

Mater Nursing and Midwifery Enterprise Agreement 2026

Summary of changes

This document identifies key changes between the nominally expired *Mater Nursing and Midwifery Enterprise Agreement 2022-2025 (AG2023/2317)* and the proposed *Nursing and Midwifery Enterprise Agreement 2026* (proposed agreement).

For information on full terms and conditions, you are encouraged to refer to the proposed agreement document. The numbers in brackets throughout this document (e.g., "[1.1]") refer to clause numbers in the proposed agreement.

This document does not seek to explain entitlements and conditions not altered, or trivial differences between the proposed agreement and the Award, or trivial changes in the Award (such as renumbering).

While care has been taken to ensure the information below is as correct as possible, the sources of truth are the proposed enterprise agreement and *Mater Nursing and Midwifery Enterprise Agreement 2022-2025*. You should review the document to confirm the specific term or condition within the proposed agreement or *Mater Nursing and Midwifery Enterprise Agreement 2022-2025*.

You can access the proposed agreement, as well as the previous agreement, at <https://www.mater.org.au/nmea>.

Format and Grammar

Grammatical and administrative amendments have been made throughout the document to improve readability and clarity.

Clause numbers throughout the proposed agreement may have changed as the result of the addition and removal of clauses.

Part 1 – Application and Operation of the Agreement

Title [1.1]

Mater Nursing and Midwifery Enterprise Agreement 2026. This change is to clearly identify the proposed agreement from previous agreement.

Date and Period of Operation [1.2]

The proposed agreement will have a nominal expiry of 30 June 2029.

Relationships with Awards, Agreements and Other Conditions [1.4]

The proposed agreement states it will replace the *Mater Nursing and Midwifery Enterprise Agreement 2022-2025 (AG2023/2317)*.

Coverage [1.5]

Coverage clause in the proposed agreement has been updated to accurately reflect who will be covered by the Agreement – ‘employees covered by the classifications listed within the Agreement’ who would otherwise be covered by the Nurses Award 2020.

Quality and Safety Associates and Managers have been added to the Agreement coverage.

Definitions [1.7]

Provides definitions for a selection of words or terminologies used in the proposed agreement to assist in understanding the meaning of clauses. Some changes to definitions include the following:

- Agreement (1.7.1c) – to reflect the new title of the *Mater Nursing & Midwifery Enterprise Agreement 2026*.
- Delegate's organisation (1.7.1k) – additional definition
- Eligible employees (1.7.1m) – additional definition
- Immediate family (1.7.1q) – updates to the definition of immediate family to include defined step relations and adoptive relations.
- Time Off in Lieu (TOIL) (1.7.1cc) – additional definition.

Mandatory Terms

The proposed agreement includes the following clauses as required by the *Fair Work Act 2009* (the Act):

- Prevention and Settlement of Disputes (12.3)
- Flexibility Term (1.8)
- Consultation on Change (12.1)

Even if the proposed agreement did not include the above clauses, these clauses are taken to be terms of the Agreement.

These clauses in the proposed agreement are updated to reflect the current model term clause.

Part 2 – Types of Employment

Part Time Employees [2.3]

Clause 2.3 (Part Time Employees) has been amended to provide clarity regarding part time employees working additional hours. Specifically that additional hours at overtime rates apply when the additional hours are required and directed by Mater (2.3.6 a).

Casual Employees [2.4]

The proposed agreement includes a new entitlement for casual employees who are rostered for a shift and the shift is cancelled one (1) hour or less than the proposed commencement of the shift start time. In such circumstances, a minimum payment of one (1) hour will be paid (clause 2.4.7).

New clause noting casual employee entitlements under National Employment Standards (NES) where a casual employee can elect to become a permanent employee.

Part 3 – Wages and Related Matters

Wage Increases [3.1 and Schedule One]

The proposed agreement provides a per annum wage increase in each year of the proposed agreement and an additional increase in December 2027. The wage rates are outlined in Schedule One of the proposed agreement as well as clause 3.1.1. The wage percentage increases and effective dates are:

- **3.0%** from the first full pay period on or after **1 July 2025** (backdated);
- **2.5%** from the first full pay period on or after **1 July 2026**;
- **2.5%** from the first full pay period on or after **1 July 2027**;
- **3.0%** from the first full pay period on or after **1 December 2027**;
- **2.5%** from the first full pay period on or after **1 December 2028**.

If the vote is successful, all employees covered by the proposed agreement and employed at the time the proposed agreement comes into operation will receive relevant back pay to the first full pay cycle of July 2025. This excludes employees who were not covered by the agreement until the agreement becomes operational.

