

Interim Increase to Rates of Pay and Allowances for Nursing and Midwifery Staff

Summary This Information Bulletin advises of an interim increase to rates of pay and allowances, effective from the first full pay period to commence on or after ('ffppcooa') 1 July 2025, for staff covered by the Public Health System Nurses' and Midwives' (State) Award 2023 and the Crown Employees Nurses' (State) Award 2023.

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Audience Administration; Directors of Nursing and Midwifery; Payroll; Recruitment and Human Resources; Industrial Relations

Interim Increase to Rates of Pay and Allowances for Nursing and Midwifery Staff

Purpose

This Information Bulletin advises of an interim increase to rates of pay and allowances, effective from the first full pay period to commence on or after ('ffppcooa') 1 July 2025, for staff covered by the *Public Health System Nurses' and Midwives' (State) Award 2023* and the *Crown Employees Nurses' (State) Award 2023*.

Key Information

On 15 October 2025, the Industrial Relations Commission of NSW varied *the Public Health System Nurses' and Midwives' (State) Award 2023* and *Crown Employees Nurses' (State) Award 2023* ('the Awards') to give effect to an interim increase of 3 per cent.

The interim increase will be applied to salaries and salary-related allowances provided under the Awards from the ffppcooa 1 July 2025.

The new Awards will be available on the NSW Health website [Remuneration and conditions](#).

Enquiries

Any enquiries concerning this Information Bulletin should be directed to the Human Resources personnel in the relevant NSW Health organisation. Only Human Resources personnel from NSW Health organisations are to contact the NSW Ministry of Health directly.

Attachments

1. [Public Health System Nurses' and Midwives' \(State\) Award 2023 Rates of Pay](#)
2. [Public Health System Nurses' and Midwives' \(State\) Award 2023 Allowances](#)
3. [Crown Employees Nurses' \(State\) Award 2023 Rates of Pay](#)

Attachment 1 – Public Health System Nurses’ and Midwives’ (State) Award 2023 Rates of Pay

Description	Frequency	Rate from ffppcooa 1 July 2024 \$	Rate from ffppcooa 1 July 2025 \$
Assistants in Nursing / Midwifery			
1st Year	Weekly	993.60	1,023.40
2nd Year	Weekly	1,025.30	1,056.10
3rd Year	Weekly	1,057.50	1,089.20
4th Year and Thereafter	Weekly	1,090.20	1,122.90
Assistants in Nursing (Student Nurse)			
1st Year	Weekly	993.60	1,023.40
2nd Year	Weekly	1,025.30	1,056.10
3rd Year	Weekly	1,057.50	1,089.20
4th Year and Thereafter	Weekly	1,090.20	1,122.90
Enrolled Nurse Without Medication Qualification			
1st Year	Weekly	1,219.40	1,256.00
2nd Year	Weekly	1,246.20	1,283.60
3rd Year	Weekly	1,272.70	1,310.90
4th Year	Weekly	1,299.80	1,338.80
5th Year and Thereafter	Weekly	1,327.30	1,367.10
Special Grade >08.12.1999	Weekly	1,368.60	1,409.70
Enrolled Nurse			
1st Year	Weekly	1,246.20	1,283.60
2nd Year	Weekly	1,272.70	1,310.90
3rd Year	Weekly	1,299.80	1,338.80
4th Year	Weekly	1,327.30	1,367.10
5th Year and Thereafter	Weekly	1,354.10	1,394.70
Special Grade	Weekly	1,395.50	1,437.40
Residential Care Nurses			
1st Year	Weekly	1,219.40	1,256.00
2nd Year	Weekly	1,246.20	1,283.60

3rd Year	Weekly	1,272.70	1,310.90
4th Year	Weekly	1,299.80	1,338.80
5th Year and Thereafter	Weekly	1,327.30	1,367.10

Registered Nurse / Midwife

Registered Nurse

1st Year	Weekly	1,382.80	1,424.30
2nd Year	Weekly	1,457.80	1,501.50
3rd Year	Weekly	1,533.10	1,579.10
4th Year	Weekly	1,613.80	1,662.20
5th Year	Weekly	1,693.90	1,744.70
6th Year	Weekly	1,773.60	1,826.80
7th Year	Weekly	1,864.80	1,920.70
8th Year and Thereafter	Weekly	1,941.40	1,999.60

