



Pay Calculator



NSW
NURSES &
MIDWIVES'
ASSOCIATION



AUSTRALIAN
NURSING &
MIDWIFERY
FEDERATION
NSW BRANCH

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

3% pay increase effective first full pay period on or after 1 July 2026

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 st year	1248.60	32.8579	3.2858	4.1072	6.5716	16.4289	24.6434	49.2868	36.1437
2 nd year	1288.40	33.9053	3.3905	4.2382	6.7811	16.9526	25.4289	50.8579	37.2958
3 rd year	1328.90	34.9711	3.4971	4.3714	6.9942	17.4855	26.2283	52.4566	38.4682
4 th year and thereafter	1369.90	36.0500	3.6050	4.5063	7.2100	18.0250	27.0375	54.0750	39.6550



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

A special membership rate[#] 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.

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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 9th Year.

Enrolled Nurse

	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*				Casual Rate 10%
Enrolled Nurse without medication qualification									
1 st year	1406.70	37.0184	3.7018	4.6273	7.4037	18.5092	27.7638	55.5276	40.7203
2 nd year	1437.60	37.8316	3.7832	4.7289	7.5663	18.9158	28.3737	56.7474	41.6147
3 rd year	1468.20	38.6368	3.8637	4.8296	7.7274	19.3184	28.9776	57.9553	42.5005
4 th year	1499.50	39.4605	3.9461	4.9326	7.8921	19.7303	29.5954	59.1908	43.4066
5 th year and thereafter	1531.20	40.2947	4.0295	5.0368	8.0589	20.1474	30.2211	60.4421	44.3242
Special Grade	1578.80	41.5474	4.1547	5.1934	8.3095	20.7737	31.1605	62.3211	45.7021
Enrolled Nurse									
1 st year	1437.60	37.8316	3.7832	4.7289	7.5663	18.9158	28.3737	56.7474	41.6147
2 nd year	1468.20	38.6368	3.8637	4.8296	7.7274	19.3184	28.9776	57.9553	42.5005
3 rd year	1499.50	39.4605	3.9461	4.9326	7.8921	19.7303	29.5954	59.1908	43.4066
4 th year	1531.20	40.2947	4.0295	5.0368	8.0589	20.1474	30.2211	60.4421	44.3242
5 th year and thereafter	1562.10	41.1079	4.1108	5.1385	8.2216	20.5539	30.8309	61.6618	45.2187
Special Grade	1609.90	42.3658	4.2366	5.2957	8.4732	21.1829	31.7743	63.5487	46.6024
Mothercraft Nurse [#]									
9 th year	1866.90	49.1289	4.9129	6.1411	9.8258	24.5645	36.8467	73.6934	54.0418

