



EN & AIN Benefits

General Benefits

WA Enrolled Nurses (EN) and Assistants in Nursing (AIN) are eligible to receive the following benefits under the terms and conditions of *WA Health–LHMU Enrolled Nurses and Assistants in Nursing Industrial Agreement 2022*¹:

- Competitive base salary arrangements
- Salary packaging
- Superannuation (mandatory 11%)
- On call allowance
- Recall allowance²
- Overtime allowance³
- Higher duty allowance⁴ (after 5 days)
- Professional development leave (16 hours/2 days per year)
- 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 leave⁸ (4 weeks/20 days)
- Deferred Salary Scheme
- Public holiday leave (10 days)
- Personal leave⁹
- Organ & tissue donor leave¹⁰
- Blood plasma donors leave (2 hours per visit)
- Emergency services leave¹¹
- Defence Force Reserves training leave (paid or unpaid leave of absence)
- Cultural ceremony leave (annual leave)
- International sporting events leave
- Witness & jury service
- English language training leave (minimum 100 hours per year, non-English background)
- Trade union training leave¹²
- Transfer allowance¹³
- Removal allowance¹³
- Weekend absence¹³
- 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. Minimum 2 hours pay at overtime rate.
3. 1.5 x base salary for 2 hours; 2 x base salary thereafter

4. ASEN 1 rate of pay for the entire shift
5. 15%–75%
6. Maximum 12 days accrued leave
7. Fare & travelling allowance
8. 7 weeks; 2 weeks at 18.75 % loading
9. 114 hours
10. 6 weeks paid
11. Includes volunteer leave; paid leave of absence
12. Maximum 12 days
13. 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.