Registered Midwife

1st Year	Weekly	1,382.80	1,424.30
2nd Year	Weekly	1,457.80	1,501.50
3rd Year	Weekly	1,533.10	1,579.10
4th Year	Weekly	1,613.80	1,662.20
5th Year	Weekly	1,693.90	1,744.70
6th Year	Weekly	1,773.60	1,826.80
7th Year	Weekly	1,864.80	1,920.70
8th Year and Thereafter	Weekly	1,941.40	1,999.60

Clinical Nurse / Midwife Specialist

Clinical Nurse Specialist

Grade 1 - 1st Year and Thereafter	Weekly	2,020.30	2,080.90
Grade 2 - 1st Year	Weekly	2,170.30	2,235.40
Grade 2 - 2nd Year and Thereafter	Weekly	2,241.60	2,308.80

Clinical Midwife Specialist

Grade 1 - 1st Year and Thereafter	Weekly	2,020.30	2,080.90
Grade 2 - 1st Year	Weekly	2,170.30	2,235.40
Grade 2 - 2nd Year and Thereafter	Weekly	2,241.60	2,308.80

Clinical Nurse / Midwife Consultant

Clinical Nurse Consultant			
Appointed prior to 31.12.99	Weekly	2,484.50	2,559.00
Grade 1 - 1st Year >31.12.99	Weekly	2,428.60	2,501.50
Grade 1 - 2nd Year >31.12.99	Weekly	2,478.30	2,552.60
Grade 2 - 1st Year >31.12.99	Weekly	2,527.30	2,603.10
Grade 2 - 2nd Year >31.12.99	Weekly	2,577.70	2,655.00
Grade 3 - 1st Year >31.12.99	Weekly	2,676.60	2,756.90
Grade 3 - 2nd Year >31.12.99	Weekly	2,726.30	2,808.10
Clinical Midwife Consultant			
Appointed prior to 31.12.99	Weekly	2,484.50	2,559.00
Grade 1 - 1st Year >31.12.99	Weekly	2,428.60	2,501.50
Grade 1 - 2nd Year >31.12.99	Weekly	2,478.30	2,552.60
Grade 2 - 1st Year >31.12.99	Weekly	2,527.30	2,603.10
Grade 2 - 2nd Year >31.12.99	Weekly	2,577.70	2,655.00
Grade 3 - 1st Year >31.12.99	Weekly	2,676.60	2,756.90
Grade 3 - 2nd Year >31.12.99	Weekly	2,726.30	2,808.10
Nursing / Midwifery Unit Manager			
Nursing Unit Manager			
Level 1	Weekly	2,435.70	2,508.80
Level 2	Weekly	2,551.10	2,627.60
Level 3	Weekly	2,619.70	2,698.30
Midwifery Unit Manager			
Level 1	Weekly	2,435.70	2,508.80
Level 2	Weekly	2,551.10	2,627.60
Level 3	Weekly	2,619.70	2,698.30
Clinical Nurse / Midwife Educator			
Clinical Nurse Educator			
Year 1	Weekly	2,102.10	2,165.20
Year 2 and Thereafter	Weekly	2,170.30	2,235.40
Clinical Midwife Educator			
Year 1	Weekly	2,102.10	2,165.20
Year 2 and Thereafter	Weekly	2,170.30	2,235.40

