



# Aged Care Registered Nurses'

## Payment 2022

# FAQs for NSWNMA members

### What is the Aged Care Registered Nurses' payment to reward clinical skills and leadership?

This is an initiative of the federal government to recognise the integral role of registered nurses in delivering high quality care for older Australians.

The criteria have been set by the Australian Government, and while we welcome this payment to acknowledge the care provided by registered nurses, we are concerned many of our members who provide essential aged care services, such as Enrolled Nurses and Assistants in Nursing, are unrecognised by this payment (along with other care workers). This is something the Association has raised with the Australian Government.

### How much is the payment?

The payments are being offered over two years.

#### Registered nurses eligible for a 12 month payment

- Will receive \$3,700.
- Those who also meet the eligibility criteria for an additional payment (see below) will receive an additional \$2,300 per year.

#### Registered nurses who are eligible for a six month payment

- Will receive a half payment of \$1,850.
- Those who also meet the eligibility criteria for an additional payment (see below) will receive an additional \$1,150 per year.

All payments are pro rata for part time and casual employees. Those who provide care other than aged care will also receive a pro rata payment calculated upon the proportion of hours worked in aged care.

### Who is eligible for the payment?

To be eligible you must be a registered nurse working in residential aged care, home care or Commonwealth Home Support Program settings.

You must be employed by any of the following:

- an approved age care provider funded by the Australian Government
- a multi-purpose service that provides aged care services
- a state or local government approved Residential Aged Care or Home Care Provider
- a provider that offers aged care services under the National Aboriginal and Torres Strait Islander Flexible Aged Care Program
- an agency employing aged care registered nurses to work in one or more of the above organisation types
- self-employed nurse practitioners

Further, you must meet the eligibility criteria for a 12 month payment or a six month payment. You may also be eligible for an additional payment if you meet the criteria.

[www.nswnma.asn.au](http://www.nswnma.asn.au)

Authorised by S.Candish, General Secretary,  
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### Am I eligible for a 12 month payment?

To be eligible for a 12 month payment you must be employed by the same employer over the entirety of an eligibility period. The eligibility periods are:

- 1 November 2021 – 31 October 2022

- 1 November 2022 – 31 October 2023

If you are eligible for the 12 month payment you will not be eligible for the six month payment as well for the same year.

You will still be eligible if you were employed for an eligibility period but were on paid or unpaid leave during that time.

### Am I eligible for a six month payment?

To be eligible for a six month payment you must be employed by the same employer over the entirety of an eligibility period. The eligibility periods are:

- 1 May 2022 – 31 October 2022

- 1 May 2023 – 31 October 2023

If you are eligible for the 12 month payment you will not be eligible for the six month payment as well for the same year.

You will still be eligible if you were employed for an eligibility period but on extended paid leave or unpaid parental leave during that time.

### Am I eligible for an additional payment?

To be eligible for an additional payment you must be eligible for the 12 month payment or the six month payment for that year.

In addition, you must meet at least one of the following criteria:

- work in a rural town or community or in a remote or very remote community (*Modified Monash Model* classification 3-7)
- hold a relevant formal postgraduate qualification (Graduate Certificate or higher) in nursing or gerontology; business, leadership or management; or other relevant health field

- take on at least one of the following additional leadership or training responsibilities in your workplace:
  - infection prevention and control (IPC) lead
  - workplace/clinical supervision of undergraduate nurses
  - clinical supervision/mentoring/educating or facilitating in an Aged Care Transition to Practice Program
  - an Aboriginal and/or Torres Strait Islander person who takes the lead on cultural safety training in their organisation

You can only receive one additional payment per year for meeting at least one of these three criteria.

To find out the *Modified Monash Model* classification of your location use this [locator tool](#).

### I was employed with the same employer for an eligibility period but I've since left. Am I still eligible for payment?

Yes, so long as you were employed with the same employer for the entirety of an eligibility period, you don't need to remain with that employer to be eligible.

