Mater Nursing and Midwifery Enterprise Agreement 2026

Explanation of Terms

This document identifies the terms contained within the *Mater Nursing and Midwifery Enterprise Agreement 2026* (proposed agreement) and is also to assist you in understanding these terms. Once successfully voted on by eligible employees and approved by the Fair Work Commission, the proposed agreement will replace the nominally expired Mater Nursing and Midwifery Enterprise Agreement 2022-2025 (AG2023/2317).

This document has been prepared for Nurses and Midwives employed by Mater Misericordiae Limited (Mater).

For detailed information on the 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)"] refers to clause numbers in the proposed agreement.

While care has been taken to ensure the information below is as correct as possible, the source of truth is the proposed enterprise agreement document and you should review the document for confirmation of any issue or question you may have.

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

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 are based on the model clauses outlined in the Act.

The Prevention and Settlement of Disputes clause outlines the process for the resolution of disputes arising about an NES matter, or a provision of the proposed agreement.

Employees and Mater may agree to make an individual flexibility arrangement to vary the effects of terms identified in clause 1.8 under the Flexibility Term.

Consultation outlines the commitment to consultation principles and the process of consultation in the event of a major change.

Part 1 – Application and Operation of the Agreement

Title [1.1]

Mater Nursing and Midwifery Enterprise Agreement 2026. This is to reflect the coverage, operational date and nominal expiry date.

Date and Period of Operation (1.2) and Renewal or Replacement of Agreement (1.3)

Agreement will commence seven (7) days after Fair Work Commission approval with a nominal expiry of 30 June 2029.

Negotiations will commence at least six (6) months prior to the nominal expiry of 30 June 2029, unless otherwise agreed by Mater and QNMU.

Relationships with Awards, Agreements and Other Conditions (1.4)

The proposed agreement replaces the *Mater Nursing and Midwifery Enterprise Agreement 2022-2025 (*AG2023/2317) and is a comprehensive agreement and replaces all other awards, previous orders of the Fair Work Commission or industrial agreements that would otherwise apply to employees covered by the agreement, save that it does not exclude laws dealing with long service leave, occupational health and safety and workers' compensation.

Coverage (1.5)

The proposed agreement covers:

- Mater ; and
- Employees of Mater engaged in the classifications set out in Schedule Three (Generic Level Statements); and
- The Australian Nursing and Midwifery Federation (ANMF) provided written notice is given in accordance with section 183(1) of the Act and the Fair Work Commission notes in the document to approve the Agreement, that the Agreement covers the ANMF.

Posting of the Agreement (1.6)

The posting of the agreement stipulates that the agreement will be posted on the Mater Intranet, to provide easy access for all employees covered by the agreement.

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.

Part 2 – Types of Employment

Full Time Employees (2.1)

The proposed agreement provides a definition for full time employment (engaged to work 38 hours per week, in accordance with the Ordinary Hours of Work).

Part Time Employees (2.2)

The proposed agreement provides a definition for part time employment (engaged to work fewer than 76 hours per fortnight) and outlines general terms and conditions that relate specifically to part time employment.

Annual review of part time hours. Employee can also request a review if their circumstances have significantly changed between reviews.

Part time employees can request or mutually agree to additional hours of work beyond their rostered shifts to be paid at ordinary rates. If directed by Mater to work additional hours, then these hours will be paid at overtime rates.

Casual Employees (2.3)

The proposed agreement provides a definition for casual employment (engaged to work on an hourly basis for less than a full-time employee) and outlines general terms and conditions that relate specifically to casual employment.

Part 3 – Wages and Related Matters

Wage and Allowance Increases (3.1 & Schedule One)

The proposed wage increases in the proposed agreement are as follows:

- **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.**

Allowances will increase in accordance with Schedule Two (Allowances). The wage rates are also outlined in Schedule One of the proposed agreement. The wage rates from Schedule One and allowances from Schedule Two tables are at the end of this document.

In negotiating an agreement, Mater must balance the interests of employees by providing fair market remuneration and conditions whilst also managing costs to ensure Mater's sustainability into the future.

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.

Allowances will be applied in accordance with the notes provided under the allowances table in Schedule Two.

Classification Structure (3.2), Appointments to Classification Levels (3.3), Progression within Classification Levels (3.4) and Schedule Three Generic Level Statements

Clause 3.2 and Schedule Three of the proposed agreement outline the classification structure for employees covered by this agreement.

