Australian Government Fair Work OMBUDSMAN

Pay Guide - Nurses Award

[MA000034]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 01 August 2026.

What is in this pay guide? It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our Awards page. If our information is inconsistent with the award, then the award applies.

If you need further assistance you can contact us. Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to subscribe to email updates to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Other than aged care employees - Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Nursing assistant - 1st year	$1,050.70	$27.65	$41.48	$48.39	$55.30
Nursing assistant - 2nd year	$1,067.30	$28.09	$42.14	$49.16	$56.18
Nursing assistant - 3rd year and thereafter	$1,084.40	$28.54	$42.81	$49.95	$57.08
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	$1,119.10	$29.45	$44.18	$51.54	$58.90
Student enrolled nurse - less than 21 years of age	$976.20	$25.69	$38.54	$44.96	$51.38
Student enrolled nurse - 21 years of age and over	$1,024.70	$26.97	$40.46	$47.20	$53.94
Enrolled nurse - pay point 1	$1,139.90	$30.00	$45.00	$52.50	$60.00
Enrolled nurse - pay point 2	$1,155.00	$30.39	$45.59	$53.18	$60.78
Enrolled nurse - pay point 3	$1,170.40	$30.80	$46.20	$53.90	$61.60
Enrolled nurse - pay point 4	$1,187.20	$31.24	$46.86	$54.67	$62.48
Enrolled nurse - pay point 5	$1,199.20	$31.56	$47.34	$55.23	$63.12
Registered nurse with a 4 year degree - entry rate	$1,273.40	$33.51	$50.27	$58.64	$67.02
Registered nurse with a masters degree - entry rate	$1,317.20	$34.66	$51.99	$60.66	$69.32
Registered nurse - level 1, pay point 1	$1,219.50	$32.09	$48.14	$56.16	$64.18
Registered nurse - level 1, pay point 2	$1,244.50	$32.75	$49.13	$57.31	$65.50
Registered nurse - level 1, pay point 3	$1,275.00	$33.55	$50.33	$58.71	$67.10
Registered nurse - level 1, pay point 4	$1,309.00	$34.45	$51.68	$60.29	$68.90
Registered nurse - level 1, pay point 5	$1,349.20	$35.51	$53.27	$62.14	$71.02
Registered nurse - level 1, pay point 6	$1,388.10	$36.53	$54.80	$63.93	$73.06
Registered nurse - level 1, pay point 7	$1,428.30	$37.59	$56.39	$65.78	$75.18
Registered nurse - level 1, pay point 8 and thereafter	$1,465.50	$38.57	$57.86	$67.50	$77.14
Registered nurse - level 2, pay point 1	$1,504.40	$39.59	$59.39	$69.28	$79.18
Registered nurse - level 2, pay point 2	$1,528.30	$40.22	$60.33	$70.39	$80.44
Registered nurse - level 2, pay point 3	$1,554.80	$40.92	$61.38	$71.61	$81.84
Registered nurse - level 2, pay point 4 and thereafter	$1,580.30	$41.59	$62.39	$72.78	$83.18
Registered nurse - level 3, pay point 1	$1,631.20	$42.93	$64.40	$75.13	$85.86
Registered nurse - level 3, pay point 2	$1,661.10	$43.71	$65.57	$76.49	$87.42
Registered nurse - level 3, pay point 3	$1,689.80	$44.47	$66.71	$77.82	$88.94
Registered nurse - level 3, pay point 4 and thereafter	$1,720.10	$45.27	$67.91	$79.22	$90.54
Registered nurse - level 4, grade 1	$1,861.70	$48.99	$73.49	$85.73	$97.98
Registered nurse - level 4, grade 2	$1,995.10	$52.50	$78.75	$91.88	$105.00

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Registered nurse - level 4, grade 3	$2,111.60	$55.57	$83.36	$97.25	$111.14
Registered nurse - level 5, grade 1	$1,878.60	$49.44	$74.16	$86.52	$98.88
Registered nurse - level 5, grade 2	$1,978.40	$52.06	$78.09	$91.11	$104.12
Registered nurse - level 5, grade 3	$2,111.60	$55.57	$83.36	$97.25	$111.14
Registered nurse - level 5, grade 4	$2,243.10	$59.03	$88.55	$103.30	$118.06
Registered nurse - level 5, grade 5	$2,474.10	$65.11	$97.67	$113.94	$130.22
Registered nurse - level 5, grade 6	$2,706.90	$71.23	$106.85	$124.65	$142.46
Nurse practitioner - 1st year	$1,877.00	$49.39	$74.09	$86.43	$98.78
Nurse practitioner - 2nd year	$1,932.70	$50.86	$76.29	$89.01	$101.72
Occupational health nurse - level 1, pay point 1	$1,309.00	$34.45	$51.68	$60.29	$68.90
Occupational health nurse - level 1, pay point 2	$1,349.20	$35.51	$53.27	$62.14	$71.02
Occupational health nurse - level 1, pay point 3	$1,388.10	$36.53	$54.80	$63.93	$73.06
Occupational health nurse - level 1, pay point 4	$1,428.30	$37.59	$56.39	$65.78	$75.18
Occupational health nurse - level 1, pay point 5	$1,465.50	$38.57	$57.86	$67.50	$77.14
Occupational health nurse - level 2, pay point 1	$1,504.40	$39.59	$59.39	$69.28	$79.18
Occupational health nurse - level 2, pay point 2	$1,528.30	$40.22	$60.33	$70.39	$80.44
Occupational health nurse - level 2, pay point 3	$1,554.80	$40.92	$61.38	$71.61	$81.84
Occupational health nurse - level 2, pay point 4	$1,580.30	$41.59	$62.39	$72.78	$83.18
Senior occupational health clinical nurse	$1,580.30	$41.59	$62.39	$72.78	$83.18
Occupational health nurse - level 3, pay point 1	$1,631.20	$42.93	$64.40	$75.13	$85.86
Occupational health nurse - level 3, pay point 2	$1,661.10	$43.71	$65.57	$76.49	$87.42
Occupational health nurse - level 3, pay point 3	$1,689.80	$44.47	$66.71	$77.82	$88.94
Occupational health nurse - level 3, pay point 4 and thereafter	$1,720.10	$45.27	$67.91	$79.22	$90.54