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Registered Nurse/Midwife

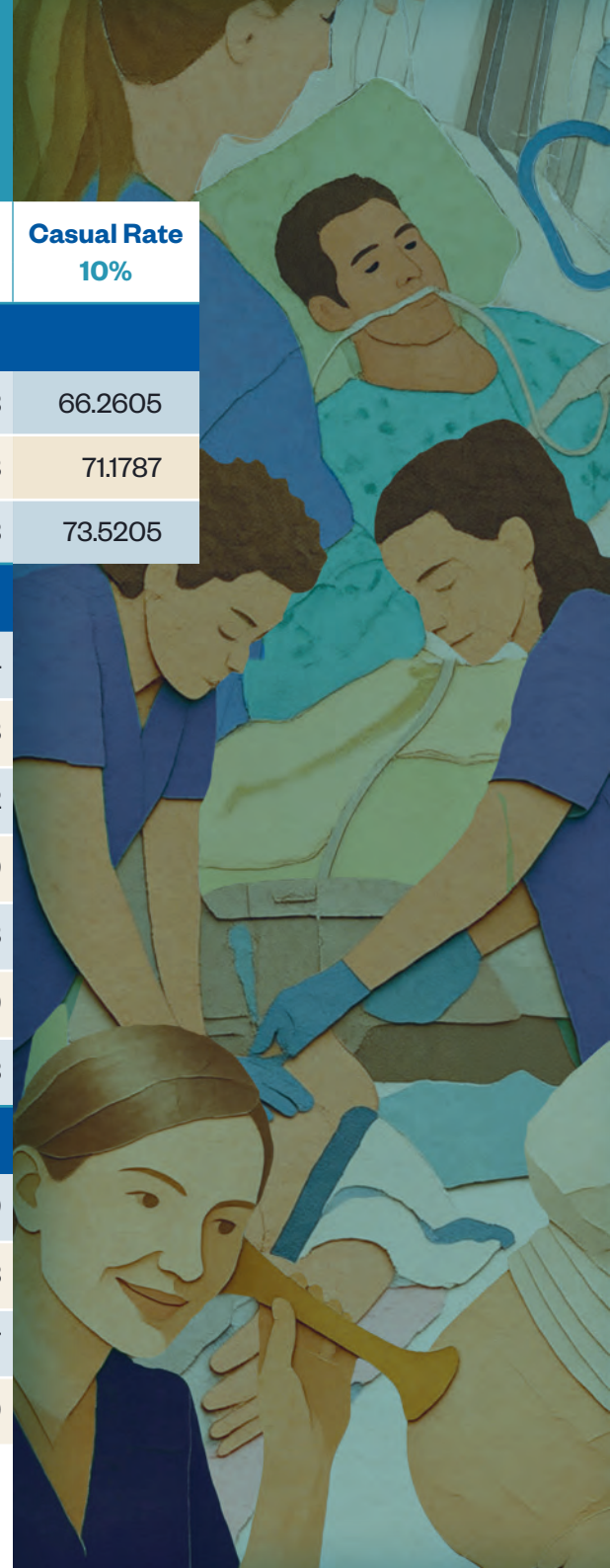
	Weekly Rate	Hourly Rate	Penalty Rate*						Casual Rate 10%
			10%	12.5%	20%	50%	75%	150%	
Registered Nurse/Midwife									
1 st year	1566.70	41.2289	4.1229	5.1536	8.2458	20.6145	30.9217	61.8434	45.3518
2 nd year	1651.70	43.4658	4.3466	5.4332	8.6932	21.7329	32.5993	65.1987	47.8124
3 rd year	1737.00	45.7105	4.5711	5.7138	9.1421	22.8553	34.2829	68.5658	50.2816
4 th year	1828.50	48.1184	4.8118	6.0148	9.6237	24.0592	36.0888	72.1776	52.9303
5 th year	1919.20	50.5053	5.0505	6.3132	10.1011	25.2526	37.8789	75.7579	55.5558
6 th year	2009.50	52.8816	5.2882	6.6102	10.5763	26.4408	39.6612	79.3224	58.1697
7 th year	2112.80	55.6000	5.5600	6.9500	11.1200	27.8000	41.7000	83.4000	61.1600
8 th year and thereafter	2199.60	57.8842	5.7884	7.2355	11.5768	28.9421	43.4132	86.8263	63.6726
Registered Nurse – Pre Registration									
1 st Year and Thereafter	1350.70	35.5447	3.5545	4.4431	7.1089	17.7724	26.6586	53.3171	39.0992

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Clinical Consultants & Specialists

	Weekly Rate	Hourly Rate	10%	12.5%	Penalty Rate*			75%	150%	Casual Rate 10%
Clinical Nurse/Midwife Specialist										
Grade 1, Year 1 and thereafter	2289.00	60.2368	6.0237	7.5296	12.0474	30.1184	45.1776	90.3553	66.2605	
Grade 2, Year 1	2458.90	64.7079	6.4708	8.0885	12.9416	32.3539	48.5309	97.0618	71.1787	
Grade 2, Year 2 and thereafter	2539.80	66.8368	6.6837	8.3546	13.3674	33.4184	50.1276	100.2553	73.5205	
Clinical Nurse/Midwife Consultant										
Appointed prior to 31/12/99	2815.00	74.0789	7.4079	9.2599	14.8158	37.0395	55.5592	111.1184		
Grade 1 – 1 st year >31.12.99	2751.60	72.4105	7.2411	9.0513	14.4821	36.2053	54.3079	108.6158		
Grade 1 – 2 nd year >31.12.99	2807.90	73.8921	7.3892	9.2365	14.7784	36.9461	55.4191	110.8382		
Grade 2 – 1 st year >31.12.99	2863.40	75.3526	7.5353	9.4191	15.0705	37.6763	56.5145	113.0289		
Grade 2 – 2 nd year >31.12.99	2920.60	76.8579	7.6858	9.6072	15.3716	38.4289	57.6434	115.2868		
Grade 3 – 1 st year >31.12.99	3032.60	79.8053	7.9805	9.9757	15.9611	39.9026	59.8539	119.7079		
Grade 3 – 2 nd year >31.12.99	3088.90	81.2868	8.1287	10.1609	16.2574	40.6434	60.9651	121.9303		
Nurse/Midwife Practitioners										
1 st year	3032.60	79.8053	7.9805	9.9757	15.9611	39.9026	59.8539	119.7079		
2 nd year	3088.90	81.2868	8.1287	10.1609	16.2574	40.6434	60.9651	121.9303		
3 rd year	3167.80	83.3632	8.3363	10.4204	16.6726	41.6816	62.5224	125.0447		
4 th year and thereafter	3247.10	85.4500	8.5450	10.6813	17.0900	42.7250	64.0875	128.1750		

