

Qualification allowance

On Friday 16 December 2016, the Fair Work Commission approved the new Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2016-2020, and it became legally enforceable seven days later. The new EBA contains a number of significant new conditions and obligations and the ANMF has developed materials to assist members and managers to understand and comply with its requirements.

Qualification allowance

New qualifications covered

The new EBA has expanded eligibility to a qualification allowance to those with a relevant double degree or Masters qualification achieved before registration with AHPRA.

The qualification allowance is payable after one year of experience in an area where the qualification is relevant. The rate for those with a Doctorate has risen from 7.5% to 10%.

Evidence

To claim a qualification allowance you must provide your employer with evidence that you hold the qualification, such as:

- (i) the award of the qualification; or
- (ii) the certificate of the qualification; or
- (iii) transcript from the education/training provider.

Back pay

The allowance will be payable only for pay periods occurring after the evidence is provided.

Rural and Isolated Practice Nurse (RIPN) allowance

A registered nurse or midwife who has completed the education to undertake the duties of a RIPN (or equivalent), and whose employer may from time to time require them to undertake the duties of a RIPN nurse must now be paid a RIPN allowance of 4% of the base rate on all hours, including overtime. Base rate means the weekly ordinary full-time wage of a Registered Nurse Grade 2, 3rd year of experience.

The RIPN allowance is in addition to any qualification allowance, unless you are only eligible for a qualification allowance because of your RIPN qualification, in which case you should receive the RIPN allowance but not the qualification allowance.

The 2016 agreement also provides for an additional payment of \$44.58 for each week between 6 September 2010 and the new EBA approval date that you were expected to undertake the duties of a RIPN nurse. This amount will be reduced by any payment you received as a qualification allowance where RIPN training was the only basis for the qualification allowance.