Part 4 – Allowances

Allowances were previously documented in Schedule One. In the proposed agreement they are documented in Schedule Two.

Registered Nurse / Registered Midwife In Charge Allowance [4.4]

Clause has been amended to provide greater clarity on when the In charge Allowance is applicable. The word "senior" has been replaced with "clinical" to accurately reflect current practice.

Uniforms [4.7] and Schedule Two

Uniform clause in the proposed agreement has been changed to reflect Mater's practice of supplying uniforms.

Laundry Allowance [4.8] and Schedule Two

The combined Uniform and Laundry allowance in the current agreement has been amended as a result of the change to Mater's practice of supplying uniforms. As such the allowance now reflects an amount for the purposes of laundering the provided uniforms. The actual allowance amount can be found in Schedule Two (Allowances) of the proposed Agreement. Laundry allowance will be pro rata for part-time employees.

The Laundry allowance will increase by 2.5% on 1 July 2027 and 2.5% 1 July 2028.

Increase to Allowances

The following allowances will increase by **3.0%** on the date the agreement becomes operational, **2.5%** on 1 July 2027 and **2.5%** 1 July 2028. Please refer to Schedule Two (Allowances) in the proposed Agreement for actual amounts.

- Mental Health Environment allowance (clause 4.1)
- After Hours Manager allowance (clause 4.2)
- Senior AIN (CCSD and SPD) allowance (clause 4.3)
- Registered Nurse / Registered Midwife In Charge allowance (clause 4.4)
- X-ray and Radium (10 hrs or less) allowance (clause 4.5)
- X-ray and Radium (more than 10 hours) allowance (clause 4.5)

Part 5 – Hours of Work

Twelve Hour Shifts [5.2]

In the proposed agreement, slight amendments have been made to the wording of clause 5.2.1 which provides greater clarity regarding meal breaks for 12 hour shifts.

An additional clause has been added (5.2.6) that provides an employee engaged in twelve-hour shift roster; to make requests for greater flexibility regarding non-consecutive rostered days off (RDO). Mater will provide genuine consideration to such requests based on an employee's work life balance, operational and safety requirements.

Rosters [5.6]

An additional clause has been added that allows an employee to make requests for non-consecutive rostered days off (RDO). Mater will provide genuine consideration to such requests based on an employee's work life balance, operational and safety requirements.

An amendment to clause 5.6.6 has been made to reflect the current contemporary practice of publishing rosters in Mater's electronic rostering system.

Right to Disconnect [5.7]

A new clause has been included in the proposed agreement to which details an employee's Right

to Disconnect.

Part 6 – Overtime and Penalty Rates

Time Off in Lieu [6.2]

Clause has been amended to include the acronym for Time Off in Lieu (TOIL).

Additional wording has been added to the clause regarding the treatment of accrued TOIL. Accrued TOIL will be paid out to an employee upon their request or upon termination of employment at applicable overtime rates.

Shift Penalties [6.3]

Employees who work on a Sunday will receive an increase in Shift penalty for Sunday work. Shift penalty will increase from 75% to 100% effective from 1 July 2028.

As a result of the introduction of this entitlement, clause 6.3.2 has been removed. This clause referred to a negotiation between Mater and Queensland Health for additional funding to increase Sunday penalty rates.

Part 7 – On Call and Recall

On Call Allowance [7.1]

Clause 7.1.4 and 7.1.5 have been amended to provide for greater clarity and remove ambiguity regarding on call, recall and overtime.

On call allowance has been significantly increased by 13.7% with increases being effective upon the proposed agreement becoming operational. Please refer to Schedule 2 for the proposed on call allowance amounts.

Further increases of 2.5% on 1 July 2027 and 2.5% 1 July 2028 will also apply to the on call allowance.

Recall [7.2]

Amendments have been made to ensure where employees are recalled to work, fatigue levels are appropriately managed, and employees are provided with provisions to ensure appropriate rest is provided.

Such amendments include:

Where an employee is recalled to site for a period of less than two (2) hours (including travel time), and the recall commences between the hours of 23:00 and 04:00, to ensure appropriate rest, the employee will be provided time off equivalent to the duration time of the recall without loss of pay, prior to recommencing their ordinary rostered shift.

Part 8 – Breaks and Allowances

Meal Allowance [8.3]

The proposed agreement increases Meal Allowance whilst on overtime from \$14.10 to \$16.62. The allowance will further increase by 2.5% on 1 July 2027 and 2.5% 1 July 2028. In the current agreement, increases were linked to increases in the *Nursing and Midwifery Award 2020*.

Part 9 – Leave and Public Holidays

Access to Leave at Half Pay

Amendments have been made to ensure compliance with Fair Work Commission to ensure Employees are able to apply to take Annual Leave, Long Service Leave and Parental Leave at half pay for double the period of time.

