

Australian Registered Nurse & Midwifery Pay Rates 2025–2026

Official Schedule: NSW Health & Queensland Health Public Hospital EBAs

REF: NURSE-EBA-

2025-26

FY 2024-2026

OFFICIAL DATA

Statutory Reference: Industrial Relations Act 1996 (NSW) | Health Practitioner Regulation National Law Act 2009.
Award Reference: Public Health System Nurses' and Midwives' (State) Award (NSW) & QLD Nurses Certified Agreement.
Shift Penalties: Afternoon shift (+12.5% to +15%), Night shift (+15% to +20%), Saturday (+50%), Sunday (+75%).

1. REGISTERED NURSE (RN GRADE 1 / BAND 5) YEARLY INCREMENTS

EXPERIENCE LEVEL	NSW HEALTH BASE (P.A.)	QLD HEALTH BASE (P.A.)	VIC HEALTH BASE (P.A.)	BASE HOURLY (38H)
RN 1st Year (Graduate)	\$72,480	\$76,120	\$74,310	\$36.68
RN 2nd Year	\$76,210	\$79,840	\$78,150	\$38.56
RN 3rd Year	\$80,450	\$84,150	\$82,600	\$40.71
RN 4th Year	\$84,900	\$88,600	\$87,200	\$42.96
RN 5th Year	\$89,600	\$93,400	\$92,100	\$45.34
RN 8th Year & Thereafter	\$101,240	\$104,800	\$103,150	\$51.23

2. ADVANCED PRACTICE & MANAGEMENT CLASSIFICATIONS

SPECIALIST ROLE	NSW PUBLIC HEALTH	QLD HEALTH BAND	SUPER (11.5% / 12.0%)
Clinical Nurse Specialist (CNS)	\$107,450	\$111,200	\$12,356 / \$12,894
Nurse Unit Manager (NUM 1)	\$126,800	\$131,400	\$14,582 / \$15,216
Nurse Practitioner (NP)	\$142,600	\$148,200	\$16,399 / \$17,112

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