The proposed agreement provides for merit-based appointment to advertised vacancies. Clause 3.3 describes the entry level pay points, defines relevant experience and the reduction in the weighting of experience based on years absent from nursing or midwifery.

The proposed agreement states progression (other than Nurse / Midwife Manager level) is upon the completion of 1976 hours, subject to satisfactorily meeting the required performance standards at each pay point. Manager level positions progress at the completion of 1976 hours unless it is demonstrated KPI have not been met.

Higher Duties (3.5)

The proposed agreement provides for higher duties when a Nurse / Midwife (other than a student) is directed to:

- perform higher duties when relieving another employee who is engaged at a higher classification; or
- perform duties at a higher classification level.

Provided the period of performing such duties is one week or more, is to be paid at the first pay point of the higher classification rate for the whole period.

Where an employee is acting in a role not covered by this Agreement, the employee will be remunerated appropriately based on the role in which they are acting.

Where a Nurse / Midwife Manager is absent for less than one week, the unit will be advised of the senior clinician who will be providing coverage during the absence.

Payment of Wages (3.6)

The agreement outlines that wages will be paid fortnightly by electronic transfer, payment by other means will be at the discretion of Mater.

The agreement notes that the hourly rates are the actual wages paid and the other rates shown

are for information purposes only.

Superannuation (3.7)

Mater's default superannuation fund (default fund) is the Health Employees Superannuation Trust of Australia (HESTA).

Employees may elect for Mater to pay their superannuation guarantee contributions to a superannuation fund of their choice which is compliant with relevant superannuation legislation. Mater will make superannuation contributions as prescribed under the Superannuation Guarantee (Administration) Act 1992 or any replacement Act. For the sake of clarity, the compulsory Employer contribution is calculated in accordance with the superannuation guarantee legislation and is based on ordinary time earnings.

Overpayment (3.8)

The proposed agreement includes the statement that overpayments (payments in excess of the entitlements contained within the agreement) can be recovered by Mater in accordance with Mater Policy.

Part 4 – Allowances

Mental Health Environment Allowance (4.1)

The proposed agreement provides for an allowance for employees working within the Emotional Health Inpatient Unit and Catherine's House for Mothers, Babies and Families, as follows:

Allowance	Frequency	Agreement becoming operational	1 July 2027	1 July 2028
Mental Health Environment	Per Week	$24.92	$25.54	$26.18

After Hours Manager Allowance (4.2)

The proposed agreement provides for an allowance for After Hours Manager Level 3 in a Hospital, or section thereof, as follows:

Allowance	Frequency	Agreement becoming operational	1 July 2027	1 July 2028
After Hours Manager	Per Shift	$27.58	$28.27	$28.98

The proposed agreement states that a Nurse / Midwife who is not classified at Level 3 but is required to undertake After Hours Manager duties shall be paid no less than Level 3 for the time undertaking those duties.

Senior Assistant in Nursing (AIN) (CCSD / SPD) In Charge Allowance (4.3)

An Assistant in Nursing (AIN) appointed to be the Senior Assistant in Nursing (AIN) in the Central Sterile Supply Department (CSSD) / Sterile Processing Department (SPD) will be paid an allowance per shift in addition to the base rate prescribed. The allowance amount is referred to in Schedule Two (Allowances).

Allowance	Frequency	Agreement becoming operational	1 July 2027	1 July 2028
Senior AIN CCSD In Charge Allowances	Per Shift	$13.77	$14.12	$14.47

Registered Nurse/Registered Midwife in Charge Allowance (4.4)

The proposed agreement provides that each unit / ward will always have a designated clinical nurse or midwife in charge. If on one entire shift or more, where a Registered Nurse / Midwife Level 1 is designated by Mater to be the in-charge nurse or midwife, the Registered Nurse / Midwife will be paid an allowance for each shift of ordinary hours worked.

The allowance is not paid if an RN1 or RM1 is already being paid a higher rate of pay for performing higher duties.

