Without Prejudice – draft salary tables for Nurses and Midwives Agreement

Indicative title(s)	Grade	Pay Point	Base Salary ffppcooa 1 Dec 2025	Structural Increase ffppcooa 1 Dec 2026	Base salary + Structural Adjustment ffppcooa 1 Dec 2026	3.00% ffppcooa 1 Dec 2026	2.75% ffppcooa 1 Dec 2027	2.50% ffppcooa 1 Dec 28
Assistant in Nursing	1	1	$66,935	$800	$67,735	$69,767	$71,686	$73,478
		2	$68,999	$800	$69,799	$71,893	$73,870	$75,717
		3	$71,068	$800	$71,868	$74,024	$76,060	$77,961
		4	$73,138	$800	$73,938	$76,156	$78,250	$80,206
Registered Undergraduate Student of Nursing Registered Undergraduate Student of Midwifery	1R	1	$66,935	$800	$67,735	$69,767	$71,686	$73,478
		2	$68,999	$800	$69,799	$71,893	$73,870	$75,717
		3	$71,068	$800	$71,868	$74,024	$76,060	$77,961
		4	$73,138	$800	$73,938	$76,156	$78,250	$80,206
Enrolled Nurse	2	0	$73,109	$800	$73,909	$76,126	$78,220	$80,175
		1	$75,205	$800	$76,005	$78,285	$80,438	$82,449
		2	$77,204	$800	$78,004	$80,344	$82,554	$84,617
		3	$79,304	$800	$80,104	$82,507	$84,776	$86,895
		4	$80,524	$800	$81,324	$83,764	$86,067	$88,219
Specialist Enrolled Nurse	2S	1	$83,346	$800	$84,146	$86,670	$89,054	$91,280
		2	$84,469	$800	$85,269	$87,827	$90,242	$92,498
		3	$85,592	$800	$86,392	$88,984	$91,431	$93,717
		4	$86,715	$800	$87,515	$90,140	$92,619	$94,935
Registered Nurse Registered Midwife	3	1	$80,524	$800	$81,324	$83,764	$86,067	$88,219
		2	$83,346	$800	$84,146	$86,670	$89,054	$91,280
		3	$86,715	$800	$87,515	$90,140	$92,619	$94,935
		Formal Capability Assessment/Competency progression to Grade 4 (Eligibility for FCA is Grade 3 Y3)						
		4	$90,081	$800	$90,881	$93,607	$96,182	$98,586
		5	$93,453	$800	$94,253	$97,081	$99,750	$102,244
		6	$96,820	$800	$97,620	$100,549	$103,314	$105,897
		7	$100,196	$800	$100,996	$104,026	$106,887	$109,559
		8	$101,318	$800	$102,118	$105,182	$108,074	$110,776
		9	$102,295	$800	$103,095	$106,188	$109,108	$111,836
Registered Nurse Registered Midwife	4	1	$102,439	$800	$103,239	$106,336	$109,260	$111,992
		2	$104,685	$800	$105,485	$108,650	$111,637	$114,428
		3	$106,935	$800	$107,735	$110,967	$114,019	$116,869
		4	$108,131	$800	$108,931	$112,199	$115,284	$118,167
		5	$109,175	$800	$109,975	$113,274	$116,389	$119,299
Clinical Coordinator, Clinical Nurse Specialist, Clinical Midwife Specialist, Associate Nurse Unit Manager/Associate Midwife Unit Manager	5	1	$109,767	$600	$110,367	$113,678	$116,804	$119,724
		2	$111,425	$600	$112,025	$115,386	$118,559	$121,523
		3	$113,669	$600	$114,269	$117,697	$120,934	$123,957
		4	$114,700	$600	$115,300	$118,759	$122,025	$125,075
		5	$115,813	$600	$116,413	$119,905	$123,203	$126,283

