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Tasmanian Government

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Without Prejudice – Nurses and Midwives Agreement 2026

I am pleased to provide a revised offer for a three-year Nurses and Midwives Agreement 2026.

I note that since the Government's offer of 30 October 2026 the parties have continued to meet to discuss the key outstanding issues and work towards reaching an agreement as soon as possible. Notably, this cooperative effort aims to ensure that nurses and midwives receive any salary increases from the first full pay period on or after 1 December 2026.

Thank you for your ongoing engagement with the Lead Negotiator, Ms Sally Badcock, and the broader bargaining team throughout this process. The feedback provided by Unions since the 30 October offer has been carefully considered in developing this revised offer.

This revised offer builds on the Government's previous offer and includes a number of additional components which respond to matters raised during recent discussions. It seeks to balance workforce needs, maintain fiscal responsibility, and deliver meaningful improvements to conditions alongside a fair and reasonable salary outcome for our hardworking and valued nursing and midwifery employees

In addition to the salary increases over the three years, this offer includes a number of improved terms, including structural adjustments, new allowances, State Service Standard Conditions, and other conditions as outlined below.

The new Agreement will cancel and replace the *Nurses and Midwives Agreement 2023*, with all terms not superseded by this offer to be carried forward in full to the new Agreement.

Term and Period of Operation of Agreement

- The term of the new Agreement is for three years.
- Period of Operation is from 1 July 2026 to 30 June 2029.

- The parties agree to commence negotiations for a new Agreement from November 2028.

Salary increases

- 3.0% salary increase with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2026.
- 2.75% salary increase with effect from the ffppcooa 1 December 2027.
- 2.5% salary increase with effect from the ffppcooa 1 December 2028.

Structural Adjustments

In year one of the Agreement, with effect from the ffppcooa 1 December 2026:

- $800 increase to the base salary from classification Grade 1, Year 1 to Grade 4, Year 5, inclusive;
- $600 increase to the base salary from classification Grade 5, Year 1 to Grade 6, Year 5, inclusive; and
- $500 increase to the base salary from classification Grade 7a ~~– 7b, Year 0 to Grade 8, Year 5,~~ inclusive.

In year two of the Agreement, with effect from the ffppcooa 1 December 2027:

- $800 increase to the base salary from classification Grade 3, Year 1, to Grade 7b, Year 4, inclusive.

In order to maintain appropriate salary relativities within the revised Grade 3 classification structure the following classifications will not be eligible for the year two structural adjustment as above:

- Grade 3, Year 7
- Grade 3, Year 8 (new)
- Grade 3, Year 9 (new)

Note: Structural adjustments in year one of the Agreement are to be applied prior to application of the salary increase scheduled for the ffppcooa 1 December 2026 and structural adjustments in year two of the Agreement are to be applied prior to application of the salary increase scheduled for the ffppcooa 1 December 2027.

In year three of the Agreement:

In addition to the above structural adjustments, a further adjustment is to be made to the third year salary increase, which will take effect **from the ffppcooa 1 September 2028**.

Indicative salaries as per the terms of this offer are laid out in full under **Attachment 1**, below.

Nurses and Midwives Specific Conditions

The following Agreement matters form part of the total package and, unless otherwise specified, will take effect from the first full pay period commencing on or after the date of registration of the Agreement.