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Educator

	Weekly Rate	Hourly Rate	Penalty Rate*					
			10%	12.5%	20%	50%	75%	150%
Clinical Nurse/Midwife Educator								
Year 1	2381.70	62.6763	6.2676	7.8345	12.5353	31.3382	47.0072	94.0145
Year 2 and thereafter	2458.90	64.7079	6.4708	8.0885	12.9416	32.3539	48.5309	97.0618
Nurse/Midwife Educator								
Employees on N/ME 4 th year as at 1/7/08	2815.00	74.0789	7.4079	9.2599	14.8158	37.0395	55.5592	111.1184
Grade 1, Year 1	2675.30	70.4026	7.0403	8.8003	14.0805	35.2013	52.8020	105.6039
Grade 1, Year 2 and thereafter	2751.60	72.4105	7.2411	9.0513	14.4821	36.2053	54.3079	108.6158
Grade 2, Year 1	2863.40	75.3526	7.5353	9.4191	15.0705	37.6763	56.5145	113.0289
Grade 2, Year 2 and thereafter	2920.60	76.8579	7.6858	9.6072	15.3716	38.4289	57.6434	115.2868
Grade 3, Year 1	3032.60	79.8053	7.9805	9.9757	15.9611	39.9026	59.8539	119.7079
Grade 3, Year 2 and thereafter	3088.90	81.2868	8.1287	10.1609	16.2574	40.6434	60.9651	121.9303

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Manager



	Weekly Rate	Hourly Rate	Penalty Rate*					
			10%	12.5%	20%	50%	75%	150%
Nursing/Midwife Unit Manager								
Level I	2759.70	72.6237	7.2624	9.0780	14.5247	36.3118	54.4678	108.9355
Level II	2890.40	76.0632	7.6063	9.5079	15.2126	38.0316	57.0474	114.0947
Level III	2968.20	78.1105	7.8111	9.7638	15.6221	39.0553	58.5829	117.1658
Nurse/Midwifery Managers								
Grade 1 – 1 st year	2751.60	72.4105	7.2411	9.0513	14.4821	36.2053	54.3079	108.6158
Grade 1 – 2 nd year & thereafter	2807.90	73.8921	7.3892	9.2365	14.7784	36.9461	55.4191	110.8382
Grade 2 – 1 st year	2863.40	75.3526	7.5353	9.4191	15.0705	37.6763	56.5145	113.0289
Grade 2 – 2 nd year & thereafter	2920.60	76.8579	7.6858	9.6072	15.3716	38.4289	57.6434	115.2868
Grade 3 – 1 st year	3032.60	79.8053	7.9805	9.9757	15.9611	39.9026	59.8539	119.7079
Grade 3 – 2 nd year & thereafter	3088.90	81.2868	8.1287	10.1609	16.2574	40.6434	60.9651	121.9303
Grade 4 – 1 st year	3201.00	84.2368	}	Grade 4 Nurse Managers and above are not eligible for shift penalties (see clause 15 (vi) of the Award)				
Grade 4 – 2 nd year & thereafter	3257.30	85.7184	}					
Grade 5 – 1 st year	3368.70	88.6500	}					
Grade 5 – 2nd year & thereafter	3425.90	90.1553	}					
Grade 6 – 1 st year	3538.20	93.1105	}					
Grade 6 – 2 nd year & thereafter	3594.80	94.6000	}					
Grade 7 – 1 st year	3818.30	100.4816	}					
Grade 7 – 2 nd year & thereafter	3875.20	101.9789	}					
Grade 8 – 1 st year	4100.00	107.8947	}					
Grade 8 – 2 nd year & thereafter	4155.80	109.3632	}					
Grade 9 – 1 st year	4380.30	115.2711	}					
Grade 9 – 2 nd year & thereafter	4436.80	116.7579	}					