Where an employee accesses leave at half pay, the employee agrees that fifty (50) per cent of the leave period will be taken as unpaid leave however Mater will average the unpaid portion of the leave period over the full period to ensure employees receive a payment throughout the duration of the leave period. The unpaid portion of the leave will not be counted as service.

Additional Annual Leave for On Call [9.3]

Changes to additional leave entitlement for on call will take effect from 1 January 2027. The threshold to qualify for an additional week of leave for being on call will be 20 instances of recall OR 45 rostered occasions of on call in a calendar year.

Part-time employees who qualify for additional annual leave as a result of meeting the criteria, will be entitled to annual leave on a pro rata basis from commencement of the agreement.

Personal / Carer's Leave [9.9]

A change has been made to evidence required when personal / carer's leave has been accesses. Leave must be supported by a Medical Certificate or evidence that would satisfy a reasonable person. In the current agreement required evidence was a Medical Certificate or evidence that would satisfy Mater.

Pandemic Leave

Proposed agreement removes clause relating to pandemic leave. Pandemic leave is provided for in Mater's Leave Policy which maybe changed from time to time.

Compassionate Leave [9.10]

New clause (9.10.2) to clarify the rate of pay applicable for employees accessing compassionate leave.

Parental Leave [9.12] & Paid Parental Leave [9.13]

The proposed agreement removes the gendered language from the parental leave clauses,

providing twelve (12) weeks paid parental leave for the parent who will take the majority of the caring responsibilities and two (2) weeks paid leave weeks for the parent who is the supporting parent or partner sharing in the caring of the child.

Public Holidays [9.20]

The proposed agreement incorporates a list of all public holidays.

Suspension [9.21]

The proposed agreement introduces a new clause for suspension without pay in defined situations. The clause includes the situations where suspension without pay may occur along with procedural fairness principles and process. The clause also states that an employee may request access to accrued leave entitlements in lieu of suspension with or without pay. Requests to access leave in lieu of suspension will not be unreasonably denied.

Part 10 – Professional Support and Training

Professional Development Allowance [10.2]

Clause 10.2.4 has been amended to allow Mater to pay directly for Professional Development activities. Mechanisms for this will be discussed at Local Consultative Committees.

Qualification Allowance [10.6]

Qualification allowance clause has been amended so that employees with dual entry level degrees can apply for a qualification allowance. The fortnightly allowance will be calculated based on 2.0% of the pay point for a Registered Nurse Level 1 pay point 8.

Part 12 – Consultation and Dispute Resolution

State Consultative Committee

The State Consultative Committee has been removed. Improved provisions have been added under the local level committee clause (12.2) to ensure all matters are discussed, consulted and resolved at the local level forums. Appropriate escalation of matters unable to be resolved will be dealt with on case by case basis and where required, dispute resolution requirements under the EA will be adhered to.

Staffing Level Review and Workload Management

The Staffing Level Review and Workload Management clause has been removed as it referred to a commitment applicable to the previous Agreement that has since been undertaken and completed. This is not relevant to the proposed agreement.

Consultation on Change [12.1]

The proposed agreement includes the model term for Consultation on Change. The existing clause has been amended to reflect the model clause. References to Queensland Nurses & Midwifery

Union (QNMU) have been added to the model clause consistent with the current agreement.

Prevention and Settlement of Disputes [12.3]

The proposed agreement includes the model term on Prevention and Settlement of Disputes. References to Queensland Nurses & Midwifery Union (QNMU) have been added to the model clause consistent with the current agreement.

Part 14 – Union Related Matters

The proposed agreement includes the model term regarding Delegates Rights. The clause has been updated to reflect the model clause with the addition of Queensland Nurses & Midwifery Union (QNMU) to the model clause. Model term for Union Delegate training entitlement (subsequent years) has not been adopted.

Schedule One – Wage Rates

Wages [S1.1]

Wage table has been updated to reflect proposed increases in rates of pay.

Quality and Safey Managers have been added to Registered Nurse Level 3 of the wages table. Quality and Safey Associates have been added to Registered Nurse Level 2 of the wages table.

Schedule Two – Allowances

Allowances [S2.1]

Allowances have been updated to reflect increases and changes to amounts.

Schedule Three – Graduate Programs

Schedule Three "Graduate Programs" has been removed. Information regarding graduate nurses and graduate midwives is adequately provided in clause 10.7 (Graduate Nurse and Midwife Program).


Schedule Three – Generic Level Statements

Glossary of Terms [S3.1]

Generic Level Statements have been amended to ensure positions are more accurately classified in accordance with the classification criteria and remove any provisions not directly describing the classification.

