



# Pay Calculator



NSW  
NURSES &  
MIDWIVES'  
ASSOCIATION



AUSTRALIAN  
NURSING &  
MIDWIFERY  
FEDERATION  
NSW BRANCH

**PUBLIC HEALTH SYSTEM NURSES' & MIDWIVES' (STATE) AWARD 2025**

**Pay increase effective first full pay period on or after 1 July 2025**

Incorporating the NSW Industrial Relations Commission wage adjustments: 22% for Assistants in Nursing, 12% for Enrolled Nurses, and 10% for Registered Nurses and Midwives.

[www.nswnma.asn.au](http://www.nswnma.asn.au)

# A message to NSWNMA members

The New South Wales Nurses and Midwives' Association (NSWNMA) has developed this guide for members, detailing new rates of pay and conditions of employment, as listed in the *Public Health System Nurses' and Midwives' State Award 2025*.

Our 83,000-strong membership empowers our union to deliver changes that improve the lives of nurses and midwives across New South Wales.

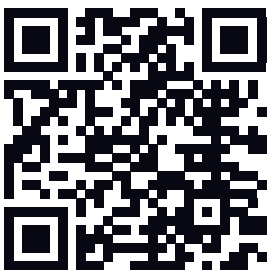
We encourage all workers in nursing and midwifery to join the NSWNMA. In doing so, we can continue to fight for outcomes that make a real impact in the workplace. Being a member of your union means you have a voice, and support, whenever it is needed.

*Michael Whaites*

GENERAL SECRETARY

*Katrina Bough*

ASSISTANT  
GENERAL SECRETARY



For more information and  
membership fees, scan the QR code

# Assistant in Nursing/Midwifery

	Weekly Rate	Hourly Rate	Penalty Rate*					Casual Rate 10%	
			10%	12.5%	20%	50%	75%		150%
1 <sup>st</sup> year	1212.20	31.9000	3.1900	3.9875	6.3800	15.9500	23.9250	47.8500	35.0900
2 <sup>nd</sup> year	1250.90	32.9184	3.2918	4.1148	6.5837	16.4592	24.6888	49.3776	36.2103
3 <sup>rd</sup> year	1290.20	33.9526	3.3953	4.2441	6.7905	16.9763	25.4645	50.9289	37.3479
4 <sup>th</sup> year and thereafter	1330.00	35.0000	3.5000	4.3750	7.0000	17.5000	26.2500	52.5000	38.5000



Are you working as an AiN while studying as undergraduate Bachelor of Nursing/ Midwifery or Diploma of Nursing?

**A special membership rate<sup>#</sup> is available to you!**

	YEAR	QUARTER	MONTH	FORTNIGHT
Assistant in Nursing/Midwifery+ & Personal Care Worker (Cert 3 or above)	\$602	\$150.50	\$50.16	\$23.14
Undergraduate Bachelor of Nursing / Midwifery & Enrolled Nursing Dip. Nursing*	\$301	\$75.25	\$25.08	\$11.56

**MEMBERSHIP FEES ARE TAX DEDUCTIBLE. Contact the NSWNMA on 1300 167 962.**

\*Penalty rates are a mandated minimum rate of pay, paid to nurses and midwives who work outside normal hours (weekends, public holidays, overtime, late night or early shifts). See clause 15, Penalty Rates for Shift Work and Weekend Work, Public Health System Nurses' and Midwives (State) Award 2025 # Students working in a nursing role undertaking fulltime studies in an undergraduate Bachelor of Nursing/Midwifery or Diploma of Nursing for the duration of the bachelor/diploma