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Nursing assistant - 1st year	$31.11	$31.80	$41.48	$55.30	$55.30
Nursing assistant - 2nd year	$31.60	$32.30	$42.14	$56.18	$56.18
Nursing assistant - 3rd year and thereafter	$32.11	$32.82	$42.81	$57.08	$57.08
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	$33.13	$33.87	$44.18	$58.90	$58.90
Student enrolled nurse - less than 21 years of age	$28.90	$29.54	$38.54	$51.38	$51.38
Student enrolled nurse - 21 years of age and over	$30.34	$31.02	$40.46	$53.94	$53.94
Enrolled nurse - pay point 1	$33.75	$34.50	$45.00	$60.00	$60.00
Enrolled nurse - pay point 2	$34.19	$34.95	$45.59	$60.78	$60.78
Enrolled nurse - pay point 3	$34.65	$35.42	$46.20	$61.60	$61.60
Enrolled nurse - pay point 4	$35.15	$35.93	$46.86	$62.48	$62.48
Enrolled nurse - pay point 5	$35.51	$36.29	$47.34	$63.12	$63.12
Registered nurse with a 4 year degree - entry rate	$37.70	$38.54	$50.27	$67.02	$67.02
Registered nurse with a masters degree - entry rate	$38.99	$39.86	$51.99	$69.32	$69.32
Registered nurse - level 1, pay point 1	$36.10	$36.90	$48.14	$64.18	$64.18
Registered nurse - level 1, pay point 2	$36.84	$37.66	$49.13	$65.50	$65.50
Registered nurse - level 1, pay point 3	$37.74	$38.58	$50.33	$67.10	$67.10
Registered nurse - level 1, pay point 4	$38.76	$39.62	$51.68	$68.90	$68.90
Registered nurse - level 1, pay point 5	$39.95	$40.84	$53.27	$71.02	$71.02
Registered nurse - level 1, pay point 6	$41.10	$42.01	$54.80	$73.06	$73.06
Registered nurse - level 1, pay point 7	$42.29	$43.23	$56.39	$75.18	$75.18
Registered nurse - level 1, pay point 8 and thereafter	$43.39	$44.36	$57.86	$77.14	$77.14
Registered nurse - level 2, pay point 1	$44.54	$45.53	$59.39	$79.18	$79.18
Registered nurse - level 2, pay point 2	$45.25	$46.25	$60.33	$80.44	$80.44
Registered nurse - level 2, pay point 3	$46.04	$47.06	$61.38	$81.84	$81.84
Registered nurse - level 2, pay point 4 and thereafter	$46.79	$47.83	$62.39	$83.18	$83.18
Registered nurse - level 3, pay point 1	$48.30	$49.37	$64.40	$85.86	$85.86
Registered nurse - level 3, pay point 2	$49.17	$50.27	$65.57	$87.42	$87.42
Registered nurse - level 3, pay point 3	$50.03	$51.14	$66.71	$88.94	$88.94
Registered nurse - level 3, pay point 4 and thereafter	$50.93	$52.06	$67.91	$90.54	$90.54
Registered nurse - level 4, grade 1	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 4, grade 2	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 4, grade 3	N/A	N/A	N/A	N/A	N/A

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Registered nurse - level 5, grade 1	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5, grade 2	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5, grade 3	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5, grade 4	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5, grade 5	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5, grade 6	N/A	N/A	N/A	N/A	N/A
Nurse practitioner - 1st year	$55.56	$56.80	$74.09	$98.78	$98.78
Nurse practitioner - 2nd year	$57.22	$58.49	$76.29	$101.72	$101.72
Occupational health nurse - level 1, pay point 1	$38.76	$39.62	$51.68	$68.90	$68.90
Occupational health nurse - level 1, pay point 2	$39.95	$40.84	$53.27	$71.02	$71.02
Occupational health nurse - level 1, pay point 3	$41.10	$42.01	$54.80	$73.06	$73.06
Occupational health nurse - level 1, pay point 4	$42.29	$43.23	$56.39	$75.18	$75.18
Occupational health nurse - level 1, pay point 5	$43.39	$44.36	$57.86	$77.14	$77.14
Occupational health nurse - level 2, pay point 1	$44.54	$45.53	$59.39	$79.18	$79.18
Occupational health nurse - level 2, pay point 2	$45.25	$46.25	$60.33	$80.44	$80.44
Occupational health nurse - level 2, pay point 3	$46.04	$47.06	$61.38	$81.84	$81.84
Occupational health nurse - level 2, pay point 4	$46.79	$47.83	$62.39	$83.18	$83.18
Senior occupational health clinical nurse	$46.79	$47.83	$62.39	$83.18	$83.18
Occupational health nurse - level 3, pay point 1	$48.30	$49.37	$64.40	$85.86	$85.86
Occupational health nurse - level 3, pay point 2	$49.17	$50.27	$65.57	$87.42	$87.42
Occupational health nurse - level 3, pay point 3	$50.03	$51.14	$66.71	$88.94	$88.94
Occupational health nurse - level 3, pay point 4 and thereafter	$50.93	$52.06	$67.91	$90.54	$90.54