Changes have been made to the definition for Assistant in Nursing (AIN) removing the requirement for an episode of care activity to be delegated by an accountable Registered Nurse or Midwife.

Generic Level Statements [S3.1]



Definition for USIN (Undergraduate Student in Nursing) and USIM (Undergraduate Student in Midwifery) have been added to the glossary of terms.

Restrictions to the use of Undergraduate Student in Nursing (USIN) and Undergraduate Student in Midwifery (USIM) have been removed.

Mater has amended Generic Level Statements to allow for Assistant in Nursing, Enrolled Nursed and Level 1 Registered Nurses to engage in research work.

Quality and Safety Managers

Mater has updated Generic Level Statements to include Quality and Safety Associates and Quality and Safety Managers. The proposed agreement will provide coverage for these roles.

Schedule Four – Mater Hospital and Facilities

Schedule Four "Mater Hospital and Facilities" has been removed from the agreement. Mater hospitals and facilities is subject to change during the life of the Agreement and has no relevance to coverage.

**Nursing & Midwifery Enterprise Agreement 2026
Wage Rates**

Description	Current			0.03			0.03			0.03			0.03					
	Hourly	Fortnightly	Per Annum	1 July 2025			1 July 2026			1 July 2027			1 December 2027			1 December 2028		
				Hourly	Fortnightly	Per Annum	Hourly	Fortnightly	Per Annum	Hourly	Fortnightly	Per Annum	Hourly	Fortnightly	Per Annum	Hourly	Fortnightly	Per Annum
Assistant In Nursing																		
Assistant In Nursing 1	\$ 33.20	\$ 2,523.20	\$ 65,828.00	\$ 34.20	\$ 2,598.90	\$ 67,803.00	\$ 35.05	\$ 2,663.87	\$ 69,498.00	\$ 35.93	\$ 2,730.47	\$ 71,236.00	\$ 37.01	\$ 2,812.39	\$ 73,373.00	\$ 37.93	\$ 2,882.70	\$ 75,207.70
Assistant In Nursing 2	\$ 33.89	\$ 2,575.29	\$ 67,187.00	\$ 34.90	\$ 2,652.56	\$ 69,203.00	\$ 35.77	\$ 2,718.88	\$ 70,933.00	\$ 36.67	\$ 2,786.85	\$ 72,706.00	\$ 37.77	\$ 2,870.46	\$ 74,888.00	\$ 38.71	\$ 2,942.23	\$ 76,760.62
Assistant In Nursing 3	\$ 34.33	\$ 2,609.20	\$ 68,072.00	\$ 35.36	\$ 2,687.48	\$ 70,114.00	\$ 36.25	\$ 2,754.67	\$ 71,867.00	\$ 37.15	\$ 2,823.54	\$ 73,664.00	\$ 38.27	\$ 2,908.25	\$ 75,874.00	\$ 39.22	\$ 2,980.96	\$ 77,771.24
Assistant In Nursing 4	\$ 35.11	\$ 2,668.20	\$ 69,611.00	\$ 36.16	\$ 2,748.25	\$ 71,699.00	\$ 37.07	\$ 2,816.96	\$ 73,492.00	\$ 37.99	\$ 2,887.39	\$ 75,329.00	\$ 39.13	\$ 2,974.02	\$ 77,590.00	\$ 40.11	\$ 3,048.37	\$ 79,529.78
Assistant In Nursing 5	\$ 35.92	\$ 2,729.69	\$ 71,215.00	\$ 36.99	\$ 2,811.60	\$ 73,352.00	\$ 37.92	\$ 2,881.89	\$ 75,186.00	\$ 38.87	\$ 2,953.94	\$ 77,066.00	\$ 40.03	\$ 3,042.56	\$ 79,378.00	\$ 41.03	\$ 3,118.63	\$ 81,362.86
Assistant In Nursing 6	\$ 36.35	\$ 2,762.79	\$ 72,079.00	\$ 37.44	\$ 2,845.68	\$ 74,241.00	\$ 38.38	\$ 2,916.83	\$ 76,098.00	\$ 39.34	\$ 2,989.75	\$ 78,000.00	\$ 40.52	\$ 3,079.44	\$ 80,340.00	\$ 41.53	\$ 3,156.43	\$ 82,349.10
Assistant In Nursing CSSD																		