Allowance	Frequency	Agreement becoming operational	1 July 2027	1 July 2028
RN / RM In Charge	Per Shift	$17.21	$17.64	$18.08

X-Ray and Radium Allowance (4.5)

The proposed agreement provides for an allowance for Nurses / Midwives whose duty requires the use or assistance in the use of x-ray apparatus or radium as follows:

Allowance	Frequency	Agreement becoming operational	1 July 2027	1 July 2028
X-Ray and Radium (10 hours or less)	Per Week	$11.03	$11.31	$11.59
X-Ray and Radium (more than 10 hours)	Per Week	$22.06	$22.61	$23.18

Travelling Expenses (4.6)

The proposed agreement includes where a Nurse / Midwife is required to take up duty away from the usual place of work they will either be provided with transport or be reimbursed for actual and reasonable travel expenses, in addition if a Nurse or Midwife uses their own vehicle, reimbursement will be paid in accordance with the ATO cents per km method.

Uniforms (4.7)

The proposed agreement states all employees are required to wear a uniform and it is Mater's intention to supply uniforms.

Laundry Allowance (4.8)

Proposed agreement provides a weekly laundry allowance to full-time employees and a pro rata allowance for part-time employees. Casual employees are not entitled to a laundry allowance.

Allowance	Frequency	Agreement becoming operational	1 July 2027	1 July 2028
Laundry Allowance	Per Week	$3.22	$3.30	$3.38

Part 5– Hours of Work

Ordinary Hours of Work (5.1)

The proposed agreement outlines the ordinary hours of work will be an average of 38 hours per week and rostered shift lengths will be between 6 to 10 hours in duration unless an agreement has been entered into for 12-hour shifts (clause 5.2).

Shifts less than 6 hours can be agreed in writing between Mater and the Nurse / Midwife, but such shifts cannot be less than 4 hours.

12 Hour Shifts (5.2)

The proposed agreement provides for rostered 12-hour shifts of ordinary hours (exclusive of the unpaid meal break) when there is written agreement between Mater and the Nurse / Midwife.

Breaks during rostered 12-hour shifts are as follows: two 10-minute paid tea breaks in the first and second half of the shift (can be combined to be one 20-minute break in the first half and one 20-minute break in the second half) along with one paid meal break and one unpaid meal break.

A Nurse / Midwife will be provided a 10-hour break between shifts. No overtime shall be worked immediately prior or after a rostered 12-hour shift.

The clause includes conditions including maximum shifts and combinations of shifts as well as the combinations of consecutive days off each week.

Accrued Days off (5.3)

The proposed agreement provides for accrued days off (ADOs) by working a 40-hour week and having one ADO in a 4-week work cycle period.

Limitation on Night Duty (5.4)

The proposed agreement limits night duty to not exceeding three (3) months at any one time (excluding the Sleep Unit) unless permanent night duty is agreed in writing between Mater and the Nurse / Midwife.

Breaks Between Shifts (5.5)

The proposed agreement outlines the break between shifts is to be ten (10) hours unless there is an agreement in writing between Mater and the Nurse / Midwife to reduce the break to eight (8) hours. Such an agreement to reduce the break to eight (8) hours cannot be entered into when undertaking a rostered 12-hour shift.

Rosters (5.6)

The proposed agreement outlines conditions for rosters, including the quantum and pattern of RDOs, maximum consecutive days or shifts, the availability of rosters, roster requests to vary pattern of RDOs, the roster duration and changes to rosters.

Right to Disconnect (5.7)

The proposed agreement outlines an employee's right to disconnect.

Part 6– Overtime and Penalty Rates

Overtime (6.1)

The proposed agreement provides for overtime as follows:

Day	Overtime Paid
Monday to Saturday (first 3 hours)	150%
Monday to Saturday (greater than 3 hours)	200%
Sunday	200%
Public Holiday (excluding Easter Saturday and 25 December)	250%
Easter Saturday and 25 December	300%

Time Off in Lieu (TOIL) (6.2)

The proposed agreement provides for time off in lieu (TOIL) of overtime, with agreement between Mater and the Nurse / Midwife. TOIL accrues at the rate equivalent to the overtime rates that would have been payable. For example, TOIL on the first three (3) hours of overtime Monday to Saturday will accrue at 1.5 hours for every 1 hour of authorised overtime worked.

