered nurse in charge of a shift in a ward or unit during the day, evening or night in the absence of the Nursing Unit Manager shall be paid, in addition to her or his appropriate salary whilst so in charge the sum of \$23.40 per shift.
 - (b) This subclause shall only apply where the registered nurse is in charge of one or more other nurses in the ward or unit in question.
 - (c) This subclause shall not apply to registered nurses holding classified positions of a higher grade than that of a registered nurse.
- (ii)
 - (a) An employee required by their employer to be on call otherwise than as provided for in paragraph (b) shall be paid the sum of \$28.04 for each period of 24 hours or part thereof provided that only one allowance shall be payable in any period of 24 hours.
 - (b) An employee required to be on call on rostered days off in accordance with subclause (xv)(b) of Clause 4 of the award shall be paid the sum of \$55.40 for each period of 24 hours or part thereof provided that only one allowance shall be payable in any period of 24 hours.
 - (c) Where an employee on remote call leaves the hospital and is recalled to duty, they shall be reimbursed all reasonable fares and expenses actually incurred provided that where an employee uses a motor car in these circumstances the allowance payable shall be the transport rate

prescribed from time to time by the NSW Health Department. The provisions of this paragraph shall apply to all employees.

- (d) This subclause shall apply to all classifications covered by this agreement.

14. Joint Consultative Committee

- (i) The committee to be known as the Joint Consultative Committee will consist of:
Up to four NSWNA member employees;
Up to four representatives from the employer;
- (ii) The Committee will agree to consult regularly on matters affecting the parties to the agreement and to consider issues which arise therein.
- (iii) The Committee will meet monthly and in any case no less than four times each calendar year to discuss workplace issues. Employees attending these meetings will be paid at normal rates.

15. Copy of Agreement

A copy of the award and the agreement will be displayed where it can be easily read by all employees and copies of such documents will be made available on request.

16. Leave Reserved

If during the life of this agreement the salaries and/or conditions prescribed by the Public Hospital Nurses' (State) Award are varied so that they are more favourable than those provided for in this agreement, the employer will commence negotiations immediately with the Association in consideration of such variation(s).

TABLE 1

RATES OF PAY

Classification	Column 1 First Pay period on or after 1/7/2002 1.5% Per Week \$	Column 2 First Pay period on or after 1/1/2003 3.5% Per Week \$	Column 3 First Pay period on or after 1/7/2003 4% Per Week \$
Assistant in Nursing/Trainee Enrolled Nurse -			
Under 18:-			
First year	394.70	408.50	424.80
Second year	412.20	426.60	443.70
Thereafter	428.60	443.60	461.30
Over 18:-			
First year	465.70	482.00	501.30
Second year	480.60	497.40	517.30
Third year	495.60	512.90	533.40
Thereafter	511.20	529.10	550.30

Enrolled Nurse -			
First year	571.60	591.60	615.30
Second year	584.10	604.50	628.70
Third year	596.70	617.60	642.30
Fourth year	609.30	630.60	655.80
Thereafter	622.10	643.90	669.70
Enrolled Nurse - Special Grade	641.50	664.00	690.60
Nurse undergoing pre-registration training	558.80	578.40	601.50
Registered Nurse -			
First year	648.10	670.80	697.60
Second year	683.40	707.30	735.60
Third year	718.60	743.80	773.60
Fourth year	756.40	782.90	814.20
Fifth year	793.80	821.60	854.50
Sixth year	831.40	860.50	894.90
Seventh year	874.10	904.70	940.90
Eighth year	910.00	941.90	979.60
Clinical Nurse Specialist	947.30	980.50	1019.70
Clinical Nurse Consultant -			
Grade 1	1164.60	1205.40	1253.60
Grade 2	1189.60	1231.20	1280.40
Nurse Unit Manager -			
Level I	1141.60	1181.60	1228.90
Level II	1196.00	1237.90	1287.40
Level III	1227.90	1270.90	1321.70
Clinical Nurse Educator	947.30	980.50	1019.70
Nurse Educator			
First year	1050.70	1087.50	1131.00
Second year	1080.30	1118.10	1162.80
Third year	1106.90	1145.60	1191.40
Fourth year	1164.60	1205.40	1253.60
Senior Nurse Educator			
First year	1192.70	1234.40	1283.80
Second year	1217.20	1259.80	1310.20
Third year	1258.00	1302.00	1354.10
Assistant Director of Nursing	1227.90	1270.90	1321.70
Deputy Director of Nursing 100 beds, less than 200 beds	1227.90	1270.90	1321.70
Director of Nursing 150 beds, less than 200 beds	1446.70	1497.30	1557.20