Assistant In Nursing CSSD 1	\$ 35.93	\$ 2,730.39	\$ 71,233.00	\$ 37.00	\$ 2,812.31	\$ 73,371.00	\$ 37.93	\$ 2,882.63	\$ 75,205.00	\$ 38.88	\$ 2,954.70	\$ 77,086.00	\$ 40.04	\$ 3,043.34	\$ 79,398.00	\$ 41.05	\$ 3,119.43	\$ 81,383.68
Assistant In Nursing CSSD 2	\$ 36.44	\$ 2,769.50	\$ 72,254.00	\$ 37.53	\$ 2,852.59	\$ 74,422.00	\$ 38.47	\$ 2,923.91	\$ 76,282.00	\$ 39.43	\$ 2,997.01	\$ 78,189.00	\$ 40.62	\$ 3,086.93	\$ 80,535.00	\$ 41.63	\$ 3,164.11	\$ 82,549.36
Assistant In Nursing CSSD 3	\$ 36.98	\$ 2,810.29	\$ 73,318.00	\$ 38.09	\$ 2,894.61	\$ 75,518.00	\$ 39.04	\$ 2,966.98	\$ 77,406.00	\$ 40.02	\$ 3,041.16	\$ 79,341.00	\$ 41.22	\$ 3,132.39	\$ 81,721.00	\$ 42.25	\$ 3,210.70	\$ 83,765.01
Undergraduate Student Nurse / Midwife																		
Undergrad Student Nurse / Midwife 1	\$ 33.89	\$ 2,575.29	\$ 67,187.00	\$ 34.90	\$ 2,652.56	\$ 69,203.00	\$ 35.77	\$ 2,718.88	\$ 70,933.00	\$ 36.67	\$ 2,786.85	\$ 72,706.00	\$ 37.77	\$ 2,870.46	\$ 74,888.00	\$ 38.71	\$ 2,942.23	\$ 76,760.62
Undergrad Student Nurse / Midwife 2	\$ 34.33	\$ 2,609.20	\$ 68,072.00	\$ 35.36	\$ 2,687.48	\$ 70,114.00	\$ 36.25	\$ 2,754.67	\$ 71,867.00	\$ 37.15	\$ 2,823.54	\$ 73,664.00	\$ 38.27	\$ 2,908.25	\$ 75,874.00	\$ 39.22	\$ 2,980.96	\$ 77,771.24
Enrolled Nurse																		
Enrolled Nurse 1	\$ 35.93	\$ 2,730.39	\$ 71,233.00	\$ 37.00	\$ 2,812.31	\$ 73,371.00	\$ 37.93	\$ 2,882.63	\$ 75,205.00	\$ 38.88	\$ 2,954.70	\$ 77,086.00	\$ 40.04	\$ 3,043.34	\$ 79,398.00	\$ 41.05	\$ 3,119.43	\$ 81,383.68
Enrolled Nurse 2	\$ 36.44	\$ 2,769.68	\$ 72,259.00	\$ 37.54	\$ 2,852.77	\$ 74,426.00	\$ 38.48	\$ 2,924.10	\$ 76,287.00	\$ 39.44	\$ 2,997.20	\$ 78,194.00	\$ 40.62	\$ 3,087.13	\$ 80,541.00	\$ 41.64	\$ 3,164.31	\$ 82,554.72
Enrolled Nurse 3	\$ 37.01	\$ 2,813.01	\$ 73,389.00	\$ 38.12	\$ 2,897.42	\$ 75,591.00	\$ 39.08	\$ 2,969.85	\$ 77,481.00	\$ 40.05	\$ 3,044.10	\$ 79,418.00	\$ 41.26	\$ 3,135.43	\$ 81,801.00	\$ 42.29	\$ 3,213.82	\$ 83,846.30
Enrolled Nurse 4	\$ 37.60	\$ 2,857.24	\$ 74,543.00	\$ 38.72	\$ 2,942.96	\$ 76,779.00	\$ 39.69	\$ 3,016.54	\$ 78,699.00	\$ 40.68	\$ 3,091.95	\$ 80,666.00	\$ 41.90	\$ 3,184.72	\$ 83,087.00	\$ 42.95	\$ 3,264.34	\$ 85,164.46
Enrolled Nurse 5	\$ 38.21	\$ 2,904.22	\$ 75,769.00	\$ 39.36	\$ 2,991.36	\$ 78,042.00	\$ 40.34	\$ 3,066.14	\$ 79,993.00	\$ 41.35	\$ 3,142.80	\$ 81,993.00	\$ 42.59	\$ 3,237.08	\$ 84,453.00	\$ 43.66	\$ 3,318.02	\$ 86,564.70
Enrolled Nurse Advanced Practice																		
Enrolled Nurse Advance Practice 1	\$ 39.26	\$ 2,983.60	\$ 77,840.00	\$ 40.44	\$ 3,073.11	\$ 80,175.00	\$ 41.45	\$ 3,149.94	\$ 82,179.00	\$ 42.48	\$ 3,228.69	\$ 84,234.00	\$ 43.76	\$ 3,325.55	\$ 86,761.00	\$ 44.85	\$ 3,408.70	\$ 88,930.57
Enrolled Nurse Advance Practice 2	\$ 41.66	\$ 3,166.00	\$ 82,598.00	\$ 42.91	\$ 3,260.99	\$ 85,076.00	\$ 43.98	\$ 3,342.51	\$ 87,203.00	\$ 45.08	\$ 3,426.08	\$ 89,384.00	\$ 46.43	\$ 3,528.86	\$ 92,065.00	\$ 47.59	\$ 3,617.09	\$ 94,367.37
Enrolled Nurse Non Medication																		
Enrolled Nurse Non Medication 1	\$ 35.93	\$ 2,730.39	\$ 71,233.00	\$ 37.00	\$ 2,812.31	\$ 73,371.00	\$ 37.93	\$ 2,882.63	\$ 75,205.00	\$ 38.88	\$ 2,954.70	\$ 77,086.00	\$ 40.04	\$ 3,043.34	\$ 79,398.00	\$ 41.05	\$ 3,119.43	\$ 81,383.68