Shift Penalties (6.3)

The proposed agreement provides for shift penalties, for all days except public holidays (see cl. 9.21), as per the tables below:

From the commencement of the agreement:

Shift	Definition	Penalty
Afternoon	Means any shift worked Monday to Friday commencing on or after 12:00 and finishing on or after 18:00.	12.5% penalty paid for the entire shift.
Night	Means any shift worked Monday to Friday commencing on or after 18:00 and finishing on or before 07:30 the following day.	20% penalty paid for the entire shift.
Saturday	All ordinary time worked between midnight Friday and midnight Saturday.	50% penalty paid on hours worked within these hours.
Sunday	All ordinary time worked between midnight Saturday and midnight Sunday.	75% penalty paid on hours worked within these hours.
Sunday – AIN	All ordinary time worked between midnight	100% penalty paid on

Only	Saturday and midnight Sunday.	hours worked within these hours.

From 1 July 2028:

Shift	Definition	Penalty
Afternoon	Means any shift worked Monday to Friday commencing on or after 12:00 and finishing on or after 18:00.	12.5% penalty paid for the entire shift.
Night	Means any shift worked Monday to Friday commencing on or after 18:00 and finishing on or before 07:30 the following day.	20% penalty paid for the entire shift.
Saturday	All ordinary time worked between midnight Friday and midnight Saturday.	50% penalty paid on hours worked within these hours.
Sunday	All ordinary time worked between midnight Saturday and midnight Sunday.	100% penalty paid on hours worked within these hours.
Sunday – AIN Only	All ordinary time worked between midnight Saturday and midnight Sunday.	100% penalty paid on hours worked within these hours.

Fatigue Management (6.4) and Fatigue Leave and Payment (6.6)

The proposed agreement outlines the commitment of Mater and employees under the agreement to safe work practices and outlines a contemporary approach in addition to the fatigue provisions outlined in the proposed agreement will be developed.

Fatigue leave and payment applies when a Nurse/Midwife works so much overtime that there is less than 10 consecutive hours between shifts (or 8 hours, where there is an agreement for 8 hours between shifts). In these situations, an additional payment of 100% (payment at double time) applies until such time as they are able to be absent for the specified break between shifts. The Nurse / Midwife will not have loss of pay for ordinary working time for such an absence.

Maximum Hours of Duty (6.5)

The proposed agreement states the maximum rostered hours is to be ten (10) hours (exclusive of meal break) unless there is a written agreement. On call is not considered a rostered shift for the purposes of this clause.

Part 7– On Call and Recall

On Call Allowance (7.1)

The proposed agreement provides an on-call allowance for being on-call for a 24-hour period or part thereof as follows:

Allowance	Frequency	Agreement becoming operational	1 July 2027	1 July 2028
On Call	Monday - Friday (after a shift)	$35.02	$35.90	$36.79
	Saturday, Sunday, Public Holiday, RDO (24 hours or part thereof)	$64.06	$65.66	$67.30

Recall (7.2)

The proposed agreement includes recall for a minimum payment of three (3) hours per recall at the appropriate overtime rate when recalled to duties when rostered on call. If the on call Nurse/Midwife is required to perform duties again within that three (3) hour period, no further minimum will apply.

Payment is from the time the employee leaves their home, time spent travelling to and from work is considered as time worked. The cost of transport to and from work is to be refunded when the on-call Nurse / Midwife submits a claim for the kms travelled (or taxi vouchers are available from Managers).

Fatigue leave and payment apply when the employee has actually worked in excess of 2 hours.

If the 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– Meal Breaks and Meal Allowances

Meal Breaks (8.1) and Tea Breaks (8.2)

The proposed agreement provides for an unpaid meal break of thirty (30) minutes for shifts of six (6) hours or more, this break is to be between the 4th and 6th hour after the commencement of the shift.

If the meal break cannot be taken due to operational necessity, the employee informed their Manager within the six (6) hour period and the Manager confirmed the employee is unable to access the meal break, the employee is to be paid double time (of the ordinary rate) for all time worked until the meal break is taken.

The proposed agreement outlines that where an employee is required to remain available during a meal break, but is free from duty, the employee is paid ordinary rates for the meal break. This does not count as time worked for the purposes of overtime or penalties. If the employee is

recalled to perform duties, the rate of double time is paid until the balance of the meal break is taken.

The proposed agreement provides for a paid ten (10) minute tea break for each four (4) hours of ordinary work. Upon request by the Nurse/Midwife, Mater may agree to combine two tea breaks into one 20-minute tea break to be taken in the first part of the working day.