### Are part time and casual employees eligible?

Part time and casual employees are eligible and will receive a pro rata payment. The pro rata payment is based on the average hours worked in aged care during the relevant eligibility period.

### I work in aged care but don't provide direct care. Am I eligible?

Registered nurses who do not work in a direct care role, such as management, are eligible if they are registered with the Nursing and Midwifery Board of Australia as a registered nurse.

### Are all direct care workers eligible?

No, only registered nurses are eligible. Enrolled nurses and Assistants in Nursing will not be eligible.

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### **In my role I provide care services other than aged care. Will this affect my payment?**

You will receive a pro rata payment calculated upon the proportion of hours worked in aged care.

When your employer applies for the grant on your behalf, they will need to outline how much of your time is spent providing aged care services. You can write to your employer to ask how this has been calculated for you. If you work in the public health system, please refer to the next question.

### **I work in the NSW public health system with aged care beds but not all the work I do is in aged care. How will this affect my payment?**

You will receive a pro rata payment calculated upon the proportion of hours worked in aged care.

When your employer applies for the grant on your behalf, they will need to outline how much of your time is spent providing aged care services. NSW Health has determined the following parameters will apply:

- Commonwealth Home Support Program - 16% to 89%
- Multi-Purpose Services and Home Care Packages - 50% to 100%
- State Government Residential Aged Care Facilities - 100%
- Transitional Aged Care Program - 100%

### **Is this payment different from the Rural Health Workforce Incentive Scheme?**

Yes, the Aged Care Registered Nurses' payment to reward clinical skills and leadership is separate from payments made as part of the Rural Health Workforce Incentive Scheme for NSW Health employees. Payments under one scheme will not affect payments in the other.

### **Will the payments be taxed?**

Yes, payments will be subject to personal income tax.

### **Will my employer need to make superannuation contributions on the payments?**

No, the employer superannuation guarantee will not apply to these payments.

### **I was on leave during the eligibility periods. Does this affect the payment?**

Registered nurses on extended paid leave or unpaid parental leave are still entitled to the payment based on the average hours worked per week for the three months prior to or after returning from leave.

### **I work for two aged care employers. Will I be eligible for the payment from both?**

Each of your employers should apply for the payment on your behalf for the hours that you work for each.

### **How do I apply for the payment?**

You don't need to apply. It is the responsibility of aged care providers to apply on behalf of registered nurses they employed during the eligibility periods. The first round of applications is open to 2PM on 15 December 2022. The second round of applications is open to 2PM 14 December 2023 for 12 month payments and to 2PM 4 December 2023 for six month payments.

### **How will I know if my employer has applied on my behalf?**

You can write to your employer to seek confirmation that they have applied on your behalf. We've prepared a template letter to make this easy for you. [Click here to download it.](#)

The Department of Health will also conduct a range of random and targeted audits of aged care providers to ensure compliance.

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### When will I receive the payment?

Grants will be paid to aged care providers commencing in March following each eligibility period and ending in June of the same year. Aged care providers are required to pass on payments to eligible registered nurses as soon as practicable but no later than eight weeks after receiving the grant.

### What can I do if my employer doesn't apply on my behalf or I believe I've received the wrong payment or amount?

Check the eligibility criteria to ensure you're eligible. If you're not certain, the Association is here to help you.

If you haven't received a payment that you're entitled to or you believe you received the wrong amount, address your complaint to the Department of Health at: [grant.atm@health.gov.au](mailto:grant.atm@health.gov.au)

When making a complaint you should include a clear statement about what you think was wrong and what you are entitled to as well as copies of information or documentation to support the complaint.

If you're unable to resolve the complaint with the Department of Health, please contact the Association for assistance.

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Being part of the Association means we have more collective power to deliver positive change on pay and conditions at your work.  
**Join us today and together, we can make our future stronger.**

Authorised by S. Candish, General Secretary, NSWNMA | November 2022