Item	Summary
Personal Impact Days ~~for Emergency Departments, Intensive Care Units, and Mental Health Services~~ (New)	Introduce three (3) ~~five~~ paid days (per year, pro rata) Personal Impact Days to manage the risks associated with consistent exposure to vicarious trauma and critical incidents. ~~The entitlement is limited to employees working in the identified clinical areas, on the premise that such settings incur a higher risk of exposure to trauma and critical incidents.~~
Nurse to Patient Ratios	To replace Clause 17 of the current Agreement. The existing Nurse-to-Patient Ratio Working Group will continue its work during the first 12 months following the date of registration of the Agreement to develop proposed ratio models. This work will be informed by consultation and consideration of relevant legislative frameworks operating in other Australian jurisdictions and will support the development of proposed legislation. The Employer will progress a legislative pathway within 18 months of the registration of the Agreement. Existing benchmarked FTE arrangements will remain in place pending completion of this work and implementation of any legislative framework.
After Hours Management Allowance (New)	New Allowance for Registered Nurses/Midwives undertaking the duties of an After-Hours Nurse Manager, who shall be entitled to an Allowance of $27.50 per shift for duties performed after hours. Employees who are not classified at Grade 7B shall be paid at the rate of a Grade 7B for all time spent performing the duties of an After-Hours Nurse Manager.
Credentialled Endorsed Midwife Allowance (New)	New allowance for midwives holding a current endorsement for scheduled medicines (as per the Nursing and Midwifery Board of Australia) and credentialled by the Employer to practise as an Endorsed Midwife, who are to receive an allowance of $107 per fortnight so engaged, pro rata.

Nurse Prescriber Allowance (New)	New allowance for Registered Nurses holding a current endorsement as a Designated Registered Nurse Prescriber (as per the Nursing and Midwifery Board of Australia) and who are credentialled by the Employer to practice as a Designated Registered Nurse Prescriber, who are to receive an allowance of $65 per fortnight whilst so engaged, pro rata.
Classification Structure (Update)	With effect from the ffppcooa 1 December 2026, updated Classification Structure as follows ~~include~~: • Removal of Grade 3, Year 7 with affected employees translating to Grade 3, Year 9 (relabelled Grade 3, Year 7); • Removal of Grade 3, Year 8 (old structure) with affected employees translating to the new increment Grade 3, Year 8; • Introduce a new Grade 3, Year 8 increment; • Introduce a new Grade 3, Year 9 increment; • Removal of Grade 4, Year 1 with affected employees translating to Grade 4, Year 3 (relabelled Grade 4, Year 1); • Removal of Grade 4, Year 2 with affected employees translating to Grade 4, Year 4 (relabelled Grade 4, Year 2); • removal of Grade 5, Year 1 with affected employees translating to Grade 5, Year 2 (relabelled to Grade 5, Year 1); • Removal of Grade 6, Year 1 with affected employees translating to Grade 6, Year 2 (relabelled to Grade 6, Year 1); • Removal of Grade 7A, Year 0 with affected employees translating to Grade 7A Year 1; • Removal of Grade 7B, Year 1 with affected employees translating to Grade 7A Year 1; • Removal of Grade 9, Level 2 with transitional arrangements applying to affected employees as per indicative classification titles; • Establishment of dedicated classifications for Nurse Practitioner Candidates and Nurse Practitioners (new Grade 8); • Introduction of new Grade 9, Grade 10A, Grade 10B, and Grade 11 classifications for senior nursing and midwifery positions; • Amendment to advancement arrangements to enable employees to progress from Grade 3 to Grade 4 following completion of Grade 3 year 3. The proposed revisions to the Classification Structure are demonstrated in **Attachment 1**.

~~**Replacement of Absences (New)**~~	~~Introduce a new provision regarding the management of unplanned absences.~~ ~~In the event of an unplanned absence, the Nurse Unit Manager or Midwife Unit Manager (or delegate) will review the effect of the absence on workload and patient care requirements.~~ ~~Where it is determined that the absence is to be covered, reasonable efforts will be made to source a nurse of the same classification as the absent employee.~~ ~~Where a nurse of the same classification cannot be sourced, the NUM or MUM (or delegate) may cover the absence with a nurse of a different classification. In this event, the NUM or MUM (or delegate) must produce a record detailing the reasons for the outcome and undertake all reasonable measures to ensure that the ward/unit workload can be appropriately managed amongst the available staff on shift.~~
Flexitime for Day Workers (New)	Introduce the standard Flexitime provisions for Day Workers, as provided in the Health and Human Services Award (HAHSA), in the Nurses and Midwives Award and remove the Banking of Hours clause currently in the Award.
Accrued Days Off (Increase to entitlement)	Amend the existing provision of the Award to clarify that employees may take an ADO as a single day on a date of their request, with any such request not to be unreasonably refused. The maximum number of ADOs to be accrued by any given employee has been increased from five to 12 days within any given calendar year. The requirement for employees to take their accrued ADOs within the calendar year in which they are accrued remains.
Afternoon Shifts Followed by Day Shifts ('Late/Early') by Mutual Agreement (New)	Employees may, by mutual agreement with the Employer, be rostered to work an afternoon shift on one day followed by an early shift on the following day ('Late/Early'), on an ongoing basis. Where such an arrangement is entered into the minimum break between shifts may be reduced to not less than eight (8) hours.
10 Hour Break Between Shifts (New)	Increase the minimum rest period between ordinary shifts from eight (8) hours to 10 hours (between the completion of any given rostered shift and the commencement of the following rostered shift). Noting the exception by mutual agreement as per the proposed terms for undertaking of 'Late/Early' shifts, above.

