



Date: 28 November 2024

**ENROLLED NURSES, ASSISTANTS IN NURINGS, ABORIGINAL HEALTH WORKERS,
ETHNIC HEALTH WORKERS AND ABORIGINAL HEALTH PRACTITIONERS
INDUSTRIAL AGREEMENT NEGOTIATIONS
– ADMINISTRATIVE PAYMENT**

In conjunction with negotiations for a replacement WA Health System – United Workers Union (WA) – Enrolled Nurses, Assistants in Nursing, Aboriginal Health Workers, Ethnic Health Workers and Aboriginal Health Practitioners Industrial Agreement 2022 (**EN Agreement**), State Government has approved an administrative increase to wages consistent with Public Sector Wages Policy 2023.

Weekly wage rates in the EN Agreement will be increased by 5% per annum effective on and from 7 October 2024. Allowances escalated in line with wage rates will also be increased with effect from the same date.

Updated EN Agreement wage schedules reflecting the approved increase are attached, along with a schedule of amended allowances. A copy of the EN Agreement can also be accessed at https://www.health.wa.gov.au/Articles/A_E/Awards-and-Agreements/.

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

ADMINISTRATIVE WAGE INCREASE ARRANGEMENTS: WA HEALTH SYSTEM – UNITED WORKERS UNION (WA) – ENROLLED NURSES, ASSISTANTS IN NURSING, ABORIGINAL HEALTH WORKERS, ETHNIC HEALTH WORKERS AND ABORIGINAL HEALTH PRACTITIONERS INDUSTRIAL AGREEMENT 2022

CLASSIFICATIONS AND WAGES

Classification	Current Weekly	5% increase on and from 7 October 2024	
		Weekly	Fortnightly
Enrolled Nurses			
EN Level 1	\$1,330.25	\$1,396.76	\$2,793.52
EN Level 2	\$1,355.44	\$1,423.21	\$2,846.42
EN Level 3	\$1,380.62	\$1,449.65	\$2,899.30
EN Level 4	\$1,405.82	\$1,476.11	\$2,952.22
ASEN 1	\$1,456.52	\$1,529.35	\$3,058.70
ASEN 2	\$1,506.57	\$1,581.90	\$3,163.80
ASEN 3	\$1,556.98	\$1,634.83	\$3,269.66
Assistants in Nursing			
Year 1	\$1,204.32	\$1,264.54	\$2,529.08
Year 2	\$1,229.49	\$1,290.96	\$2,581.92
Year 3	\$1,254.69	\$1,317.42	\$2,634.84
Health Workers			
Level 1 Aboriginal Health Worker			
1 st year of employment	\$1,204.32	\$1,264.54	\$2,529.08
2 nd year of employment	\$1,229.49	\$1,290.96	\$2,581.92
3 rd year of employment	\$1,254.69	\$1,317.42	\$2,634.84
Level 2 Qualified Aboriginal Health Worker			
1 st year of employment	\$1,273.47	\$1,337.14	\$2,674.28
2 nd year of employment	\$1,291.94	\$1,356.54	\$2,713.08
3 rd year of employment	\$1,310.40	\$1,375.92	\$2,751.84
4 th year of employment	\$1,328.71	\$1,395.15	\$2,790.30
5 th year of employment	\$1,346.48	\$1,413.80	\$2,827.60
6 th year of employment	\$1,356.29	\$1,424.10	\$2,848.20
Level 3 Senior Aboriginal Health Worker			
1st year of employment	\$1,411.49	\$1,482.06	\$2,964.12
2 nd year of employment	\$1,465.13	\$1,538.39	\$3,076.78
3 rd year of employment	\$1,509.07	\$1,584.52	\$3,169.04
Level 4 Manager of Aboriginal Health Worker			
1 st year of employment	\$1,583.14	\$1,662.30	\$3,324.60
2 nd year of employment	\$1,638.62	\$1,720.55	\$3,441.10
3 rd year of employment	\$1,693.97	\$1,778.67	\$3,557.34
4 th year of employment	\$1,764.28	\$1,852.49	\$3,704.98
Level 5 State Co-ordinator Aboriginal Health Worker			
1 st year of employment	\$1,782.74	\$1,871.88	\$3,743.76
2 nd year of employment	\$1,838.29	\$1,930.20	\$3,860.40
3 rd year of employment	\$1,893.76	\$1,988.45	\$3,976.90
4 th year of employment	\$1,967.77	\$2,066.16	\$4,132.32
Level 1 Ethnic Health Worker			
1 st year of employment	\$1,204.32	\$1,264.54	\$2,529.08

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		Weekly	Fortnightly
2 nd year of employment	\$1,229.49	\$1,290.96	\$2,581.92
3 rd year of employment	\$1,254.69	\$1,317.42	\$2,634.84
4 th year of employment	\$1,271.78	\$1,335.37	\$2,670.74
Level 2 Ethnic Health Worker			
1 st year of employment and thereafter	\$1,305.94	\$1,371.24	\$2,742.48
Aboriginal Health Practitioner			
Level 1 Aboriginal Health Practitioner			
1 st year of employment	\$1,330.25	\$1,396.76	\$2,793.52
2 nd year of employment	\$1,355.44	\$1,423.21	\$2,846.42
3 rd year of employment	\$1,380.62	\$1,449.65	\$2,899.30
4 th year of employment	\$1,405.82	\$1,476.11	\$2,952.22
5 th year of employment	\$1,456.20	\$1,529.01	\$3,058.02
Level 2 Senior Aboriginal Health Practitioner			
1 st year of employment	\$1,506.57	\$1,581.90	\$3,163.80
2 nd year of employment	\$1,556.98	\$1,634.83	\$3,269.66
3 rd year of employment	\$1,583.14	\$1,662.30	\$3,324.60
4 th year of employment	\$1,638.62	\$1,720.55	\$3,441.10
Level 3 Advanced Aboriginal Health Practitioner			
1 st year of employment	\$1,693.97	\$1,778.67	\$3,557.34
2 nd year of employment	\$1,738.35	\$1,825.27	\$3,650.54
3 rd year of employment	\$1,782.78	\$1,871.92	\$3,743.84
Level 4 Aboriginal Health Practitioner Manager / Service Coordinator / Remote Practitioner			
1 st year of employment	\$1,838.29	\$1,930.20	\$3,860.40
2 nd year of employment	\$1,893.76	\$1,988.45	\$3,976.90
3 rd year of employment	\$1,967.77	\$2,066.16	\$4,132.32

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ALLOWANCES

Clause 23.1(d) Employee rostered to be on call will be paid 18.75% of 1/38th of the weekly rate prescribed for an ASEN Level 2

Current	On and from 7 October 2024
\$7.43 per hour	\$7.81 per hour

Clause 28.1 **Mortuary Allowance**

Current	On and from 7 October 2024
\$4.61	\$4.84

Clause 28.2 **Lead Apron Allowance**

Current	On and from 7 October 2024
\$2.39	\$2.51

Clause 38.4 **Language Allowance**

Current	On and from 7 October 2024
\$39.24	\$41.20

Clause 39.9(a) **Laundry Allowance**

Current	On and from 7 October 2024
\$3.34	\$3.51

Clause 39.10(c) **Laundry Allowance – Enrolled Community Nurses and Enrolled Community School Nurses**

Current	On and from 7 October 2024
\$10.36	\$10.88

Clause 39.11(b) **Uniform Allowance – Health Workers**

Current	On and from 7 October 2024
\$10.36	\$10.88

Clause 39.11(d) **Laundry Allowance – Health Workers**

Current	On and from 7 October 2024
\$3.34	\$3.51