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Indicative title(s)	Grade	Pay Point	Base Salary ffppcooa 1 Dec 2025	Structural Increase ffppcooa 1 Dec 2026	Base salary + Structural Adjustment ffppcooa 1 Dec 2026	3.00% ffppcooa 1 Dec 2026	2.75% ffppcooa 1 Dec 2027	2.50% ffppcooa 1 Dec 28
Clinical Nurse Educator; Clinical Midwife Educator, Clinical Nurse Consultant; Clinical Midwife Consultant, ~~Nurse Practitioner Candidate;~~ Project Nurse; Project Midwife, Research Nurse, Research Midwife	6	1	$118,297	$600	$118,897	$122,464	$125,832	$128,977
		2	$120,928	$600	$121,528	$125,174	$128,616	$131,832
		3	$123,562	$600	$124,162	$127,887	$131,404	$134,689
		4	$124,333	$600	$124,933	$128,681	$132,220	$135,525
		5	$125,543	$600	$126,143	$129,927	$133,500	$136,838
Nurse Unit Manager; Midwife Unit Manager, Nurse Manager; Midwife Manager ~~After Hours Nurse Manager;~~ (Day and Extended Hours Services)	7A	~~G7a Y0~~	~~$126,036~~	Removed (translated to 7A Pay Point 1 as at date of registration of the Agreement - translation date to become new progression anniversary date)				
		~~G7a Y1~~ 1	$128,844	$500	$129,344	$133,224	$136,888	$140,310
		~~G7a Y2~~ 2	$131,650	$500	$132,150	$136,115	$139,858	$143,354
		~~G7a Y3~~ 3	$132,932	$500	$133,432	$137,435	$141,214	$144,745
Nurse Unit Manager; Midwife Unit Manager, Nurse Manager; Midwife Manager ~~After Hours Nurse Manager;~~ (24/7 Services)	7B	~~G7b Y1~~	~~$134,109~~	Removed (translated to 7B Pay Point 1 as at date of registration of the Agreement – translation date to become new progression anniversary date)				
		~~G7b Y2~~ 1	$136,570	$500	$137,070	$141,182	$145,065	$148,691
		~~G7b Y3~~ 2	$139,028	$500	$139,528	$143,714	$147,666	$151,358
		~~G7b Y4~~ 3	$140,384	$500	$140,884	$145,111	$149,101	$152,829
(NEW) Nurse Practitioner Candidate (Level 1A) Nurse Practitioner	8	1A	$125,543	$500	$126,143	$129,927	$133,500	$136,838
		1	$148,470	$500	$148,970	$153,439	$157,659	$161,600
		2	$154,301	$500	$154,801	$159,445	$163,830	$167,926
		3	$164,681	$500	$165,181	$170,136	$174,815	$179,186
Assistant Director of Nursing Assistant Director of Midwifery	9	~~G8 L1~~	~~$141,509~~	Removed (translation to occur based on indicative title and in consultation with affected employee)				
		~~G8 L2~~	~~$142,632~~	Removed (translation to occur based on indicative title and in consultation with affected employee)				
		~~G8 L3~~ 1	$148,470	$500	$148,970	$153,439	$157,659	$161,600
Directors of Nursing Directors of Midwifery – District Hospitals and Acute Hospital Services (Stream Leads)	10A	~~G8 L4~~ ~~1~~	~~$154,301~~	Removed (translation to occur based on indicative title and in consultation with affected employee)				
		~~G8 L5~~ 1	$164,681	$500	$165,181	$170,136	$174,815	$179,186
Nursing Director Midwifery Director – Statewide Services~~, Service Stream Leads~~	10B	~~G9 L1~~ 1	$182,734	–	$182,734	$188,216	$193,392	$198,227
		~~G9 L2~~	~~$192,563~~	Removed (translation to occur based on indicative title and in consultation with affected employee)				
Executive Director of Nursing and Midwifery	11	~~G9 L3~~ 1	$204,381	–	$204,381	$210,512	$216,302	$221,709

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