Tea and Meal breaks in the proposed agreement are outlined in the below table:

Shift Length	Tea breaks	Meal breaks
4 hours	1 x 10 minute paid rest pause	Nil
6 hours	1 x 10 minute paid rest pause	1 x 30 minute unpaid meal break
8 hours	2 x 10 minute paid rest pause	1 x 30 minute unpaid meal break
10 hours	2 x 10 minute paid rest pause	1 x 30 minute unpaid meal break
12 hours	4 x 10 minute paid rest pause	1 x 30 minute paid meal break and 1 x 30 minute unpaid meal break

Double time paid until meal break taken, if an employee works through their meal break due to operational necessity.

The payment at ordinary rates where an employee is required to be available, but not on duty, during the meal break. If recalled to perform duty, the employee is paid at double time until the balance of the meal break is taken.

Meal Allowances (8.3)

The proposed agreement provides for a meal allowance when an employee is required to work for more than two (2) hours after the rostered ceasing time. This is not paid where a free meal is provided by Mater.

Allowance	Frequency	Agreement becoming operational	1 July 2027	1 July 2028
Meal Allowance	Per Shift	$16.62	$17.04	$17.46

Part 9– Leave and Public Holidays

Annual Leave (9.1), Calculation of Annual Leave Payment (9.2), Cashing out of Annual Leave (9.5) and Direction to Take Annual Leave – Excessive Balance (9.6)

The proposed agreement provides five (5) weeks annual leave (190 hours) for full time employees pro-rated for part time. Shift workers are provided an additional week of annual leave. Accessing and approving annual leave is outlined in the proposed agreement.

The proposed agreement provides for access to annual leave for double the time at half pay (the period deemed to have the ordinary hour halved and leave accrues accordingly), with agreement from Mater. When accessing annual leave at half pay, the employee agrees that fifty (50) per cent of the leave period will be taken as unpaid leave. Accordingly, the unpaid portion of the leave will not be counted as service.

The proposed allows for the cashing out of annual leave.

The proposed agreement outlines that subject to the Act, in situations where an employee has in excess of two (2) years' accrual and after discussions are unable to result in a mutually acceptable leave arrangement, Mater may provide the employee 28 days' notice in writing to direct the taking of a period of leave. It is stipulated that a direction under this clause (9.6) is not to be given more than once in a 12-month period (unless otherwise agreed) and any direction to access leave will not reduce the accrued leave balance to below two (2) years' accruals.

The proposed agreement outlines annual leave payment as follows:

Annual Leave Non-shift Workers	
Package	**Details**
Non shift worker	Five (5) Weeks Annual Leave Annual Leave Loading on four (4) weeks (17.5%) Pro rata for part time
Payment and leave loading	The employee's ordinary wage rate as prescribed by the Agreement for the period of annual leave and 17.5%*for four (4) weeks. *Leave loading is averaged over five (5) weeks and will be paid at 14%.

Annual Leave Shift Workers	
Package	**Details**
Shift Workers	Six (6) Weeks Annual Leave Annual Leave Loading on five (5) weeks (25%) Pro rata for part time

Payment and leave loading	The employee's ordinary wage rate as prescribed by the Agreement for the period of annual leave and 25%* for five (5) weeks. **Leave loading is averaged over six (6) weeks and will be paid at 20.83%.*

Additional Leave for On-call (9.3)

From date agreement becomes operational

An additional one week of leave is provided by the proposed agreement in the event that an employee; that does not meet the definition of a shift worker; is rostered on call for at least twenty (20) occasions during a single calendar year. Part time employees who meet this criteria will be entitled to an additional week of annual leave on a pro rata basis.

This leave does not attract annual leave loading, and an employee will not be entitled to receive more than a total of six (6) weeks leave per year (combined annual leave and additional leave).

From 1 January 2027

An additional one week of leave is provided by the proposed agreement in the event that an employee; who does not meet the definition of a shift worker; is rostered on call for at least forty-five (45) occasions OR recalled for at least twenty (20) occasions; during a single calendar year.

Part time employees who meet this criteria will be entitled to an additional week of annual leave on a pro rata basis.

This leave does not attract annual leave loading, and an employee will not be entitled to receive more than a total of six (6) weeks leave per year (combined annual leave and additional leave).

Purchase of Leave (9.4)

The proposed agreement provides the option for a proportionate salary, which is the averaging of an employee salary over a twelve (12) month period to allow for one (1) to six (6) weeks "extra" leave.

Christmas Period Closure and Concessional Day (9.7)

The proposed agreement includes the Mater Christmas Concessional Day. This is a day during the Christmas / New Year period where eligible employees can be absent on full pay without debit from any leave account. Eligibility for this day is included in the clause.