Enrolled Nurse Non Medication 2	\$ 36.44	\$ 2,769.50	\$ 72,254.00	\$ 37.53	\$ 2,852.59	\$ 74,422.00	\$ 38.47	\$ 2,923.91	\$ 76,282.00	\$ 39.43	\$ 2,997.01	\$ 78,189.00	\$ 40.62	\$ 3,086.93	\$ 80,535.00	\$ 41.63	\$ 3,164.11	\$ 82,549.36
Enrolled Nurse Non Medication 3	\$ 36.98	\$ 2,810.29	\$ 73,318.00	\$ 38.09	\$ 2,894.61	\$ 75,518.00	\$ 39.04	\$ 2,966.98	\$ 77,406.00	\$ 40.02	\$ 3,041.16	\$ 79,341.00	\$ 41.22	\$ 3,132.39	\$ 81,721.00	\$ 42.25	\$ 3,210.70	\$ 83,765.01
Enrolled Nurse Non Medication 4	\$ 37.53	\$ 2,852.50	\$ 74,419.00	\$ 38.66	\$ 2,938.08	\$ 76,652.00	\$ 39.63	\$ 3,011.53	\$ 78,568.00	\$ 40.62	\$ 3,086.82	\$ 80,532.00	\$ 41.83	\$ 3,179.43	\$ 82,949.00	\$ 42.88	\$ 3,258.92	\$ 85,022.89
Enrolled Nurse Non Medication 5	\$ 38.13	\$ 2,897.79	\$ 75,601.00	\$ 39.27	\$ 2,984.73	\$ 77,869.00	\$ 40.25	\$ 3,059.36	\$ 79,816.00	\$ 41.26	\$ 3,135.84	\$ 81,811.00	\$ 42.50	\$ 3,229.92	\$ 84,266.00	\$ 43.56	\$ 3,310.67	\$ 86,373.17
Registered Nurse / Registered Midwife Level 1																		
Registered Nurse Level 1.1	\$ 39.87	\$ 3,030.30	\$ 79,058.00	\$ 41.07	\$ 3,121.21	\$ 81,430.00	\$ 42.10	\$ 3,199.25	\$ 83,466.00	\$ 43.15	\$ 3,279.23	\$ 85,552.00	\$ 44.44	\$ 3,377.61	\$ 88,119.00	\$ 45.55	\$ 3,462.06	\$ 90,322.68
Registered Nurse Level 1.2	\$ 41.74	\$ 3,171.89	\$ 82,752.00	\$ 42.99	\$ 3,267.06	\$ 85,235.00	\$ 44.06	\$ 3,348.73	\$ 87,366.00	\$ 45.16	\$ 3,432.46	\$ 89,550.00	\$ 46.52	\$ 3,535.44	\$ 92,237.00	\$ 47.68	\$ 3,623.82	\$ 94,543.04
Registered Nurse Level 1.3	\$ 43.70	\$ 3,321.00	\$ 86,642.00	\$ 45.01	\$ 3,420.64	\$ 89,242.00	\$ 46.13	\$ 3,506.16	\$ 91,473.00	\$ 47.29	\$ 3,593.82	\$ 93,760.00	\$ 48.71	\$ 3,701.64	\$ 96,573.00	\$ 49.92	\$ 3,794.19	\$ 98,987.66
Registered Nurse Level 1.4	\$ 45.66	\$ 3,470.40	\$ 90,540.00	\$ 47.03	\$ 3,574.52	\$ 93,256.00	\$ 48.21	\$ 3,663.88	\$ 95,588.00	\$ 49.41	\$ 3,755.49	\$ 97,978.00	\$ 50.90	\$ 3,868.16	\$ 100,917.00	\$ 52.17	\$ 3,964.87	\$ 103,440.60
Registered Nurse Level 1.5	\$ 47.63	\$ 3,619.50	\$ 94,430.00	\$ 49.05	\$ 3,728.09	\$ 97,263.00	\$ 50.28	\$ 3,821.30	\$ 99,695.00	\$ 51.54	\$ 3,916.83	\$ 102,187.00	\$ 53.08	\$ 4,034.35	\$ 105,253.00	\$ 54.41	\$ 4,135.21	\$ 107,884.62
Registered Nurse Level 1.6	\$ 49.59	\$ 3,769.09	\$ 98,332.00	\$ 51.08	\$ 3,882.18	\$ 101,283.00	\$ 52.36	\$ 3,979.24	\$ 103,815.00	\$ 53.67	\$ 4,078.72	\$ 106,410.00	\$ 55.28	\$ 4,201.09	\$ 109,603.00	\$ 56.66	\$ 4,306.12	\$ 112,343.71
Registered Nurse Level 1.7	\$ 51.56	\$ 3,918.90	\$ 102,241.00	\$ 53.11	\$ 4,036.47	\$ 105,308.00	\$ 54.44	\$ 4,137.39	\$ 107,941.00	\$ 55.80	\$ 4,240.82	\$ 110,640.00	\$ 57.47	\$ 4,368.05	\$ 113,959.00	\$ 58.91	\$ 4,477.26	\$ 116,808.55
Registered Nurse Level 1.8	\$ 53.53	\$ 4,068.50	\$ 106,144.00	\$ 55.14	\$ 4,190.56	\$ 109,328.00	\$ 56.52	\$ 4,295.32	\$ 112,061.00	\$ 57.93	\$ 4,402.71	\$ 114,863.00	\$ 59.67	\$ 4,534.80	\$ 118,309.00	\$ 61.16	\$ 4,648.18	\$ 121,267.64