Table 3 of 3

Classification	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts	Christmas Day on Saturday	Christmas Day on Sunday
Nursing assistant - 1st year	$69.13	$55.30	$55.30	$55.30	$62.21
Nursing assistant - 2nd year	$70.23	$56.18	$56.18	$56.18	$63.20
Nursing assistant - 3rd year and thereafter	$71.35	$57.08	$57.08	$57.08	$64.22
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	$73.63	$58.90	$58.90	$58.90	$66.26
Student enrolled nurse - less than 21 years of age	$64.23	$51.38	$51.38	$51.38	$57.80
Student enrolled nurse - 21 years of age and over	$67.43	$53.94	$53.94	$53.94	$60.68
Enrolled nurse - pay point 1	$75.00	$60.00	$60.00	$60.00	$67.50
Enrolled nurse - pay point 2	$75.98	$60.78	$60.78	$60.78	$68.38
Enrolled nurse - pay point 3	$77.00	$61.60	$61.60	$61.60	$69.30
Enrolled nurse - pay point 4	$78.10	$62.48	$62.48	$62.48	$70.29
Enrolled nurse - pay point 5	$78.90	$63.12	$63.12	$63.12	$71.01
Registered nurse with a 4 year degree - entry rate	$83.78	$67.02	$67.02	$67.02	$75.40
Registered nurse with a masters degree - entry rate	$86.65	$69.32	$69.32	$69.32	$77.99
Registered nurse - level 1, pay point 1	$80.23	$64.18	$64.18	$64.18	$72.20
Registered nurse - level 1, pay point 2	$81.88	$65.50	$65.50	$65.50	$73.69
Registered nurse - level 1, pay point 3	$83.88	$67.10	$67.10	$67.10	$75.49
Registered nurse - level 1, pay point 4	$86.13	$68.90	$68.90	$68.90	$77.51
Registered nurse - level 1, pay point 5	$88.78	$71.02	$71.02	$71.02	$79.90
Registered nurse - level 1, pay point 6	$91.33	$73.06	$73.06	$73.06	$82.19
Registered nurse - level 1, pay point 7	$93.98	$75.18	$75.18	$75.18	$84.58
Registered nurse - level 1, pay point 8 and thereafter	$96.43	$77.14	$77.14	$77.14	$86.78
Registered nurse - level 2, pay point 1	$98.98	$79.18	$79.18	$79.18	$89.08
Registered nurse - level 2, pay point 2	$100.55	$80.44	$80.44	$80.44	$90.50
Registered nurse - level 2, pay point 3	$102.30	$81.84	$81.84	$81.84	$92.07
Registered nurse - level 2, pay point 4 and thereafter	$103.98	$83.18	$83.18	$83.18	$93.58
Registered nurse - level 3, pay point 1	$107.33	$85.86	$85.86	$85.86	$96.59
Registered nurse - level 3, pay point 2	$109.28	$87.42	$87.42	$87.42	$98.35
Registered nurse - level 3, pay point 3	$111.18	$88.94	$88.94	$88.94	$100.06
Registered nurse - level 3, pay point 4 and thereafter	$113.18	$90.54	$90.54	$90.54	$101.86
Registered nurse - level 4, grade 1	N/A	$97.98	$97.98	$97.98	$110.23
Registered nurse - level 4, grade 2	N/A	$105.00	$105.00	$105.00	$118.13
Registered nurse - level 4, grade 3	N/A	$111.14	$111.14	$111.14	$125.03

Classification	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts	Christmas Day on Saturday	Christmas Day on Sunday
Registered nurse - level 5, grade 1	N/A	$98.88	$98.88	$98.88	$111.24
Registered nurse - level 5, grade 2	N/A	$104.12	$104.12	$104.12	$117.14
Registered nurse - level 5, grade 3	N/A	$111.14	$111.14	$111.14	$125.03
Registered nurse - level 5, grade 4	N/A	$118.06	$118.06	$118.06	$132.82
Registered nurse - level 5, grade 5	N/A	$130.22	$130.22	$130.22	$146.50
Registered nurse - level 5, grade 6	N/A	$142.46	$142.46	$142.46	$160.27
Nurse practitioner - 1st year	$123.48	$98.78	$98.78	$98.78	$111.13
Nurse practitioner - 2nd year	$127.15	$101.72	$101.72	$101.72	$114.44
Occupational health nurse - level 1, pay point 1	$86.13	$68.90	$68.90	$68.90	$77.51
Occupational health nurse - level 1, pay point 2	$88.78	$71.02	$71.02	$71.02	$79.90
Occupational health nurse - level 1, pay point 3	$91.33	$73.06	$73.06	$73.06	$82.19
Occupational health nurse - level 1, pay point 4	$93.98	$75.18	$75.18	$75.18	$84.58
Occupational health nurse - level 1, pay point 5	$96.43	$77.14	$77.14	$77.14	$86.78
Occupational health nurse - level 2, pay point 1	$98.98	$79.18	$79.18	$79.18	$89.08
Occupational health nurse - level 2, pay point 2	$100.55	$80.44	$80.44	$80.44	$90.50
Occupational health nurse - level 2, pay point 3	$102.30	$81.84	$81.84	$81.84	$92.07
Occupational health nurse - level 2, pay point 4	$103.98	$83.18	$83.18	$83.18	$93.58
Senior occupational health clinical nurse	$103.98	$83.18	$83.18	$83.18	$93.58
Occupational health nurse - level 3, pay point 1	$107.33	$85.86	$85.86	$85.86	$96.59
Occupational health nurse - level 3, pay point 2	$109.28	$87.42	$87.42	$87.42	$98.35
Occupational health nurse - level 3, pay point 3	$111.18	$88.94	$88.94	$88.94	$100.06
Occupational health nurse - level 3, pay point 4 and thereafter	$113.18	$90.54	$90.54	$90.54	$101.86