Reduced Activity Periods (9.8)

The proposed agreement stipulates a process to occur during planned reductions in operational activity due to business requirements that will mean reduced staffing level requirements, such as at Easter and Christmas. The process includes:

- requests for voluntary leave, TOIL or ADO access;

- in the event of excessive leave balances (more than 2 years' accrual), the direction to take annual leave;
- redeployment; or
- direction to take TOIL or ADO.

It is noted that some of the above actions may occur simultaneously, but will generally be undertaken in the order listed.

Personal Leave (9.9)

The proposed agreement provides for paid personal leave for employees, other than casuals, accrued at a rate of ten (10) days per year that can be taken in the event of a personal injury or illness or to provide care and support for a member of their immediate family or household because of an illness, injury or an unexpected emergency. The agreement includes that this leave can be taken for part of a day.

The proposed agreement includes the requirement to notify the relevant manager as soon as possible regarding an absence, including the expected duration, and identifies that if personal/carer's leave is adjacent to an RDO, ADO, other leave or a public holiday, or if the personal/cares leave extends for 3 days or more, a medical certificate or other acceptable evidence must be provided.

Casual employees have access to unpaid personal leave.

Compassionate Leave (9.10)

The proposed agreement identifies that employees, other than casual, have two (2) days paid compassionate leave for each occasion an immediate family or household member is diagnosed with an illness or injury that is a serious threat to their life or dies, or where a child who would have been a member of the immediate family if the child has been born alive is stillborn.

Casual employees are entitled to unpaid compassionate leave.

Domestic and Family Violence Support Leave (9.11)

The proposed agreement includes 10 days paid leave to deal with domestic and family violence.

Parental Leave (9.12), Paid Parental Leave (9.13), Returning from Parental Leave (9.14) and Breastfeeding Facilities & Procedures (9.15)

The proposed agreement provides for unpaid parental leave, with reference to the Fair Work *Act*. In addition, the proposed agreement provides for the following paid leaves:

- For the parent who will take the majority of initial caregiving responsibilities – twelve (12) weeks
- For the parent who is the supporting parent / partner sharing in the caring of the child – two (2) weeks.

A parent is defined as:

- A birth parent;
- An adoptive parent: or
- A person who has primary responsibility for the day-to-day care of the child.

The above leaves may be taken at half pay for double the period of time, with the ordinary hours being deemed to be halved and leave will accrue accordingly for the period. When accessing parental at half pay, the employee agrees that fifty (50) per cent of the leave period will be taken as unpaid leave. Accordingly, the unpaid portion of the leave will not be counted as service.

The proposed agreement details that when returning from parental leave, an employee is entitled to return to their former position (or equivalent) and choose to request flexible working arrangements.

In addition, the proposed agreement outlines the provision of adequate and private facilities for breastfeeding/expressing.

Long Service Leave (9.16), Cashing out of Long Service Leave (9.17) and Direction to Take Long Service Leave (9.18)

The proposed agreement provides for long service leave that accrues at a rate of 1.3 weeks on full pay per year of service, pro-rated for work that is less than full time.

Long service leave is accessible at seven (7) years continuous service and payable at termination after ten (10) years continuous service. Recognition of prior service with Queensland Health is provided in accordance with Mater policy.

The proposed agreement provides for access to long service leave for double the time at half pay (the period deemed to have the ordinary hour halved and leave accrues accordingly), with agreement from Mater. The minimum period of leave that can be accessed is one (1) week.

Jury Service (9.19)

The proposed agreement includes a continuation of ordinary pay during jury service for employees, other than a casual, required to attend for jury service during their ordinary hours.

If the jury service does not extend into ordinary working hours, or extends in part into the working hours, if practicable the employee is to present for work at the earliest reasonable opportunity.

Public Holidays (9.20)

The proposed agreement outlines the public holidays where the work performed attracts the public holiday penalty of double time (of the ordinary rate) with a minimum 4-hour payment (except as per clause 7.2 – Recall).

The clause also outlines ordinary payment for an absence on a public holiday when primarily rostered to work on a day that the public holiday falls. An employee is "primarily rostered on a day" when they work at least 50% of such days over the 26 weeks immediately prior to the public holiday.