Registered Nurse / Registered Midwife Level 2 Clinical Nurse Clinical Midwife Clinical Facilitator Nurse Midwifery Researcher Level 2 Quality and Safety Associates																		
Registered Nurse Level 2.1	\$ 54.45	\$ 4,138.10	\$ 107,960.00	\$ 56.08	\$ 4,262.25	\$ 111,199.00	\$ 57.48	\$ 4,368.81	\$ 113,979.00	\$ 58.92	\$ 4,478.03	\$ 116,828.00	\$ 60.69	\$ 4,612.38	\$ 120,333.00	\$ 62.21	\$ 4,727.69	\$ 123,342.23
Registered Nurse Level 2.2	\$ 55.73	\$ 4,235.50	\$ 110,501.00	\$ 57.40	\$ 4,362.57	\$ 113,816.00	\$ 58.84	\$ 4,471.64	\$ 116,661.00	\$ 60.31	\$ 4,583.44	\$ 119,578.00	\$ 62.12	\$ 4,720.95	\$ 123,166.00	\$ 63.67	\$ 4,838.97	\$ 126,245.42
Registered Nurse Level 2.3	\$ 57.01	\$ 4,332.89	\$ 113,042.00	\$ 58.72	\$ 4,462.89	\$ 116,433.00	\$ 60.19	\$ 4,574.46	\$ 119,344.00	\$ 61.70	\$ 4,688.83	\$ 122,328.00	\$ 63.55	\$ 4,829.50	\$ 125,998.00	\$ 65.13	\$ 4,950.24	\$ 129,148.22
Registered Nurse Level 2.4	\$ 58.30	\$ 4,431.09	\$ 115,604.00	\$ 60.05	\$ 4,564.04	\$ 119,072.00	\$ 61.55	\$ 4,678.14	\$ 122,049.00	\$ 63.09	\$ 4,795.10	\$ 125,100.00	\$ 64.99	\$ 4,938.96	\$ 128,854.00	\$ 66.61	\$ 5,062.44	\$ 132,075.41
Registered Nurse / Registered Midwife Level 3 Clinical Nurse Consultant Clinical Midwife Consultant Clinical Nurse Specialist Nurse Educator Practice Development Midwife Nurse / Midwifery Researcher Level 3 Patient Flow Manager Staffing Manager After Hours Manager Quality and Safety Managers																		
Registered Nurse Level 3.1	\$ 66.86	\$ 5,081.10	\$ 132,562.00	\$ 68.86	\$ 5,233.53	\$ 136,539.00	\$ 70.58	\$ 5,364.38	\$ 139,952.00	\$ 72.35	\$ 5,498.49	\$ 143,451.00	\$ 74.52	\$ 5,663.44	\$ 147,755.00	\$ 76.38	\$ 5,805.03	\$ 151,449.22
Registered Nurse Level 3.2	\$ 69.88	\$ 5,311.10	\$ 138,562.00	\$ 71.98	\$ 5,470.43	\$ 142,719.00	\$ 73.78	\$ 5,607.20	\$ 146,287.00	\$ 75.62	\$ 5,747.38	\$ 149,945.00	\$ 77.89	\$ 5,919.81	\$ 154,443.00	\$ 79.84	\$ 6,067.81	\$ 158,304.90
Registered Nurse Level 3.3	\$ 71.62	\$ 5,443.20	\$ 142,009.00	\$ 73.77	\$ 5,606.50	\$ 146,269.00	\$ 75.61	\$ 5,746.67	\$ 149,926.00	\$ 77.50	\$ 5,890.34	\$ 153,674.00	\$ 79.83	\$ 6,067.06	\$ 158,285.00	\$ 81.83	\$ 6,218.74	\$ 162,242.52
Registered Nurse Level 3.4	\$ 72.59	\$ 5,516.59	\$ 143,923.00	\$ 74.76	\$ 5,682.10	\$ 148,242.00	\$ 76.63	\$ 5,824.16	\$ 151,948.00	\$ 78.55	\$ 5,969.77	\$ 155,747.00	\$ 80.91	\$ 6,148.86	\$ 160,419.00	\$ 82.93	\$ 6,302.59	\$ 164,430.13
Nurse Practitioner																		
Nurse Practitioner 1	\$ 75.28	\$ 5,721.09	\$ 149,259.00	\$ 77.54	\$ 5,892.74	\$ 153,737.00	\$ 79.47	\$ 6,040.05	\$ 157,580.00	\$ 81.46	\$ 6,191.06	\$ 161,520.00	\$ 83.91	\$ 6,376.80	\$ 166,366.00	\$ 86.00	\$ 6,536.22	\$ 170,525.41
Nurse Practitioner 2	\$ 77.15	\$ 5,863.40	\$ 152,972.00	\$ 79.46	\$ 6,039.30	\$ 157,561.00	\$ 81.45	\$ 6,190.28	\$ 161,500.00	\$ 83.49	\$ 6,345.04	\$ 165,538.00	\$ 85.99	\$ 6,535.24	\$ 170,499.00	\$ 88.14	\$ 6,698.62	\$ 174,762.33
Nurse / Midwifery Manager																		
Nurse Manager 1	\$ 71.42	\$ 5,427.94	\$ 141,611.00	\$ 73.56	\$ 5,590.79	\$ 145,859												