# Enrolled Nurse

	Weekly Rate	Hourly Rate	Penalty Rate*					Casual Rate 10%	
			10%	12.5%	20%	50%	75%		150%
<b>Enrolled Nurse without medication qualification</b>									
1 <sup>st</sup> year	1365.70	35.9395	3.5939	4.4924	7.1879	17.9697	26.9546	53.9092	39.5334
2 <sup>nd</sup> year	1395.70	36.7289	3.6729	4.5911	7.3458	18.3645	27.5467	55.0934	40.4018
3 <sup>rd</sup> year	1425.40	37.5105	3.7511	4.6888	7.5021	18.7553	28.1329	56.2658	41.2616
4 <sup>th</sup> year	1455.80	38.3105	3.8311	4.7888	7.6621	19.1553	28.7329	57.4658	42.1416
5 <sup>th</sup> year and thereafter	1486.60	39.1211	3.9121	4.8901	7.8242	19.5605	29.3408	58.6816	43.0332
Special Grade	1532.80	40.3368	4.0337	5.0421	8.0674	20.1684	30.2526	60.5053	44.3705
<b>Enrolled Nurse</b>									
1 <sup>st</sup> year	1395.70	36.7289	3.6729	4.5911	7.3458	18.3645	27.5467	55.0934	40.4018
2 <sup>nd</sup> year	1425.40	37.5105	3.7511	4.6888	7.5021	18.7553	28.1329	56.2658	41.2616
3 <sup>rd</sup> year	1455.80	38.3105	3.8311	4.7888	7.6621	19.1553	28.7329	57.4658	42.1416
4 <sup>th</sup> year	1486.60	39.1211	3.9121	4.8901	7.8242	19.5605	29.3408	58.6816	43.0332
5 <sup>th</sup> year and thereafter	1516.60	39.9105	3.9911	4.9888	7.9821	19.9553	29.9329	59.8658	43.9016
Special Grade	1563.00	41.1316	4.1132	5.1414	8.2263	20.5658	30.8487	61.6974	45.2447
<b>Mothercraft Nurse<sup>#</sup></b>									
9 <sup>th</sup> year	1812.50	47.6974	4.7697	5.9622	9.5395	23.8487	35.7730	71.5461	52.4671

# The mothercraft classification applies only to persons employed in this classification as at 31 December 1988. Persons employed after that date are classified as Enrolled Nurses. As at 30 June 2015, all existing Registered Mothercraft Nurses were classified as Registered Mothercraft Nurse 9<sup>th</sup> Year. \*Penalty rates are a mandated minimum rate of pay, paid to nurses and midwives who work outside normal hours (weekends, public holidays, overtime, late night or early shifts). See clause 15, Penalty Rates for Shift Work and Weekend Work, *Public Health System Nurses' and Midwives (State) Award 2025*

# Registered Nurse/Midwife

	Weekly Rate	Hourly Rate	Penalty Rate*					Casual Rate 10%	
			10%	12.5%	20%	50%	75%		150%
<b>Registered Nurse/Midwife</b>									
1 <sup>st</sup> year	1521.10	40.0289	4.0029	5.0036	8.0058	20.0145	30.0217	60.0434	44.0318
2 <sup>nd</sup> year	1603.60	42.2000	4.2200	5.2750	8.4400	21.1000	31.6500	63.3000	46.4200
3 <sup>rd</sup> year	1686.40	44.3789	4.4379	5.5474	8.8758	22.1895	33.2842	66.5684	48.8168
4 <sup>th</sup> year	1775.20	46.7158	4.6716	5.8395	9.3432	23.3579	35.0368	70.0737	51.3874
5 <sup>th</sup> year	1863.30	49.0342	4.9034	6.1293	9.8068	24.5171	36.7757	73.5513	53.9376
6 <sup>th</sup> year	1951.00	51.3421	5.1342	6.4178	10.2684	25.6711	38.5066	77.0132	56.4763
7 <sup>th</sup> year	2051.30	53.9816	5.3982	6.7477	10.7963	26.9908	40.4862	80.9724	59.3797
8 <sup>th</sup> year and thereafter	2135.50	56.1974	5.6197	7.0247	11.2395	28.0987	42.1480	84.2961	61.8171
<b>Registered Nurse – Pre Registration</b>									
1 <sup>st</sup> Year and Thereafter	1311.40	34.5105	3.4511	4.3138	6.9021	17.2553	25.8829	51.7658	37.9616

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# Clinical Consultants & Specialists