Break after Recall (~~New~~Amendment)	Amend the minimum rest break provisions to provide employees with a minimum nine-hour break between periods of duty following overtime or recall to work. For employees rostered on call, include a provision requiring a nine (9) hour break following the final recall during an on-call period, without loss of pay for ordinary hours that would otherwise have been worked. Where an employee is recalled to work within three (3) hours (note this is currently one hour) of the commencement of their rostered shift, and has already received a nine-hour break since their previous period of work, the employee may be required to remain on duty and commence their ordinary shift, with the recall period paid in accordance with the relevant recall provisions and the ordinary shift paid at ordinary rates. Consistent with the existing Award, where a recall becomes continuous with the commencement of an employee's ordinary hours of duty, the recall period will count towards the employee's ordinary hours of work for that day. The recall period immediately preceding the commencement of the ordinary shift will be paid at the applicable overtime rate, with the balance of the shift paid at ordinary rates. ~~Employees rostered on call will be entitled to a minimum of 8 hours without receiving a recall between ordinary rostered shifts on consecutive days. The 8 hour period can accumulate across the period of on call and is not required to be continuous.~~ ~~Where an employee is recalled for more than 6 hours of the on-call period, the employee must receive an 8 hour break from the end of the last recall without loss of pay for ordinary working time occurring during the break.~~
Short Notice Change of Shift New Definition	Clarify the definition for 'Short Notice Change of Shift' into the Award/Agreement as follows: *'Short Notice Change of Shift' means a change to an employee's rostered shift made by the Employer with less than seven (7) days' notice. A change resulting from an employee request, shift swap, mutual agreement, or other employee-initiated arrangement will not constitute a short notice change of shift.*
Principles of Best Practice Rostering (New)	A new provision in the Agreement to mutually recognise the Nursing and Midwifery Rostering Guideline as a key resource for the development of safe, fair, and effective rosters.

	Employees responsible for rostering shall have regard to the Guideline when establishing and managing rosters.
Protected Portfolio Time for Grade 4 (Update)	Update Clause 22 of the current Agreement to provide that Grade 4 Nurses or Midwives with a designated clinical portfolio will be provided with up to four (4) hours of paid time per fortnight to undertake work associated with that portfolio (presently 'sufficient indirect hours').
Protected Time for Nurse Practitioners (New)	Introduce protected time for Nurse Practitioners to support the maintenance of professional endorsement requirements and the advanced practice functions of the role. Protected time may be utilised for activities associated with Nurse Practitioner practice, including clinical audit, research, quality and practice improvement, education, professional leadership, and other activities relevant to the maintenance of endorsement and advanced clinical practice. A Nurse Practitioner will be entitled to protected time equivalent to 20 per cent of their full-time equivalent.
Nurse Practitioners and Nurse Practitioner Candidates classification (New)	Establishment of a dedicated classification structure for Nurse Practitioners (and Candidates) within the new Grade 8 classification with three levels including a Grade 8A Nurse Practitioner Candidate classification as per the proposed new Classification Structure under **Attachment 1**.
Meal Breaks when required to remain available for duty (New)	This is a new entitlement to provide that where an employee is required by the Employer to remain ~~available for duty during a meal break, the employee is to be paid at the applicable rate (inclusive of relevant penalty rates) for the duration of such a break.~~ on premises during their meal break and be available for duty, but is able to take a meal break, they will receive a paid 30-minute meal break at the employee's ordinary rate of pay, including any applicable shift penalties.
Change Time (New)	This is a new entitlement for employees undertaking roles which require the routine wearing of specialised clothing or full PPE (i.e. mask, face shield/goggles, and gown) tailored/required for that role (e.g. Theatre Nurses). For such employees, operational arrangements will be made to allow for time spent changing to be undertaken during the employee's paid ordinary hours.