Other than aged care employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday
Nursing assistant - 1st year	$34.56	$51.84	$60.48	$69.12	$38.02
Nursing assistant - 2nd year	$35.11	$52.67	$61.44	$70.22	$38.62
Nursing assistant - 3rd year and thereafter	$35.68	$53.52	$62.44	$71.36	$39.24
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	$36.81	$55.22	$64.42	$73.62	$40.49
Student enrolled nurse - less than 21 years of age	$32.11	$48.17	$56.19	$64.22	$35.32
Student enrolled nurse - 21 years of age and over	$33.71	$50.57	$58.99	$67.42	$37.08
Enrolled nurse - pay point 1	$37.50	$56.25	$65.63	$75.00	$41.25
Enrolled nurse - pay point 2	$37.99	$56.99	$66.48	$75.98	$41.79
Enrolled nurse - pay point 3	$38.50	$57.75	$67.38	$77.00	$42.35
Enrolled nurse - pay point 4	$39.05	$58.58	$68.34	$78.10	$42.96
Enrolled nurse - pay point 5	$39.45	$59.18	$69.04	$78.90	$43.40
Registered nurse with a 4 year degree - entry rate	$41.89	$62.84	$73.31	$83.78	$46.08
Registered nurse with a masters degree - entry rate	$43.33	$65.00	$75.83	$86.66	$47.66
Registered nurse - level 1, pay point 1	$40.11	$60.17	$70.19	$80.22	$44.12
Registered nurse - level 1, pay point 2	$40.94	$61.41	$71.65	$81.88	$45.03
Registered nurse - level 1, pay point 3	$41.94	$62.91	$73.40	$83.88	$46.13
Registered nurse - level 1, pay point 4	$43.06	$64.59	$75.36	$86.12	$47.37
Registered nurse - level 1, pay point 5	$44.39	$66.59	$77.68	$88.78	$48.83
Registered nurse - level 1, pay point 6	$45.66	$68.49	$79.91	$91.32	$50.23
Registered nurse - level 1, pay point 7	$46.99	$70.49	$82.23	$93.98	$51.69
Registered nurse - level 1, pay point 8 and thereafter	$48.21	$72.32	$84.37	$96.42	$53.03
Registered nurse - level 2, pay point 1	$49.49	$74.24	$86.61	$98.98	$54.44
Registered nurse - level 2, pay point 2	$50.28	$75.42	$87.99	$100.56	$55.30
Registered nurse - level 2, pay point 3	$51.15	$76.73	$89.51	$102.30	$56.27
Registered nurse - level 2, pay point 4 and thereafter	$51.99	$77.99	$90.98	$103.98	$57.19
Registered nurse - level 3, pay point 1	$53.66	$80.49	$93.91	$107.32	$59.03
Registered nurse - level 3, pay point 2	$54.64	$81.96	$95.62	$109.28	$60.10
Registered nurse - level 3, pay point 3	$55.59	$83.39	$97.28	$111.18	$61.15
Registered nurse - level 3, pay point 4 and thereafter	$56.59	$84.89	$99.03	$113.18	$62.25
Registered nurse - level 4, grade 1	$61.24	$91.86	$107.17	$122.48	N/A
Registered nurse - level 4, grade 2	$65.63	$98.45	$114.85	$131.26	N/A

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday
Registered nurse - level 4, grade 3	$69.46	$104.19	$121.56	$138.92	N/A
Registered nurse - level 5, grade 1	$61.80	$92.70	$108.15	$123.60	N/A
Registered nurse - level 5, grade 2	$65.08	$97.62	$113.89	$130.16	N/A
Registered nurse - level 5, grade 3	$69.46	$104.19	$121.56	$138.92	N/A
Registered nurse - level 5, grade 4	$73.79	$110.69	$129.13	$147.58	N/A
Registered nurse - level 5, grade 5	$81.39	$122.09	$142.43	$162.78	N/A
Registered nurse - level 5, grade 6	$89.04	$133.56	$155.82	$178.08	N/A
Nurse practitioner - 1st year	$61.74	$92.61	$108.05	$123.48	$67.91
Nurse practitioner - 2nd year	$63.58	$95.37	$111.27	$127.16	$69.93
Occupational health nurse - level 1, pay point 1	$43.06	$64.59	$75.36	$86.12	$47.37
Occupational health nurse - level 1, pay point 2	$44.39	$66.59	$77.68	$88.78	$48.83
Occupational health nurse - level 1, pay point 3	$45.66	$68.49	$79.91	$91.32	$50.23
Occupational health nurse - level 1, pay point 4	$46.99	$70.49	$82.23	$93.98	$51.69
Occupational health nurse - level 1, pay point 5	$48.21	$72.32	$84.37	$96.42	$53.03
Occupational health nurse - level 2, pay point 1	$49.49	$74.24	$86.61	$98.98	$54.44
Occupational health nurse - level 2, pay point 2	$50.28	$75.42	$87.99	$100.56	$55.30
Occupational health nurse - level 2, pay point 3	$51.15	$76.73	$89.51	$102.30	$56.27
Occupational health nurse - level 2, pay point 4	$51.99	$77.99	$90.98	$103.98	$57.19
Senior occupational health clinical nurse	$51.99	$77.99	$90.98	$103.98	$57.19
Occupational health nurse - level 3, pay point 1	$53.66	$80.49	$93.91	$107.32	$59.03
Occupational health nurse - level 3, pay point 2	$54.64	$81.96	$95.62	$109.28	$60.10
Occupational health nurse - level 3, pay point 3	$55.59	$83.39	$97.28	$111.18	$61.15
Occupational health nurse - level 3, pay point 4 and thereafter	$56.59	$84.89	$99.03	$113.18	$62.25