	<b>Weekly Rate</b>	<b>Hourly Rate</b>	<b>10%</b>	<b>12.5%</b>	<b>Penalty Rate*</b>			<b>150%</b>	<b>Casual Rate 10%</b>
					<b>20%</b>	<b>50%</b>	<b>75%</b>		
<b>Clinical Nurse/Midwife Specialist</b>									
Grade 1, Year 1 and thereafter	2222.30	58.4816	5.8482	7.3102	11.6963	29.2408	43.8612	87.7224	64.3297
Grade 2, Year 1	2387.30	62.8237	6.2824	7.8530	12.5647	31.4118	47.1178	94.2355	69.1061
Grade 2, Year 2 and thereafter	2465.80	64.8895	6.4889	8.1112	12.9779	32.4447	48.6671	97.3342	71.3784
<b>Clinical Nurse/Midwife Consultant</b>									
Appointed prior to 31/12/99	2733.00	71.9211	7.1921	8.9901	14.3842	35.9605	53.9408	107.8816	
Grade 1 – 1 <sup>st</sup> year >31.12.99	2671.50	70.3026	7.0303	8.7878	14.0605	35.1513	52.7270	105.4539	
Grade 1 – 2 <sup>nd</sup> year >31.12.99	2726.10	71.7395	7.1739	8.9674	14.3479	35.8697	53.8046	107.6092	
Grade 2 – 1 <sup>st</sup> year >31.12.99	2780.00	73.1579	7.3158	9.1447	14.6316	36.5789	54.8684	109.7368	
Grade 2 – 2 <sup>nd</sup> year >31.12.99	2835.50	74.6184	7.4618	9.3273	14.9237	37.3092	55.9638	111.9276	
Grade 3 – 1 <sup>st</sup> year >31.12.99	2944.30	77.4816	7.7482	9.6852	15.4963	38.7408	58.1112	116.2224	
Grade 3 – 2 <sup>nd</sup> year >31.12.99	2998.90	78.9184	7.8918	9.8648	15.7837	39.4592	59.1888	118.3776	
<b>Nurse/Midwife Practitioners</b>									
1 <sup>st</sup> year	2944.30	77.4816	7.7482	9.6852	15.4963	38.7408	58.1112	116.2224	
2 <sup>nd</sup> year	2998.90	78.9184	7.8918	9.8648	15.7837	39.4592	59.1888	118.3776	
3 <sup>rd</sup> year	3075.50	80.9342	8.0934	10.1168	16.1868	40.4671	60.7007	121.4013	
4 <sup>th</sup> year and thereafter	3152.50	82.9605	8.2961	10.3701	16.5921	41.4803	62.2204	124.4408	

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# Educator

	Weekly Rate	Hourly Rate	Penalty Rate*					
			10%	12.5%	20%	50%	75%	150%
<b>Clinical Nurse/Midwife Educator</b>								
Year 1	2312.30	60.8500	6.0850	7.6063	12.1700	30.4250	45.6375	91.2750
Year 2 and thereafter	2387.30	62.8237	6.2824	7.8530	12.5647	31.4118	47.1178	94.2355
<b>Nurse/Midwife Educator</b>								
Employees on N/ME 4 <sup>th</sup> year as at 1/7/08	2733.00	71.9211	7.1921	8.9901	14.3842	35.9605	53.9408	107.8816
Grade 1, Year 1	2597.40	68.3526	6.8353	8.5441	13.6705	34.1763	51.2645	102.5289
Grade 1, Year 2 and thereafter	2671.50	70.3026	7.0303	8.7878	14.0605	35.1513	52.7270	105.4539
Grade 2, Year 1	2780.00	73.1579	7.3158	9.1447	14.6316	36.5789	54.8684	109.7368
Grade 2, Year 2 and thereafter	2835.50	74.6184	7.4618	9.3273	14.9237	37.3092	55.9638	111.9276
Grade 3, Year 1	2944.30	77.4816	7.7482	9.6852	15.4963	38.7408	58.1112	116.2224
Grade 3, Year 2 and thereafter	2998.90	78.9184	7.8918	9.8648	15.7837	39.4592	59.1888	118.3776

\*Penalty rates are a mandated minimum rate of pay, paid to nurses and midwives who work outside normal hours (weekends, public holidays, overtime, late night or early shifts). See clause 15, Penalty Rates for Shift Work and Weekend Work, *Public Health System Nurses' and Midwives (State) Award 2025*

