



RN, RM & Mental Health EN Benefits

General Benefits

Registered Nurses (RN), Midwives (RM) and Mental Health Enrolled Nurses (EN) are eligible to receive the following benefits under the terms and conditions of the *Australian Nursing Federation–WA Health Industrial Agreement 2020*¹:

- Competitive base salary arrangements
- Salary packaging
- Superannuation (mandatory 11%)
- On call allowance²
- Recall allowance³
- Overtime allowance⁴
- Higher duty allowance (after 5 days)
- Professional development leave (16 hours/2 days per year)
- Postgraduate qualification allowance
- Study leave (5 hours per week; work-life balance)
- Shift work allowance⁵
- Accrued days off⁶
- Travel allowance (reasonable expenses reimbursed)
- Motor vehicle allowance (reasonable expenses reimbursed)
- Distant appointment allowance⁷
- Long service leave (13 weeks every 10 years, then every 7 years)
- Parental leave (14 weeks paid, 52 weeks total)
- Annual leave (4 weeks/20 days)
- Deferred Salary Scheme
- Public holiday leave (10 days)
- Personal leave
- Blood plasma donors leave (2 hours per visit)
- Emergency services leave⁸
- Defence Force Reserves training leave (paid or unpaid leave of absence)
- Cultural ceremony leave (annual leave)
- International sporting events leave
- Witness & jury service
- Trade union training leave⁹
- Transfer allowance¹⁰
- Disturbance allowance¹⁰
- Removal allowance¹⁰
- Property allowance¹⁰
- Relieving/special duty allowance (reasonable expenses reimbursed)
- Uniform & laundering allowance (in lieu of free provision)
- Bringing Nurses Back into the Workforce bonus.

Notes:

1. Please view the Industrial Agreement on the [Department of Health Awards and Agreements Library](#).
2. 18.75% of 1/38th of the rate of pay prescribed for a Level 1.2 RN for each hour or part thereof the employee is on call.
3. Minimum 3 hours pay at overtime rate.

4. 1.5 x base salary for 3 hours; 2 x base salary thereafter
5. 15%–100% and leave accrual
6. Overtime; shift work; on call; weekend absence
7. Reasonable expenses reimbursed
8. Includes volunteer leave; paid leave of absence
9. Maximum 10 days
10. For eligibility see the Industrial Agreement.

Other Benefits

You may also be eligible for the following State and Commonwealth Government benefits:

- Air-conditioning subsidies¹
- Home Ownership Subsidy Scheme¹
- Subsidised rental accommodation¹ (see Tenant Rent Setting Framework)
- [Zone or special area tax offset](#).

Notes:

1. Please refer to the [Government Agencies Who Require Employee Housing](#) page on the Department of Housing website to download and read the relevant policies.