

Healthscope NSW Nurses and Midwives Enterprise Agreement 2024

Sample wage increase table

Classification	Current Hourly rate	2024 Hourly rate	2025 Hourly rate	2026 Hourly Rate
AIN(1)	\$ 25.48	\$ 26.88	\$ 28.09	\$ 28.94
AIN(2)	\$ 26.29	\$ 27.74	\$ 28.99	\$ 29.86
AIN(3)	\$ 27.11	\$ 28.60	\$ 29.89	\$ 30.79
AIN (4)	\$ 27.96	\$ 29.50	\$ 30.83	\$ 31.75
EN w notation (1)	\$ 31.50	\$ 33.23	\$ 34.73	\$ 35.77
EN w notation (2)	\$ 32.19	\$ 33.96	\$ 35.48	\$ 36.55
EN w notation (3)	\$ 32.88	\$ 34.69	\$ 36.25	\$ 37.34
EN w notation (4)	\$ 33.58	\$ 35.43	\$ 37.02	\$ 38.13
EN w notation (5)	\$ 34.28	\$ 36.16	\$ 37.79	\$ 38.92
EN - no further quals (1)	\$ 32.12	\$ 33.89	\$ 35.42	\$ 36.48
EN - no further quals (2)	\$ 32.83	\$ 34.64	\$ 36.20	\$ 37.28
EN - no further quals (3)	\$ 33.54	\$ 35.38	\$ 36.97	\$ 38.08
EN - no further quals (4)	\$ 34.25	\$ 36.13	\$ 37.75	\$ 38.89
EN - no further quals (5)	\$ 34.96	\$ 36.89	\$ 38.55	\$ 39.70
EN - Advanced Dip (1)	\$ 33.09	\$ 34.91	\$ 36.48	\$ 37.57
EN - Advanced Dip (2)	\$ 33.79	\$ 35.65	\$ 37.26	\$ 38.38
EN - Advanced Dip (3)	\$ 34.50	\$ 36.40	\$ 38.04	\$ 39.18
EN - Advanced Dip (4)	\$ 35.21	\$ 37.15	\$ 38.82	\$ 39.98
EN - Advanced Dip (5)	\$ 35.93	\$ 37.90	\$ 39.61	\$ 40.80
EN - Advanced Cert (1)	\$ 32.61	\$ 34.40	\$ 35.95	\$ 37.02
EN - Advanced Cert (2)	\$ 33.31	\$ 35.14	\$ 36.73	\$ 37.83
EN - Advanced Cert (3)	\$ 34.02	\$ 35.89	\$ 37.51	\$ 38.63
EN - Advanced Cert (4)	\$ 34.73	\$ 36.64	\$ 38.29	\$ 39.43
EN - Advanced Cert (5)	\$ 35.44	\$ 37.39	\$ 39.08	\$ 40.25
RN/RM (1)	\$ 35.45	\$ 37.40	\$ 39.09	\$ 40.26
RN/RM (2)	\$ 37.38	\$ 39.44	\$ 41.21	\$ 42.45
RN/RM (3)	\$ 39.32	\$ 41.48	\$ 43.35	\$ 44.65
RN/RM (4)	\$ 41.38	\$ 43.66	\$ 45.62	\$ 46.99
RN/RM (5)	\$ 43.43	\$ 45.82	\$ 47.88	\$ 49.32
RN/RM (6)	\$ 45.49	\$ 47.99	\$ 50.15	\$ 51.66
RN/RM (7)	\$ 47.82	\$ 50.45	\$ 52.72	\$ 54.30
RN/RM (8)	\$ 49.79	\$ 52.53	\$ 54.90	\$ 56.54
N/M UM (Gr 1)	\$ 62.45	\$ 65.89	\$ 68.85	\$ 70.92
N/M UM (Gr 2)	\$ 65.42	\$ 69.01	\$ 72.12	\$ 74.28
N/M UM (Gr 3)	\$ 67.18	\$ 70.87	\$ 74.06	\$ 76.28
C N/M Spec (Gr 1)	\$ 51.81	\$ 54.66	\$ 57.12	\$ 58.84
C N/M Spec (Gr 2, yr 1)	\$ 55.66	\$ 58.72	\$ 61.36	\$ 63.20
C N/M Spec (Gr 2, yr 2)	\$ 57.48	\$ 60.64	\$ 63.37	\$ 65.27

Classification	Current Hourly rate	2024 Hourly rate	2025 Hourly rate	2026 Hourly Rate
Nurse/Midwife Educator (Gr 1, Yr 1)	\$ 58.31	\$ 61.52	\$ 64.29	\$ 66.22
Nurse/Midwife Educator (Gr 1, Yr 2)	\$ 59.99	\$ 63.29	\$ 66.14	\$ 68.13
Nurse/Midwife Educator (Gr 2, Yr 1)	\$ 62.41	\$ 65.84	\$ 68.81	\$ 70.87
Nurse/Midwife Educator (Gr 2, Yr 2)	\$ 63.67	\$ 67.18	\$ 70.20	\$ 72.30
Nurse/Midwife Educator (Gr 3, Yr 1)	\$ 66.09	\$ 69.73	\$ 72.86	\$ 75.05
Nurse/Midwife Educator (Gr 3, Yr 2)	\$ 67.35	\$ 71.06	\$ 74.25	\$ 76.48
C N/M Educator (Yr 1)	\$ 52.45	\$ 55.33	\$ 57.82	\$ 59.56
C N/M Educator (Yr 2)	\$ 54.18	\$ 57.16	\$ 59.73	\$ 61.53
Senior Nurse Educator (Yr 1)	\$ 66.05	\$ 69.68	\$ 72.82	\$ 75.00
Senior Nurse Educator (Yr 2)	\$ 67.40	\$ 71.11	\$ 74.31	\$ 76.54
Senior Nurse Educator (Yr 3)	\$ 69.66	\$ 73.49	\$ 76.80	\$ 79.10
Nurse/Midwife Practitioner (Yr 1)	\$ 68.61	\$ 72.39	\$ 75.64	\$ 77.91
Nurse/Midwife Practitioner (Yr 2)	\$ 69.92	\$ 73.76	\$ 77.08	\$ 79.39
Nurse/Midwife Practitioner (Yr 3)	\$ 71.25	\$ 75.17	\$ 78.55	\$ 80.91
Nurse/Midwife Practitioner (Yr 4)	\$ 72.60	\$ 76.59	\$ 80.04	\$ 82.44
C N/M C (Gr 1 , yr 1)	\$ 63.71	\$ 67.22	\$ 70.24	\$ 72.35
C N/M C (Gr 1, yr 2)	\$ 65.02	\$ 68.59	\$ 71.68	\$ 73.83
C N/M C (Gr 2, yr 1)	\$ 66.30	\$ 69.94	\$ 73.09	\$ 75.28
C N/M C (Gr 2, yr 2)	\$ 67.62	\$ 71.34	\$ 74.55	\$ 76.78
C N/M C (Gr 3, yr 1)	\$ 70.21	\$ 74.07	\$ 77.41	\$ 79.73
C N/M C (Gr 3, yr 2)	\$ 71.52	\$ 75.46	\$ 78.85	\$ 81.22
ADON	\$ 67.18	\$ 70.87	\$ 74.06	\$ 76.29