Suspension (9.21)

The proposed agreement introduces a 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. The situations are as follows:

- There is prima facie evidence of serious misconduct of such gravity that continued duty would pose a significant risk to reputation, safety, service delivery, or regulatory compliance; or
- The employee is charged with a serious offence; and
- The employee is unable to perform their role as a consequence of the charge or related proceedings; or
- Mater's brand or reputation may be damaged if the employee is allowed to continue working while the relevant legal proceedings progress; or
- The employee is unable to perform the inherent requirements of their role due to professional registration requirements lapsing, being suspended or conditions being imposed that are unable to be met by Mater or the employee.

Part 10– Professional Support and Training

Mandatory Training (10.1)

The proposed agreement includes that mandatory training is to be within allocated work time.

Professional Development Allowance (10.2) and Professional Development Leave (10.3)

The proposed agreement provides for professional development leave for all permanent Nurses / Midwives (excluding AINs) engaged for 16 hours or more per fortnight. Entitlement is 24 hours per year, pro-rated for part time.

Permanent AINs CSSD performing sterilising duties (except those contracted to less than sixteen (16) hours per fortnight) will be entitled to accrue eight (8) hours of professional development leave per year, pro-rated for part time.

The proposed agreement provides for a professional development allowance for all permanent Nurses/Midwives (with the exception of those engaged for less than 16 hours per fortnight) as follows:

Allowance	Frequency	Agreement becoming operational	1 July 2027	1 July 2028
Professional Development (excluding AINs)	Per Year	Up to $750.00 (current)	Up to $750.00	Up to $750.00
Professional Development (AINs CSSD)		Up to $250.00 (current)	Up to $250.00	Up to $250.00

The above allowances are pro-rated for part time employees.

Additional Professional Development Support (10.4)

The proposed agreement includes Mater's commitment to continuing to provide all mandatory education through the Mater Education Centre.

Accelerated Advancement – Enrolled Nurse (10.5)

The proposed agreement provides for accelerated Enrolled Nurse progression based on the attainment of relevant qualification or completion of relevant study. This will not apply where an Enrolled Nurse has already been advanced one pay point.

Qualification Allowance (10.6)

The proposed agreement provides for a qualification allowance as follows:

Allowance	Frequency	Agreement becoming operational	1 July 2027	1 July 2028
Qualification	Graduate Certificate / Diploma / Dual Degree	2% of RN Level 1.8 (current)	2% of RN Level 1.8	2% of RN Level 1.8
	Masters/Doctorate	4% of RN Level 1.8 (current)	4% of RN Level 1.8	4% of RN Level 1.8

Graduate Nurse / Midwife Program (10.7)

The proposed agreement provides for a Graduate Nurse / Midwife Program. Any Registered Nurse, Registered Midwife or Enrolled Nurse who has not been engaged in post-graduate practice for more than six months (full time equivalent) is eligible to apply for a Graduate Nurse / Midwife program. The graduate program will enable twelve (12) months of post-graduate practice.

Part 11 – Midwifery Models of Care

Midwifery Group Practice – Caseload Model (11.1)

The proposed agreement provides for a Midwifery Group Practice – Caseload Model of care for those who wish to participate.

The Caseload Model will equate to working an average of 38 hours per week over an 8-week period and will be based on a full-time Midwife providing full care to 40 clients in a 12-month period. Part time Midwives will be designated a caseload on a proportionate basis.

Patterns of Work (11.2)

The proposed agreement outlines the patterns of work for Midwives working in a Caseload Model, including maximum of 8 hours in a shift (but Midwife has the discretion to work up to 12 hours in a shift to meet the needs of the client), minimum of 8 continuous hours off duty in a 24 hour period (other than recall), average of 4 rostered days off per fortnight and maximum of 7 consecutive working days (other than recall).

Excess Hours (11.3) and Debit Carryover (11.4)

The proposed agreement outlines the first 30 hours worked in excess of the 304 hours in the 8 week cycle will be time in lieu (TOIL). Hours worked in excess of 334 are to be paid at the overtime rate of time and one half for the first 3 hours and double time thereafter, unless the Midwife elects to accrue TOIL instead of overtime payments. The maximum accrued TOIL to be carried over from one 8 week cycle to the next is 16 hours.

Review of Workloads (11.5)

The proposed agreement outlines where a Midwife working in a Caseload Model works outside the accepted range of hours (288-334 hours) the Line Manager will review the Midwife's hours of work and ensure that future hours do not fall outside the accepted range of hours which underpin the annualised salary.