Mandatory Training	Amend the existing provision under Clause 26 of the current Agreement to confirm that mandatory training is to be completed by employees during ordinary rostered hours. Employees will not be required to undertake mandatory training in unpaid time.
Lead Apron Paid Relief Breaks (New)	New entitlement providing that employees required to wear a lead apron for a period exceeding three (3) consecutive hours will be entitled to a 10-minute break, to be taken as soon as practicable after it falls due, and during which the nurse will not be required to wear a lead apron. Such breaks may be taken in conjunction with other breaks (e.g. meal breaks) to which the employee is entitled under the Award and/or Agreement.
12 Hour Shifts review and Award amendment	The parties, through drafting processes, shall develop a new 12-Hour Shift Award clause to regularise current arrangements in place wherever possible.
Correctional and Mental Health Allowance (Expansion)	Expand the Allowance to include eligibility for 'occasional attendance' at an identified facility or service consistent with HAHSA and the Medical Practitioners Award.
Market Allowance Criteria (Amendment)	Amend the criteria for consideration of the Market Allowance to align with that under the *Allied Health Professionals Public Sector Agreement 2025*, which provides the following criteria under that Agreement: • Highly specialist skills at the respective work value level; and/or • Scarcity of skills compared to other similar roles at the work value level; and/or • High paying market rates for the particular role at the work value level.
Caseload Midwifery Agreement - Terms and conditions (Amendment)	Vary the defined Maximum Caseload from 35 - 45 births per year, to 35 - 40 births per year, pro rata for part-time employees. Include a maximum caseload of 75% for Graduate Midwives. Include a maximum caseload at any given time of 10 clients for Team Leaders for the loading to be triggered. The current Caseload Midwifery Agreement will be cancelled and replaced to include the above terms, with all terms not superseded by the above to be carried forward in full to the new Agreement. The replacement Caseload Midwifery Agreement will have a Period of Operation of 1 July 2026 to 30 June 2029 with bargaining to commence from November 2028 (all such terms being in alignment with that proposed within this letter for the Nurses and Midwives Agreement 2026).

	Negotiations will continue to occur with the Nurses and Midwives Agreement. ~~The parties agree to incorporate the Caseload Midwifery Agreement terms into the Award as its own Appendix and retire from the *Caseload Midwifery Agreement 2025*.~~
Non-Contact Time for Nurses in Schools (New)	Introduce up to ten (10) days of non-contact time per annum for nurses employed in schools, to be taken during school holiday periods, consistent with arrangements applying to Social Workers and Speech Pathologists under the AHP Agreement. This entitlement will be non-cumulative from one year to the next, will not be payable upon separation, and will apply pro-rata for part-time employees.
Professional development Allowance (New)	In addition to the $750 currently incorporated within base salaries (rolled into base salary in previous Agreements), up to $500 per annum (pro rata) is to be made available upon application to the Employer for professional development activities. Approval of such requests is at the discretion of the Employer with no application to be unreasonably refused.
Higher Duties (five days to two days) (Amendment)	Reduce the qualifying period for Higher Duties Allowance from five days to two (2) consecutive working days in circumstances where an employee is directed by the Employer to undertake duties of a Grade 6 classification or higher.