Table 2 of 3

Classification	Night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday
Nursing assistant - 1st year	$38.71	$51.84	$69.12	$69.12	$86.40
Nursing assistant - 2nd year	$39.33	$52.67	$70.22	$70.22	$87.78
Nursing assistant - 3rd year and thereafter	$39.96	$53.52	$71.36	$71.36	$89.20
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	$41.23	$55.22	$73.62	$73.62	$92.03
Student enrolled nurse - less than 21 years of age	$35.97	$48.17	$64.22	$64.22	$80.28
Student enrolled nurse - 21 years of age and over	$37.76	$50.57	$67.42	$67.42	$84.28
Enrolled nurse - pay point 1	$42.00	$56.25	$75.00	$75.00	$93.75
Enrolled nurse - pay point 2	$42.55	$56.99	$75.98	$75.98	$94.98
Enrolled nurse - pay point 3	$43.12	$57.75	$77.00	$77.00	$96.25
Enrolled nurse - pay point 4	$43.74	$58.58	$78.10	$78.10	$97.63
Enrolled nurse - pay point 5	$44.18	$59.18	$78.90	$78.90	$98.63
Registered nurse with a 4 year degree - entry rate	$46.91	$62.84	$83.78	$83.78	$104.73
Registered nurse with a masters degree - entry rate	$48.52	$65.00	$86.66	$86.66	$108.33
Registered nurse - level 1, pay point 1	$44.93	$60.17	$80.22	$80.22	$100.28
Registered nurse - level 1, pay point 2	$45.85	$61.41	$81.88	$81.88	$102.35
Registered nurse - level 1, pay point 3	$46.97	$62.91	$83.88	$83.88	$104.85
Registered nurse - level 1, pay point 4	$48.23	$64.59	$86.12	$86.12	$107.65
Registered nurse - level 1, pay point 5	$49.71	$66.59	$88.78	$88.78	$110.98
Registered nurse - level 1, pay point 6	$51.14	$68.49	$91.32	$91.32	$114.15
Registered nurse - level 1, pay point 7	$52.63	$70.49	$93.98	$93.98	$117.48
Registered nurse - level 1, pay point 8 and thereafter	$54.00	$72.32	$96.42	$96.42	$120.53
Registered nurse - level 2, pay point 1	$55.43	$74.24	$98.98	$98.98	$123.73
Registered nurse - level 2, pay point 2	$56.31	$75.42	$100.56	$100.56	$125.70
Registered nurse - level 2, pay point 3	$57.29	$76.73	$102.30	$102.30	$127.88
Registered nurse - level 2, pay point 4 and thereafter	$58.23	$77.99	$103.98	$103.98	$129.98
Registered nurse - level 3, pay point 1	$60.10	$80.49	$107.32	$107.32	$134.15
Registered nurse - level 3, pay point 2	$61.19	$81.96	$109.28	$109.28	$136.60
Registered nurse - level 3, pay point 3	$62.26	$83.39	$111.18	$111.18	$138.98
Registered nurse - level 3, pay point 4 and thereafter	$63.38	$84.89	$113.18	$113.18	$141.48
Registered nurse - level 4, grade 1	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 4, grade 2	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 4, grade 3	N/A	N/A	N/A	N/A	N/A

Classification	Night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday
Registered nurse - level 5, grade 1	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5, grade 2	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5, grade 3	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5, grade 4	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5, grade 5	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5, grade 6	N/A	N/A	N/A	N/A	N/A
Nurse practitioner - 1st year	$69.15	$92.61	$123.48	$123.48	$154.35
Nurse practitioner - 2nd year	$71.20	$95.37	$127.16	$127.16	$158.95
Occupational health nurse - level 1, pay point 1	$48.23	$64.59	$86.12	$86.12	$107.65
Occupational health nurse - level 1, pay point 2	$49.71	$66.59	$88.78	$88.78	$110.98
Occupational health nurse - level 1, pay point 3	$51.14	$68.49	$91.32	$91.32	$114.15
Occupational health nurse - level 1, pay point 4	$52.63	$70.49	$93.98	$93.98	$117.48
Occupational health nurse - level 1, pay point 5	$54.00	$72.32	$96.42	$96.42	$120.53
Occupational health nurse - level 2, pay point 1	$55.43	$74.24	$98.98	$98.98	$123.73
Occupational health nurse - level 2, pay point 2	$56.31	$75.42	$100.56	$100.56	$125.70
Occupational health nurse - level 2, pay point 3	$57.29	$76.73	$102.30	$102.30	$127.88
Occupational health nurse - level 2, pay point 4	$58.23	$77.99	$103.98	$103.98	$129.98
Senior occupational health clinical nurse	$58.23	$77.99	$103.98	$103.98	$129.98
Occupational health nurse - level 3, pay point 1	$60.10	$80.49	$107.32	$107.32	$134.15
Occupational health nurse - level 3, pay point 2	$61.19	$81.96	$109.28	$109.28	$136.60
Occupational health nurse - level 3, pay point 3	$62.26	$83.39	$111.18	$111.18	$138.98
Occupational health nurse - level 3, pay point 4 and thereafter	$63.38	$84.89	$113.18	$113.18	$141.48