# Manager

	Weekly Rate	Hourly Rate	Penalty Rate*					
			10%	12.5%	20%	50%	75%	150%
<b>Nursing/Midwife Unit Manager</b>								
Level I	2679.30	70.5079	7.0508	8.8135	14.1016	35.2539	52.8809	105.7618
Level II	2806.20	73.8474	7.3847	9.2309	14.7695	36.9237	55.3855	110.7711
Level III	2881.70	75.8342	7.5834	9.4793	15.1668	37.9171	56.8757	113.7513
<b>Nurse/Midwifery Managers</b>								
Grade 1 – 1 <sup>st</sup> year	2671.50	70.3026	7.0303	8.7878	14.0605	35.1513	52.7270	105.4539
Grade 1 – 2 <sup>nd</sup> year & thereafter	2726.10	71.7395	7.1739	8.9674	14.3479	35.8697	53.8046	107.6092
Grade 2 – 1 <sup>st</sup> year	2780.00	73.1579	7.3158	9.1447	14.6316	36.5789	54.8684	109.7368
Grade 2 – 2 <sup>nd</sup> year & thereafter	2835.50	74.6184	7.4618	9.3273	14.9237	37.3092	55.9638	111.9276
Grade 3 – 1 <sup>st</sup> year	2944.30	77.4816	7.7482	9.6852	15.4963	38.7408	58.1112	116.2224
Grade 3 – 2 <sup>nd</sup> year & thereafter	2998.90	78.9184	7.8918	9.8648	15.7837	39.4592	59.1888	118.3776
Grade 4 – 1 <sup>st</sup> year	3107.80	81.7842	}					
Grade 4 – 2 <sup>nd</sup> year & thereafter	3162.40	83.2211	}					
Grade 5 – 1 <sup>st</sup> year	3270.60	86.0684	}					
Grade 5 – 2 <sup>nd</sup> year & thereafter	3326.10	87.5289	}					
Grade 6 – 1 <sup>st</sup> year	3435.10	90.3974	}					
Grade 6 – 2 <sup>nd</sup> year & thereafter	3490.10	91.8447	}					
Grade 7 – 1 <sup>st</sup> year	3707.10	97.5553	}					
Grade 7 – 2 <sup>nd</sup> year & thereafter	3762.30	99.0079	}					
Grade 8 – 1 <sup>st</sup> year	3980.60	104.7526	}					
Grade 8 – 2 <sup>nd</sup> year & thereafter	4034.80	106.1789	}					
Grade 9 – 1 <sup>st</sup> year	4252.70	111.9132	}					
Grade 9 – 2 <sup>nd</sup> year & thereafter	4307.60	113.3579	}					

Grade 4 Nurse Managers and above are not eligible for shift penalties (see clause 15 (vi) of the Award)

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# Allowances



## On Call Allowance

	Award Clause	Amount
On Call Allowance <sup>^</sup>	12 (ii)(a)	\$4.76 per hour
On Call Allowance minimum <sup>^</sup>	12 (ii)(a)	\$38.08
On Call Allowance on rostered day off <sup>^</sup>	12 (ii)(b)	\$9.49 per hour
On Call Allowance on rostered day off minimum <sup>^</sup>	12 (ii)(b)	\$75.92
On Call Allowance during meal break <sup>^</sup>	12 (ii)(c)	\$18.72 per break



## In Charge

	Award Clause	Amount
Registered Nurse in charge of hospital <sup>^</sup>	12 (i)(a)	\$43.49 per shift
Registered Nurse in charge of ward <sup>^</sup>	12 (v)	\$43.49 per shift
Registered Nurse in charge of ward and also in charge of hospital of less 100 beds <sup>^</sup>	12 (vi)	\$65.23 per shift
Registered Nurse in charge of hospital over 100 beds <sup>^</sup>	12 (ix)	\$83.38 per shift