Leave Reserve Matters

Item	Summary
Review of High Frequency Recall Areas	During the life of the Agreement the Department will review on-call and recall arrangements as they apply to Cardiac Catheter Laboratories, Cardiology Services providing emergency interventional procedures, Operating Theatres, Anaesthetic Services, and Recovery Services. The review will have regard to: • The frequency of on-call and recall to duty; • Employee fatigue and wellbeing; • Opportunities to reduce reliance on recall arrangements; • Any other matter deemed relevant. • The Department will provide all parties with a summary of the review findings and proposed actions arising from the review.
Payroll Processes Review	Within twelve (12) months of registration of this Agreement, the Department will review payroll and pay issue resolution processes, including escalation pathways for unresolved matters, in consultation with unions party to the Agreement, and implement agreed identified operational improvements arising from that review.

Non-Agreement Matters

Item	Summary
Industrial Education and Resources	The parties will work to develop, maintain and, where practicable, deliver education and training to managers regarding this Agreement and Award, rostering, flexible work arrangements, guidance material to support managers and employees.
Job Sharing for Nurse Unit Managers and MUM	Nurse Unit Manager and MUM positions may be performed under a job-sharing arrangement as negotiated and agreed between the Agency and the relevant employees.
~~Payroll Processes Review~~	~~The Department acknowledges that there may be opportunities to strengthen operational processes for responding to payroll issues and is committed to reviewing existing practices. This review may include consideration of clearer escalation pathways, and guidance material to support the timely resolution of payroll concerns, including pathways for escalating unresolved matters where appropriate.~~
Redeployment / Orientation policy document	The Department proposes that employee movement between wards, units, and services should be supported through policy. The policy would establish clear criteria and decision-making principles regarding when movement may be required, together with appropriate orientation, support and supervision arrangements to ensure employees have the skills and support necessary to work safely and effectively in the receiving area.
Workforce Mobility	The Department will undertake to explore options for strengthening ability to mobilise workforce capacity in response to service demand, emergencies, or other operational requirements.
Clinical Coach / Capability Support Framework Review	Within six months of the date of registration of the Agreement, the Department will review and enhance early career support programs, including mentoring, clinical support and the nursing education framework. Continue discussions regarding skill mix principles, clinical coaching, preceptorship, and educator support arrangements through workforce development and policy mechanisms.
Grade 3-4 Assessment Process simplification	Simplify and modernise the Grade 3 to Grade 4 assessment process to reduce administrative burden and support career progression.
Breastfeeding and Expressing Facilities	The Department will undertake a review of the current Breastfeeding and Expressing Facilities to ensure they are accessible, safe, private, and able to meet the needs of employees who are breastfeeding or expressing milk. Following the review, the Department will work to identify and implement reasonable improvements where required.
Designated Work Groups	The Department supports the establishment of Designated Work Groups (DWGs) and the promotion of Health and Safety Representative (HSR) arrangements, including visibility of HSR

	vacancies, access to HSR training, and ongoing work health and safety education consistent with legislative requirements. The Employer will ensure that DWGs include standing agenda items for consultation on work health and safety matters, including employee wellbeing and measures to mitigate workplace burnout.
Caseload Midwifery Direct Appointment to Grade 4	An employee may be promoted without advertising directly to a Grade 4 Caseload Midwife position (in accordance with all relevant provisions under Employment Direction No. 1) where the employee possesses the qualifications, skills, knowledge, experience, and demonstrated capability required to perform the duties of the position.
Car Parking	The Department commits to exploring car parking options to improve access to after-hours staff parking for employees.
Administration support for Nurse Unit Managers and Midwife Unit Managers	In consultation with unions, the Department will review administrative support arrangements for Nurse Unit Managers (NUMs) and Midwife Unit Managers (MUMs) within twelve (12) months of registration of the Agreement. The review will assess administrative workload and support requirements, taking into account the size, complexity, and operational needs of wards and units. Where additional support needs are identified the Department will take steps to implement appropriate administrative support arrangements.