Table 3 of 3

Classification	Less than 10 hour break after working overtime	Minimum break between shifts	Christmas Day on Saturday	Christmas Day on Sunday
Nursing assistant - 1st year	$69.12	$69.12	$69.12	$77.76
Nursing assistant - 2nd year	$70.22	$70.22	$70.22	$79.00
Nursing assistant - 3rd year and thereafter	$71.36	$71.36	$71.36	$80.28
Nursing assistant - experienced (the holder of a relevant certificate III qualification)	$73.62	$73.62	$73.62	$82.82
Student enrolled nurse - less than 21 years of age	$64.22	$64.22	$64.22	$72.25
Student enrolled nurse - 21 years of age and over	$67.42	$67.42	$67.42	$75.85
Enrolled nurse - pay point 1	$75.00	$75.00	$75.00	$84.38
Enrolled nurse - pay point 2	$75.98	$75.98	$75.98	$85.48
Enrolled nurse - pay point 3	$77.00	$77.00	$77.00	$86.63
Enrolled nurse - pay point 4	$78.10	$78.10	$78.10	$87.86
Enrolled nurse - pay point 5	$78.90	$78.90	$78.90	$88.76
Registered nurse with a 4 year degree - entry rate	$83.78	$83.78	$83.78	$94.25
Registered nurse with a masters degree - entry rate	$86.66	$86.66	$86.66	$97.49
Registered nurse - level 1, pay point 1	$80.22	$80.22	$80.22	$90.25
Registered nurse - level 1, pay point 2	$81.88	$81.88	$81.88	$92.12
Registered nurse - level 1, pay point 3	$83.88	$83.88	$83.88	$94.37
Registered nurse - level 1, pay point 4	$86.12	$86.12	$86.12	$96.89
Registered nurse - level 1, pay point 5	$88.78	$88.78	$88.78	$99.88
Registered nurse - level 1, pay point 6	$91.32	$91.32	$91.32	$102.74
Registered nurse - level 1, pay point 7	$93.98	$93.98	$93.98	$105.73
Registered nurse - level 1, pay point 8 and thereafter	$96.42	$96.42	$96.42	$108.47
Registered nurse - level 2, pay point 1	$98.98	$98.98	$98.98	$111.35
Registered nurse - level 2, pay point 2	$100.56	$100.56	$100.56	$113.13
Registered nurse - level 2, pay point 3	$102.30	$102.30	$102.30	$115.09
Registered nurse - level 2, pay point 4 and thereafter	$103.98	$103.98	$103.98	$116.98
Registered nurse - level 3, pay point 1	$107.32	$107.32	$107.32	$120.74
Registered nurse - level 3, pay point 2	$109.28	$109.28	$109.28	$122.94
Registered nurse - level 3, pay point 3	$111.18	$111.18	$111.18	$125.08
Registered nurse - level 3, pay point 4 and thereafter	$113.18	$113.18	$113.18	$127.33
Registered nurse - level 4, grade 1	$122.48	$122.48	$122.48	$137.79
Registered nurse - level 4, grade 2	$131.26	$131.26	$131.26	$147.67
Registered nurse - level 4, grade 3	$138.92	$138.92	$138.92	$156.29
Registered nurse - level 5, grade 1	$123.60	$123.60	$123.60	$139.05

Classification	Less than 10 hour break after working overtime	Minimum break between shifts	Christmas Day on Saturday	Christmas Day on Sunday
Registered nurse - level 5, grade 2	$130.16	$130.16	$130.16	$146.43
Registered nurse - level 5, grade 3	$138.92	$138.92	$138.92	$156.29
Registered nurse - level 5, grade 4	$147.58	$147.58	$147.58	$166.03
Registered nurse - level 5, grade 5	$162.78	$162.78	$162.78	$183.13
Registered nurse - level 5, grade 6	$178.08	$178.08	$178.08	$200.34
Nurse practitioner - 1st year	$123.48	$123.48	$123.48	$138.92
Nurse practitioner - 2nd year	$127.16	$127.16	$127.16	$143.06
Occupational health nurse - level 1, pay point 1	$86.12	$86.12	$86.12	$96.89
Occupational health nurse - level 1, pay point 2	$88.78	$88.78	$88.78	$99.88
Occupational health nurse - level 1, pay point 3	$91.32	$91.32	$91.32	$102.74
Occupational health nurse - level 1, pay point 4	$93.98	$93.98	$93.98	$105.73
Occupational health nurse - level 1, pay point 5	$96.42	$96.42	$96.42	$108.47
Occupational health nurse - level 2, pay point 1	$98.98	$98.98	$98.98	$111.35
Occupational health nurse - level 2, pay point 2	$100.56	$100.56	$100.56	$113.13
Occupational health nurse - level 2, pay point 3	$102.30	$102.30	$102.30	$115.09
Occupational health nurse - level 2, pay point 4	$103.98	$103.98	$103.98	$116.98
Senior occupational health clinical nurse	$103.98	$103.98	$103.98	$116.98
Occupational health nurse - level 3, pay point 1	$107.32	$107.32	$107.32	$120.74
Occupational health nurse - level 3, pay point 2	$109.28	$109.28	$109.28	$122.94
Occupational health nurse - level 3, pay point 3	$111.18	$111.18	$111.18	$125.08
Occupational health nurse - level 3, pay point 4 and thereafter	$113.18	$113.18	$113.18	$127.33