## Radiographic Allowance

	Award Clause	Amount
Director of Nursing <sup>^</sup>	12 (iii)(a)	\$53.04 per week
Employee in absence of Director of Nursing <sup>^</sup>	12 (iii)(c)	\$10.62 per day
Maximum payment <sup>^</sup>	12 (iii)(c)	\$53.10 per week
Employee wearing lead apron <sup>^</sup>	12 (iv)	\$2.64 per hour

## Special Rates Tibooburra/ Ivanhoe Hospitals

	Award Clause	Amount
Registered Nurse*	17 (i)	\$42.41 per week
Enrolled Nurse/Assistant in Nursing*	17 (i)	\$18.48 per week



## Special Allowances

	Award Clause	Amount
Climatic Allowance*	14 (i)	\$4.81 per week
Isolation Allowance*	14 (ii)	\$9.44 per week

## Justice Health Service

	Award Clause	Amount
Justice Health Service Environment Allowance <sup>^</sup>	17 (iii)	\$3,814 per annum
Justice Health Service Productivity Allowance <sup>^</sup>	17 (iv)	\$94.03 per week

<sup>^</sup>salary-related

\*not salary-related

# Allowances



## Uniform and Laundry Allowance

	Award Clause	Amount
Uniform*	23 (iii)(a)	\$9.53 per week
Shoes*	23 (iii)(a)	\$2.95 per week
Uniform (including shoes allowance)*	23 (iii)(a)	\$12.48 per week
Cardigan or Jacket*	23 (iii)(a)	\$2.87 per week
Laundry*	23 (iv)	\$7.95 per week



## Continuing Education Allowances<sup>^#</sup>

	Award Clause	Amount
Hospital Post Registration Certificate	13 (ii)	\$50.60 per week
Post Graduate Certificate	13 (iii)	\$50.60 per week
Post Graduate Diploma or Degree	13 (iv) & (x)	\$76.10 per week
Masters Degree or Doctorate	13 (v) & (x)	\$91.40 per week
Enrolled Nurse Certificate 4	13 (vii)	\$37.20 per week
Enrolled Nurse Adv. Diploma of Nursing	13 (viii)	\$46.70 per week



## Miscellaneous

	Award Clause	Amount
Enrolled Nurse employed in the CSSD of a hospital and in possession of a Sterilising Technology Certificate issued by the Sterilising Research and Advisory Council of Aust. <sup>^</sup>	12 (viii)	\$21.00 per week
Industry Allowance, Flight Nurses, Ambulance Service <sup>^</sup>	17 (v)	\$21.05 per week
Excess Fares*	20 (iv)(b)	\$6.66 per day



## Accommodation and Board Deductions

	Award Clause	Amount
Separate bedroom <sup>^</sup>	38 (iii)(a)	\$91.06 per week
Self contained flat <sup>^</sup>	38 (iii)(b)	\$110.96 per week
Deduction for meals (full board) <sup>^</sup>	38 (iv)	\$196.55 per week
Breakfast <sup>^</sup>	38 (v)(b)	\$6.64 per meal
Other Meals <sup>^</sup>	38 (v)(b)	\$12.10 per meal



## Crib Away Allowance<sup>+</sup>

	Award Clause	Amount
Single Crib – each crib	4(x)(d) iv. A	\$27.14 each
Two Cribs – each crib	4(x)(d) iv. B	\$13.58 each



## Have you been underpaid?

One of the key issues that can affect nurses and midwives is being underpaid at work.

Remember always check your Ehealth Roster and speak to your manager if it does not reflect what you have worked.

If this is unsuccessful or you disagree with a decision about an underpayment, you can contact the NSWNMA on 8595 1234 (metro) or 1300 367 962 (non-metro).

The NSWNMA can assist you by contacting your employer and help you get what you are entitled to.

## *Tips* TO AVOID BEING UNDERPAID



Always check your **payslip**



Make sure you are aware of all your **overtime, allowances** and **penalty rates**



Keep record of all **overtime** – start and finishing time



Remember you have **6 years to make a claim** (from the date of the underpayment)



# Pay Calculator

**PUBLIC HEALTH SYSTEM NURSES'  
& MIDWIVES' (STATE) AWARD 2025**

## **NSW NURSES AND MIDWIVES' ASSOCIATION**

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