State Service Standard Conditions

The following State Service Standard conditions form part of the full package for the Nurses and Midwives Agreement 2026:

State Service Standard Conditions	
Item	**Summary**
Reproductive Leave	Introduce a new entitlement of 5 days reproductive leave per personal leave year, non-cumulative and available on a pro-rata basis for part-time employees.
Parental Leave (reduction in qualifying period)	Amend qualifying period from 12 months to 40 weeks.
Pregnancy Loss Leave	Amend two existing clauses to create a single, stand-alone Pregnancy Loss clause. The new clause will provide: • 10 days paid leave for stillbirth or the loss of a pregnancy (previously accessed through Bereavement Leave); and • Up to 52 weeks of Parental Leave (including 18 weeks of paid primary carer leave) where an employee's pregnancy terminates other than by the birth of a living child, not earlier than 28 weeks before the expected date of birth.

	The clause will clarify that special parental leave is in addition to the Pregnancy Loss entitlement.
Gender Affirmation Leave	Amended to provide greater flexibility by removing the requirement to use the entitlement within 52 weeks of first accessing it. Further amendments will allow an employee to take the entitlement at half pay over eight weeks.
Recreation Leave Requests	Amendment to Management of Recreation Leave provision that: • Provides for employer to respond to recreation leave requests within 14 days • Employer not to unreasonably refuse unless subject to operational requirements • Clarification that the employer can establish a leave roster each year by mutual agreement with employees.
Family Violence Leave – increase to 25 days and clarification on casual entitlement	Increase paid Family Violence Leave from 20 to 25 days per annum (maintains Head of Agency discretion to grant more). Clarification in the clause regarding fixed term casual entitlement to paid leave.
Compassionate and Bereavement Leave Evidence Requirements	Amend the evidence provisions to state that employees may be required to provide evidence, rather than must, and clarify that a Statutory Declaration is an acceptable form of evidence.
Personal Leave (to attend medical appointments)	Introduce a new provision allowing employees to use personal leave to attend medical appointments.
Expand 'Immediate Family' Definition	Broaden the definition of Immediate Family to include nephew, niece, aunt and uncle for the purposes of accessing Compassionate Leave, Bereavement Leave, Personal Leave and Family Violence Leave.
Delegate Training	Provide payment for part-time hours and to rearrange work schedule and if not possible, payment of ordinary hours. Includes reasonable notice to be provided.
Right to disconnect	• Employees may reasonably refuse to routinely perform work outside their ordinary working hours. • The Agreement will outline the factors to be considered when determining whether a refusal is reasonable. • The Agreement will also set out the circumstances in which contact outside working hours may be appropriate and reasonably necessary.

The salary and conditions set out in this offer apply only to employees employed as at the date of registration of the Agreement.

This offer remains open until close of business (1700hrs) on Friday ~~13 November~~ 11 December 2026. I encourage you to fully consider this offer and recommend it to your members. ~~If the offer is not accepted by the above date, it will be formally withdrawn.~~ Should your in-principle or full support not be provided by this time, any salary increase would apply only from the first full pay period commencing on or after the date an offer is accepted.

I look forward to your response. Should you have any questions in relation to this offer please contact the Lead Negotiator, Ms Sally Badcock.

Yours sincerely



Kathrine Morgan-Wicks PSM
Head of the State Service

26 November 2026

Copy to: Sally Badcock (Lead Negotiator & Acting Secretary, Department of Health)
Amanda Russell (Deputy Secretary, State Service Management Office)