Aged care employees - Full-time & part-time

The pay rates in the table below should not be used for aged care employees previously classified at:

- Registered nurse level 5 - grade 6 on or before 28 February 2025 who translated to Registered nurse level 5 from 1 March 2025.

Use the Pay and Conditions Tool to calculate these pay rates.

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Student enrolled nurse - less than 21 years of age	$1,122.60	$29.54	$44.31	$51.70	$59.08
Student enrolled nurse - 21 years of age and over	$1,178.30	$31.01	$46.52	$54.27	$62.02
Nurse practitioner - 1st year	$2,158.60	$56.81	$85.22	$99.42	$113.62
Nurse practitioner - 2nd year	$2,222.70	$58.49	$87.74	$102.36	$116.98
Enrolled nurse supervising other direct care employees	$1,542.00	$40.58	$60.87	$71.02	$81.16
Registered nurse - level 1 - first year at this level	$1,571.60	$41.36	$62.04	$72.38	$82.72
Registered nurse - level 1 - more than 1 year and up to 4 years at this level	$1,654.30	$43.53	$65.30	$76.18	$87.06
Registered nurse - level 1 - more than 4 years at this level	$1,801.10	$47.40	$71.10	$82.95	$94.80
Registered nurse - level 2 - first 3 years at this level	$1,947.70	$51.26	$76.89	$89.71	$102.52
Registered nurse - level 2 - 3 years or more at this level	$2,046.00	$53.84	$80.76	$94.22	$107.68
Registered nurse - level 3	$2,094.20	$55.11	$82.67	$96.44	$110.22
Registered nurse - level 4	$2,390.30	$62.90	$94.35	$110.08	$125.80
Registered nurse - level 5	$2,711.30	$71.35	$107.03	$124.86	$142.70

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Student enrolled nurse - less than 21 years of age	$33.23	$33.97	$44.31	$59.08	$59.08
Student enrolled nurse - 21 years of age and over	$34.89	$35.66	$46.52	$62.02	$62.02
Nurse practitioner - 1st year	$63.91	$65.33	$85.22	$113.62	$113.62
Nurse practitioner - 2nd year	$65.80	$67.26	$87.74	$116.98	$116.98
Enrolled nurse supervising other direct care employees	$45.65	$46.67	$60.87	$81.16	$81.16
Registered nurse - level 1 - first year at this level	$46.53	$47.56	$62.04	$82.72	$82.72
Registered nurse - level 1 - more than 1 year and up to 4 years at this level	$48.97	$50.06	$65.30	$87.06	$87.06
Registered nurse - level 1 - more than 4 years at this level	$53.33	$54.51	$71.10	$94.80	$94.80
Registered nurse - level 2 - first 3 years at this level	$57.67	$58.95	$76.89	$102.52	$102.52
Registered nurse - level 2 - 3 years or more at this level	$60.57	$61.92	$80.76	$107.68	$107.68
Registered nurse - level 3	$62.00	$63.38	$82.67	$110.22	$110.22
Registered nurse - level 4	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5	N/A	N/A	N/A	N/A	N/A

Table 3 of 3

Classification	Overtime - Public holiday	Less than 10 hour break after working overtime	Minimum break between shifts	Christmas Day on Saturday	Christmas Day on Sunday
Student enrolled nurse - less than 21 years of age	$73.85	$59.08	$59.08	$59.08	$66.47
Student enrolled nurse - 21 years of age and over	$77.53	$62.02	$62.02	$62.02	$69.77
Nurse practitioner - 1st year	$142.03	$113.62	$113.62	$113.62	$127.82
Nurse practitioner - 2nd year	$146.23	$116.98	$116.98	$116.98	$131.60
Enrolled nurse supervising other direct care employees	$101.45	$81.16	$81.16	$81.16	$91.31
Registered nurse - level 1 - first year at this level	$103.40	$82.72	$82.72	$82.72	$93.06
Registered nurse - level 1 - more than 1 year and up to 4 years at this level	$108.83	$87.06	$87.06	$87.06	$97.94
Registered nurse - level 1 - more than 4 years at this level	$118.50	$94.80	$94.80	$94.80	$106.65
Registered nurse - level 2 - first 3 years at this level	$128.15	$102.52	$102.52	$102.52	$115.34
Registered nurse - level 2 - 3 years or more at this level	$134.60	$107.68	$107.68	$107.68	$121.14
Registered nurse - level 3	$137.78	$110.22	$110.22	$110.22	$124.00
Registered nurse - level 4	N/A	$125.80	$125.80	$125.80	$141.53
Registered nurse - level 5	N/A	$142.70	$142.70	$142.70	$160.54

Aged care employees - Casual

The pay rates in the table below should not be used for aged care employees previously classified at:

- Registered nurse level 5 - grade 6 on or before 28 February 2025 who translated to Registered nurse level 5 from 1 March 2025.