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Allowances



On Call Allowance

	Award Clause	Amount
On Call Allowance^	12 (ii)(a)	\$4.90 per hour
On Call Allowance minimum^	12 (ii)(a)	\$39.20
On Call Allowance on rostered day off^	12 (ii)(b)	\$9.77 per hour
On Call Allowance on rostered day off minimum^	12 (ii)(b)	\$78.16
On Call Allowance during meal break^	12 (ii)(c)	\$19.28 per break



In Charge

	Award Clause	Amount
Registered Nurse in charge of hospital^	12 (i)(a)	\$44.79 per shift
Registered Nurse in charge of ward^	12 (v)	\$44.79 per shift
Registered Nurse in charge of ward and also in charge of hospital of less 100 beds^	12 (vi)	\$67.19 per shift
Registered Nurse in charge of hospital over 100 beds^	12 (ix)	\$85.88 per shift



Radiographic Allowance

	Award Clause	Amount
Director of Nursing^	12 (iii)(a)	\$54.63 per week
Employee in absence of Director of Nursing^	12 (iii)(c)	\$10.94 per day
Maximum payment^	12 (iii)(c)	\$54.69 per week
Employee wearing lead apron^	12 (iv)	\$2.72 per hour



Special Allowances

	Award Clause	Amount
Climatic Allowance*	14 (i)	\$5.03 per week
Isolation Allowance*	14 (ii)	\$9.87 per week

Special Rates Tibooburra/ Ivanhoe Hospitals

	Award Clause	Amount
Registered Nurse*	17 (i)	\$44.36 per week
Enrolled Nurse/Assistant in Nursing*	17 (i)	\$19.33 per week

Justice Health Service

	Award Clause	Amount
Justice Health Service Environment Allowance^	17 (iii)	\$3,928 per annum
Justice Health Service Productivity Allowance^	17 (iv)	\$96.85 per week

^salary-related

*not salary-related

Allowances



Uniform and Laundry Allowance

	Award Clause	Amount
Uniform*	23 (iii)(a)	\$9.97 per week
Shoes*	23 (iii)(a)	\$3.09 per week
Uniform (including shoes allowance)*	23 (iii)(a)	\$13.06 per week
Cardigan or Jacket*	23 (iii)(a)	\$3.00 per week
Laundry*	23 (iv)	\$8.32 per week



Continuing Education Allowances^{^#}

	Award Clause	Amount
Hospital Post Registration Certificate	13 (ii)	\$52.10 per week
Post Graduate Certificate	13 (iii)	\$52.10 per week
Post Graduate Diploma or Degree	13 (iv) & (x)	\$78.40 per week
Masters Degree or Doctorate	13 (v) & (x)	\$94.10 per week
Enrolled Nurse Certificate 4	13 (vii)	\$38.30 per week
Enrolled Nurse Adv. Diploma of Nursing	13 (viii)	\$48.10 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.^	12 (viii)	\$21.63 per week
Industry Allowance, Flight Nurses, Ambulance Service^	17 (v)	\$21.68 per week
Excess Fares*	20 (iv)(b)	\$6.97 per day



Accommodation and Board Deductions

	Award Clause	Amount
Separate bedroom^	38 (iii)(a)	\$93.79 per week
Self contained flat^	38 (iii)(b)	\$114.29 per week
Deduction for meals (full board)^	38 (iv)	\$202.45 per week
Breakfast^	38 (v)(b)	\$6.84 per meal
Other Meals^	38 (v)(b)	\$12.46 per meal



Crib Away Allowance⁺

	Award Clause	Amount
Single Crib – each crib	4(x)(d) iv. A	\$28.23 each
Two Cribs – each crib	4(x)(d) iv. B	\$14.12 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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PRIVACY STATEMENT: The New South Wales Nurses and Midwives' Association operates in accordance with the *Privacy Act 1988* and the Australian Privacy Principles. For further details please go to www.nswnma.asn.au/privacy or contact the Association. Members have the right to request access to/correct any personal information concerning you held by the Association.

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