Attachment 1 - Revised Classification Structure & Indicative Salaries

Indicative Title(s)	Previous Classification	Grade	Classification	Salary effective ffppcooa 1 Dec 2025	Structural Adjustment effective ffppcooa 1 Dec 2026	3% increase effective ffppooa 1 Dec 2026	Structural Adjustment effective ffppooa 1 Dec 2027	2.75% increase effective ffppooa 1 Dec 2027	2.50% increase effective ffppooa 1 Dec 2028
		Grade 1	Grade 1, Year 1	$66,935	$800	$69,767		$71,686	$73,478
		Grade 1	Grade 1, Year 2	$68,999	$800	$71,893		$73,870	$75,717
		Grade 1	Grade 1, Year 3	$71,068	$800	$74,024		$76,060	$77,961
Assistant in Nursing		Grade 1	Grade 1, Year 4	$73,138	$800	$76,156		$78,250	$80,207
			Promotion						
		Grade 2	Grade 2, Year G	$73,109	$800	$76,126		$78,220	$80,175
		Grade 2	Grade 2, Year 1	$75,205	$800	$78,285		$80,438	$82,449
Registered Undergraduate Student of Nursing		Grade 2	Grade 2, Year 2	$77,204	$800	$80,344		$82,554	$84,617
		Grade 2	Grade 2, Year 3	$79,304	$800	$82,507		$84,776	$86,895
Registered Undergraduate Student of Midwifery		Grade 2	Grade 2, Year 4	$80,524	$800	$83,764		$86,067	$88,219
		Grade 2	Grade 2, Year G	$73,109	$800	$76,126		$78,220	$80,175
		Grade 2	Grade 2, Year 1	$75,205	$800	$78,285		$80,438	$82,449
		Grade 2	Grade 2, Year 2	$77,204	$800	$80,344		$82,554	$84,617
		Grade 2	Grade 2, Year 3	$79,304	$800	$82,507		$84,776	$86,895
Enrolled Nurse		Grade 2	Grade 2, Year 4	$80,524	$800	$83,764		$86,067	$88,219
			Promotion						
		Grade 2S	Grade 2S, Year 1	$83,346	$800	$86,670		$89,054	$91,280
		Grade 2S	Grade 2S, Year 2	$84,469	$800	$87,827		$90,242	$92,498
		Grade 2S	Grade 2S, Year 3	$85,592	$800	$88,984		$91,431	$93,717
Specialist Enrolled Nurse		Grade 2S	Grade 2S, Year 4	$86,715	$800	$90,140		$92,619	$94,935
			Promotion						
		Grade 3	Grade 3, Year 1	$80,524	$800	$83,764	$800	$86,889	$89,061
		Grade 3	Grade 3, Year 2	$83,346	$800	$86,670	$800	$89,876	$92,123
		Grade 3	Grade 3, Year 3	$86,715	$800	$90,140	$800	$93,441	$95,777
			Formal Capability Assessment/Competency Progression to Grade 4						
		Grade 3	Grade 3, Year 4	$90,081	$800	$93,607	$800	$97,004	$99,429
		Grade 3	Grade 3, Year 5	$93,453	$800	$97,081	$800	$100,572	$103,087
		Grade 3	Grade 3, Year 6	$96,820	$800	$100,549	$800	$104,136	$106,739
Registered Nurse	Remove	Grade 3	~~Grade 3, Year 7~~	$100,196					
Registered Midwife	Remove	Grade 3	~~Grade 3, Year 8~~	$101,318					