Use the Pay and Conditions Tool to calculate these pay rates.

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday
Student enrolled nurse - less than 21 years of age	$36.93	$55.40	$64.63	$73.86	$40.62
Student enrolled nurse - 21 years of age and over	$38.76	$58.14	$67.83	$77.52	$42.64
Nurse practitioner - 1st year	$71.01	$106.52	$124.27	$142.02	$78.11
Nurse practitioner - 2nd year	$73.11	$109.67	$127.94	$146.22	$80.42
Enrolled nurse supervising other direct care employees	$50.73	$76.10	$88.78	$101.46	$55.80
Registered nurse - level 1 - first year at this level	$51.70	$77.55	$90.48	$103.40	$56.87
Registered nurse - level 1 - more than 1 year and up to 4 years at this level	$54.41	$81.62	$95.22	$108.82	$59.85
Registered nurse - level 1 - more than 4 years at this level	$59.25	$88.88	$103.69	$118.50	$65.18
Registered nurse - level 2 - first 3 years at this level	$64.08	$96.12	$112.14	$128.16	$70.48
Registered nurse - level 2 - 3 years or more at this level	$67.30	$100.95	$117.78	$134.60	$74.03
Registered nurse - level 3	$68.89	$103.34	$120.56	$137.78	$75.78
Registered nurse - level 4	$78.63	$117.95	$137.60	$157.26	N/A
Registered nurse - level 5	$89.19	$133.79	$156.08	$178.38	N/A

Table 2 of 3

Classification	Night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday
Student enrolled nurse - less than 21 years of age	$41.36	$55.40	$73.86	$73.86	$92.33
Student enrolled nurse - 21 years of age and over	$43.41	$58.14	$77.52	$77.52	$96.90
Nurse practitioner - 1st year	$79.53	$106.52	$142.02	$142.02	$177.53
Nurse practitioner - 2nd year	$81.89	$109.67	$146.22	$146.22	$182.78
Enrolled nurse supervising other direct care employees	$56.81	$76.10	$101.46	$101.46	$126.83
Registered nurse - level 1 - first year at this level	$57.90	$77.55	$103.40	$103.40	$129.25
Registered nurse - level 1 - more than 1 year and up to 4 years at this level	$60.94	$81.62	$108.82	$108.82	$136.03
Registered nurse - level 1 - more than 4 years at this level	$66.36	$88.88	$118.50	$118.50	$148.13
Registered nurse - level 2 - first 3 years at this level	$71.76	$96.12	$128.16	$128.16	$160.20
Registered nurse - level 2 - 3 years or more at this level	$75.38	$100.95	$134.60	$134.60	$168.25
Registered nurse - level 3	$77.15	$103.34	$137.78	$137.78	$172.23
Registered nurse - level 4	N/A	N/A	N/A	N/A	N/A
Registered nurse - level 5	N/A	N/A	N/A	N/A	N/A

Table 3 of 3

Classification	Less than 10 hour break after working overtime	Minimum break between shifts	Christmas Day on Saturday	Christmas Day on Sunday
Student enrolled nurse - less than 21 years of age	$73.86	$73.86	$73.86	$83.09
Student enrolled nurse - 21 years of age and over	$77.52	$77.52	$77.52	$87.21
Nurse practitioner - 1st year	$142.02	$142.02	$142.02	$159.77
Nurse practitioner - 2nd year	$146.22	$146.22	$146.22	$164.50
Enrolled nurse supervising other direct care employees	$101.46	$101.46	$101.46	$114.14
Registered nurse - level 1 - first year at this level	$103.40	$103.40	$103.40	$116.33
Registered nurse - level 1 - more than 1 year and up to 4 years at this level	$108.82	$108.82	$108.82	$122.42
Registered nurse - level 1 - more than 4 years at this level	$118.50	$118.50	$118.50	$133.31
Registered nurse - level 2 - first 3 years at this level	$128.16	$128.16	$128.16	$144.18
Registered nurse - level 2 - 3 years or more at this level	$134.60	$134.60	$134.60	$151.43
Registered nurse - level 3	$137.78	$137.78	$137.78	$155.00
Registered nurse - level 4	$157.26	$157.26	$157.26	$176.92
Registered nurse - level 5	$178.38	$178.38	$178.38	$200.68

Allowances

The following allowances do not apply to employees classified as a level 4 or 5 registered nurse.

Allowances	Rate
Laundry allowance	$0.33 per shift up to a maximum of $1.53 per week
Meal allowance - overtime	$17.30 with a further $15.60 when more than 4 hours of overtime is worked
On call allowance - Monday to Friday	$28.66 for each on call period of up to 24 hours
On call allowance - Saturday	$43.17 for each on call period of up to 24 hours
On call allowance - Sunday, public holidays and rostered days off	$50.37 for each on call period of up to 24 hours
Travel expenses reimbursement	Reimbursement for all reasonably incurred expenses in respect to fares, meals and accommodation on production of receipted accounts or other evidence acceptable to the employer. There is no entitlement to reimbursement for expenses which exceed the mode of transport, meals or the standard of accommodation agreed with the employer.
Uniform allowance	$1.26 per shift up to a maximum of $6.41 per week
Vehicle allowance	$1.01 per km