Allowances

Allowance	Clause	Frequency	Approval of Agreement	1 July 2027 2.5%	1 July 2028 2.5%
Mental Health Environment	4.1	Per Week	\$24.92	\$25.54	\$26.18
After Hours Manager	4.2	Per Shift	\$27.58	\$28.27	\$28.98
Senior AIN (CSSD and SPD)	4.3	Per Shift	\$13.77	\$14.12	\$14.47
Registered Nurse / Registered Midwife In Charge Allowance	4.4	Per Shift	\$17.21	\$17.64	\$18.08
Meal Allowance	8.3	Per Shift	\$16.62	\$17.04	\$17.46
Laundry Allowance	4.8	Per Week	\$3.22	\$3.30	\$3.38
X-Ray and Radium					
10 hours or less	4.5	Per Week	\$11.03	\$11.31	\$11.59
More than 10 hours	4.5	Per Week	\$22.06	\$22.61	\$23.18
On Call Allowance					
Monday – Friday (after a shift)	7.13	Per period	\$35.02	\$35.90	\$36.79
Saturday, Sunday, Public Holidays, Rostered Day Off (24 hours or part thereof)	7.13	Per 24-hour period or part thereof	\$64.06	\$65.66	\$67.30
Professional Development					
Excluding AIN CCSD	10.2.1	Per Year	Up to \$750.00	Up to \$750.00	Up to \$750.00
AIN CCSD	10.2.2	Per Year	Up to \$250.00	Up to \$250.00	Up to \$250.00
Qualification Allowance					
Graduate Certificate / Diploma / Second Degree	10.6.2	Per Fortnight	2% of RN Level 1.8	2% of RN Level 1.8	2% of RN Level 1.8
Masters / Doctorate or equivalent	10.6.2	Per Fortnight	4% of RN Level 1.8	4% of RN Level 1.8	4% of RN Level 1.8