

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	\$ 145,8												