Indicative Title(s)	Previous Classification	Grade	Classification	Salary effective ffppcooa 1 Dec 2025	Structural Adjustment effective ffppcooa 1 Dec 2026	3% increase effective ffppooa 1 Dec 2026	Structural Adjustment effective ffppooa 1 Dec 2027	2.75% increase effective ffppooa 1 Dec 2027	2.50% increase effective ffppooa 1 Dec 2028
	Grade 3, Year 9	Grade 3	Grade 3, Year 7	$102,295	$800	$106,188		$109,108	$111,836
	ADD	Grade 3	Grade 3, Year 8			$107,218		$110,166	$112,920
	ADD		Grade 3 Year 9			$108,248		$111,225	$114,005
			Promotion						
	Remove	~~Grade 4~~	~~Grade 4, Year 1~~	$102,439					
	Remove	~~Grade 4~~	~~Grade 4, Year 2~~	$104,685					
		Grade 4	Grade 4, Year 3	$106,935	$800	$110,967	$800	$114,841	$117,712
Registered Nurse Registered Midwife		Grade 4	Grade 4, Year 4	$108,131	$800	$112,199	$800	$116,106	$119,009
		Grade 4	Grade 4, Year 5	$109,175	$800	$113,274	$800	$117,211	$120,142
			Promotion						
	Remove	~~Grade 5~~	~~Grade 5, Year 1~~	$109,767					
		Grade 5	Grade 5, Year 2	$111,425	$600	$115,386	$800	$119,381	$122,365
Clinical Coordinator; Clinical Nurse Specialist, Clinical Midwife Specialist, Associate Nurse Unit Manager/Associate Midwife Unit Manager		Grade 5	Grade 5, Year 3	$113,669	$600	$117,697	$800	$121,756	$124,800
		Grade 5	Grade 5, Year 4	$114,700	$600	$118,759	$800	$122,847	$125,918
		Grade 5	Grade 5, Year 5	$115,813	$600	$119,905	$800	$124,025	$127,125
			Promotion						
	Remove	~~Grade 6~~	~~Grade 6, Year 1~~	$118,297					
		Grade 6	Grade 6, Year 2	$120,928	$600	$125,174	$800	$129,438	$132,674
Clinical Nurse Educator; Clinical Midwife Educator, Clinical Nurse Consultant; Clinical Midwife Consultant, Project Nurse; Project Midwife, Research Nurse, Research Midwife		Grade 6	Grade 6, Year 3	$123,562	$600	$127,887	$800	$132,226	$135,531
		Grade 6	Grade 6, Year 4	$124,333	$600	$128,681	$800	$133,042	$136,368
		Grade 6	Grade 6, Year 5	$125,543	$600	$129,927	$800	$134,322	$137,680
			Promotion						
Nurse Unit Manager; Midwife Unit Manager, Nurse Manager; Midwife Manager (Day and Extended Hours Services)	Remove Grade 7a, Year 0			$126,036					
		Grade 7a	Grade 7a, Year 1	$128,844	$500	$133,224	$800	$137,710	$141,153
		Grade 7a	Grade 7a, Year 2	$131,650	$500	$136,115	$800	$140,680	$144,197
		Grade 7a	Grade 7a, Year 3	$132,932	$500	$137,435	$800	$142,036	$145,587
			Promotion						
Nurse Unit Manager; Midwife Unit Manager, Nurse Manager; Midwife Manager	Remove Grade 7b, Year 1			$134,109					

Indicative Title(s)	Previous Classification	Grade	Classification	Salary effective ffppcooa 1 Dec 2025	Structural Adjustment effective ffppcooa 1 Dec 2026	3% increase effective ffppooa 1 Dec 2026	Structural Adjustment effective ffppooa 1 Dec 2027	2.75% increase effective ffppooa 1 Dec 2027	2.50% increase effective ffppooa 1 Dec 2028
(24/7 Services)	Grade 7b, Year 2	Grade 7b	Grade 7b, Year 1	$136,570	$500	$141,182	$800	$145,887	$149,534
	Grade 7b, Year 3	Grade 7b	Grade 7b, Year 2	$139,028	$500	$143,714	$800	$148,488	$152,200
	Grade 7b, Year 4	Grade 7b	Grade 7b, Year 3	$140,384	$500	$145,111	$800	$149,923	$153,671
			Promotion						
Nurse Practitioner Candidate (Level 1A) Nurse Practitioner	Add	Grade 8	Grade 8, Level 1A			$129,927		$133,500	$136,838
	Add	Grade 8	Grade 8, Level 1			$152,924		$157,130	$161,058
	Add	Grade 8	Grade 8, Level 2			$158,930		$163,301	$167,383
	Add	Grade 8	Grade 8, Level 3			$160,990		$165,417	$169,553
			Promotion						
	Remove Grade 8, Level 1			$141,509					
	Remove Grade 8, Level 2			$142,632					
Assistant Director of Nursing Assistant Director of Midwifery	Grade 8, Level 3		Grade 9	$148,470		$152,924		$157,130	$161,058
	Remove Grade 8, Level 4			$154,301					
Directors of Nursing Directors of Midwifery – District Hospitals and Acute Hospital Services (Stream Leads)	Grade 8, Level 5		Grade 10A	$164,681		$169,621		$174,286	$178,643
	Remove								
Nursing Director Midwifery Director – Statewide Services	Grade 9, Level 1		Grade 10B	$182,734		$188,216		$193,392	$198,227
	Remove Grade 9, Level 2			$192,563					
Executive Director of Nursing and Midwifery	Grade 9, Level 3		Grade 11	$204,381		$210,512		$216,302	$221,709