Time Records (11.6)

The proposed agreement outlines a Midwife working in a Caseload Model will be required to keep accurate records of all time worked including travel time, administrative work, employee development and other non-clinical activity.

Annualised Salary (11.7)

The proposed agreement stipulates Midwives working in a Caseload Model are paid an annualised salary.

Annual Leave (11.8)

The proposed agreement stipulates Midwives working in a Caseload Model have six (6) weeks annual leave per year.

Part 12 – Consultation and Dispute Resolution

Local Consultative Committees (12.2)

The proposed agreement outlines the formation and composition of a Local Consultative Committees.

Part 13 – Termination of Employment and Redundancy

Notice of Termination of Employment (13.1)

The proposed agreement outlines notice periods as follows:

Period of Continuous Service	Period of Notice
1 year or less	1 week
Over 1 year and up to the completion of 3 years	2 weeks
Over 3 years and up to the completion of 5 years	3 weeks
Over 5 years of completed service	4 weeks

Job Security and Redundancy (13.2)

The proposed agreement stipulates the process in the event of a redundancy situation and provides for redundancy payments as follows:

Redundancy pay period		
	An employee's period of continuous service with the Employer on termination	Redundancy pay period
1	At least 1 year but less than 2 years	4 weeks
2	At least 2 years but less than 3 years	6 weeks
3	At least 3 years but less than 4 years	7 weeks
4	At least 4 years but less than 5 years	8 weeks
5	At least 5 years but less than 6 years	10 weeks
6	At least 6 years but less than 7 years	11 weeks
7	At least 7 years but less than 8 years	13 weeks

Redundancy pay period		
	An employee's period of continuous service with the Employer on termination	**Redundancy pay period**
8	At least 8 years but less than 9 years	14 weeks
9	At least 9 years or more	16 weeks

Part 14 – Union Related Matters

Delegates Rights (14.1), Notice of appointment or election as a workplace delegate (14.2), Notice of Ceasing to be a workplace delegate (14.3), Right of Representation (14.4), Entitlement to Reasonable communication (14.5), Entitlement to Reasonable Access to the Workplace and Workplace Facilities (14.6), Entitlement to Reasonable Access to Training (14.7), Exercise of Entitlements (14.8)

The proposed agreement includes the model term that outlines conditions relating to and entitlements of Workplace Delegates, including:

- providing Mater with written notice of appointment as a workplace delegate;
- providing Mater with written notice when ceasing to be a workplace delegate;
- right of representation;
- entitlement to reasonable communication;
- entitlement to reasonable access to the workplace and workplace facilities;
- entitlement to reasonable access to training; and
- the exercising of entitlements under the clause.

Schedule One – Wages

Refer to table at end of document.

Schedule Three – Allowances

Refer to table at end of document.

Schedule Three – Generic Level Statements

The proposed agreement provides details of Generic Level Statements classifications covered by the proposed agreement.

Schedule One - Wage Rates

Nursing & Midwifery Enterprise Agreement 2026
Wage Rates

	Current			0.03			0.03			0.03			0.03			0.03		
				1 July 2025			1 July 2026			1 July 2027			1 December 2027			1 December 2028		
Description	**Hourly**	**Fortnightly**	**Per Annum**	**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	$ 145,859.00	$ 75.40	$ 5,730.56	$ 149,506.00	$ 77.29	$ 5,873.83	$ 153,244.00	$ 79.61	$ 6,050.05	$ 157,841.00	$ 81.60	$ 6,201.30	$ 161,787.67
Nurse Manager 2	$ 74.11	$ 5,632.57	$ 146,949.00	$ 76.34	$ 5,801.55	$ 151,358.00	$ 78.24	$ 5,946.60	$ 155,142.00	$ 80.20	$ 6,095.27	$ 159,021.00	$ 82.61	$ 6,278.13	$ 163,792.00	$ 84.67	$ 6,435.09	$ 167,886.92
Nurse Manager 3	$ 76.81	$ 5,837.21	$ 152,288.00	$ 79.11	$ 6,012.33	$ 156,857.00	$ 81.09	$ 6,162.64	$ 160,778.00	$ 83.11	$ 6,316.71	$ 164,798.00	$ 85.61	$ 6,506.22	$ 169,742.00	$ 87.75	$ 6,668.88	$ 173,986.37

Schedule Two - 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