



**DEPARTMENT OF PERSONNEL MANAGEMENT**  
*Office of the Secretary*

**MEDIA RELEASE**

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**NURSES INDUSTRIAL AWARDS**

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**19<sup>th</sup> February 2021**

The Department of Personnel Management, Treasury and Finance are working closely to ensure the smooth implementation of the industrial agreement signed between the PNG Nurses Association and the Department of Personnel Management on behalf of the state.

The Industrial agreement in the form of a Memorandum of Agreement is for the determination of 2021 – 2023 Salaries & Allowances for nursing officers throughout the country.

Department of Personnel Management Secretary Ms Taies Sansan said, it is essential that nurses awards 2021-2023 is honoured and implemented immediately by employer agencies.

Department of Treasury & Department of Finance have been informed to assist employers to give priority to the MOA. Department Personnel Management & Department of Finance will configure and allocate a code for the nurses Life & Medical subsidy on the payroll. Human resource staff of employer agencies are to consult the government payroll staff of the Department of Personnel Management.

Ms Sansan has called on all agencies to take into consideration the nurses awards in their discussions and planning to ensure successful implementation.

“It is a legally binding document signed by all parties on the 25<sup>th</sup> of August 2020. Nurses make up the highest number of health workforce and are essential service providers that the government will continue to recognize and reward”.

The MOA supersedes the 2016-2018 agreement and will remain in force for a period of 3 years.

The Industrial awards as provided for under the MOA are as follows;

**“RISE UP, STEP UP, SPEAK UP”**

1. Special Domestic Allowance of K5, 000 per annum awarded to specialist nursing officers who have double certificates to be paid on a fortnightly basis effective as of 1<sup>st</sup> of January 2021.
2. Consolidated clinical allowance increase by 5 percent for all nurses across the board to commence immediately effective as of 1<sup>st</sup> January 2021.
3. Uniform allowance increased from K22 to K50 fortnightly for all nurses effective as of 1<sup>st</sup> of January 2021. This allowance is not paid to those who are issued with uniforms.
4. Potential Risk Allowance increased to K75.00 to commence effective as of 1<sup>st</sup> of January.
5. Specialist allowance for Mental Health & Psychiatric duties increased to K200 fortnightly for all Psychiatric nurses. Adjustments and difference to be paid effective as of 1<sup>st</sup> of January 2021.
6. Shift work arrangements & payments
  - Allowance at base hourly rate @25percent (straight shift).
  - 3 shifts at 30 percent. Pay the difference of 5 percent on 1<sup>st</sup> of January 2021.
7. Teaching institutional allowance is increased effective of 1<sup>st</sup> of January 2022. All other clinical allowance to be paid to all the principals and schools of nursing including those at the universities to be implemented on the 1<sup>st</sup> of January 2022.

Ends//....

**Approved for Release**

“RISE UP, STEP UP, SPEAK UP”