Nurse / Midwife Educator			
Nurse Educator			
4th Year as at 1/7/08	Weekly	2,484.50	2,559.00
Grade 1 - 1st Year	Weekly	2,361.30	2,432.10
Grade 1 - 2nd Year and Thereafter	Weekly	2,428.60	2,501.50
Grade 2 - 1st Year	Weekly	2,527.30	2,603.10
Grade 2 - 2nd Year and Thereafter	Weekly	2,577.70	2,655.00
Grade 3 - 1st Year	Weekly	2,676.60	2,756.90
Grade 3 - 2nd Year and Thereafter	Weekly	2,726.30	2,808.10
Midwife Educator			
4th Year as at 1/7/08	Weekly	2,484.50	2,559.00
Grade 1 - 1st Year	Weekly	2,361.30	2,432.10
Grade 1 - 2nd Year and Thereafter	Weekly	2,428.60	2,501.50
Grade 2 - 1st Year	Weekly	2,527.30	2,603.10
Grade 2 - 2nd Year and Thereafter	Weekly	2,577.70	2,655.00
Grade 3 - 1st Year	Weekly	2,676.60	2,756.90
Grade 3 - 2nd Year and Thereafter	Weekly	2,726.30	2,808.10
Nurse / Midwife Practitioner			
Nurse Practitioner			
1st Year	Weekly	2,676.60	2,756.90
2nd Year	Weekly	2,726.30	2,808.10
3rd Year	Weekly	2,795.90	2,879.80
4th Year	Weekly	2,865.90	2,951.90
Midwife Practitioner			
1st Year	Weekly	2,676.60	2,756.90
2nd Year	Weekly	2,726.30	2,808.10
3rd Year	Weekly	2,795.90	2,879.80
4th Year	Weekly	2,865.90	2,951.90
Nurse / Midwife Manager			
Nurse Manager			
Grade 1 - 1st Year	Weekly	2,428.60	2,501.50
Grade 1 - 2nd Year and Thereafter	Weekly	2,478.30	2,552.60

Grade 2 - 1st Year	Weekly	2,527.30	2,603.10
Grade 2 - 2nd Year and Thereafter	Weekly	2,577.70	2,655.00
Grade 3 - 1st Year	Weekly	2,676.60	2,756.90
Grade 3 - 2nd Year and Thereafter	Weekly	2,726.30	2,808.10
Grade 4 - 1st Year	Weekly	2,825.30	2,910.10
Grade 4 - 2nd Year and Thereafter	Weekly	2,874.90	2,961.10
Grade 5 - 1st Year	Weekly	2,973.30	3,062.50
Grade 5 - 2nd Year and Thereafter	Weekly	3,023.70	3,114.40
Grade 6 - 1st Year	Weekly	3,122.80	3,216.50
Grade 6 - 2nd Year and Thereafter	Weekly	3,172.80	3,268.00
Grade 7 - 1st Year	Weekly	3,370.10	3,471.20
Grade 7 - 2nd Year and Thereafter	Weekly	3,420.30	3,522.90
Grade 8 - 1st Year	Weekly	3,618.70	3,727.30
Grade 8 - 2nd Year and Thereafter	Weekly	3,668.00	3,778.00
Grade 9 - 1st Year	Weekly	3,866.10	3,982.10
Grade 9 - 2nd Year and Thereafter	Weekly	3,916.00	4,033.50
Midwife Manager			
Grade 1 - 1st Year	Weekly	2,428.60	2,501.50
Grade 1 - 2nd Year and Thereafter	Weekly	2,478.30	2,552.60
Grade 2 - 1st Year	Weekly	2,527.30	2,603.10
Grade 2 - 2nd Year and Thereafter	Weekly	2,577.70	2,655.00
Grade 3 - 1st Year	Weekly	2,676.60	2,756.90
Grade 3 - 2nd Year and Thereafter	Weekly	2,726.30	2,808.10
Grade 4 - 1st Year	Weekly	2,825.30	2,910.10
Grade 4 - 2nd Year and Thereafter	Weekly	2,874.90	2,961.10
Grade 5 - 1st Year	Weekly	2,973.30	3,062.50
Grade 5 - 2nd Year and Thereafter	Weekly	3,023.70	3,114.40
Grade 6 - 1st Year	Weekly	3,122.80	3,216.50
Grade 6 - 2nd Year and Thereafter	Weekly	3,172.80	3,268.00
Grade 7 - 1st Year	Weekly	3,370.10	3,471.20
Grade 7 - 2nd Year and Thereafter	Weekly	3,420.30	3,522.90
Grade 8 - 1st Year	Weekly	3,618.70	3,727.30

Grade 8 - 2nd Year and Thereafter	Weekly	3,668.00	3,778.00
Grade 9 - 1st Year	Weekly	3,866.10	3,982.10
Grade 9 - 2nd Year and Thereafter	Weekly	3,916.00	4,033.50
Student Midwife			
1st Year	Weekly	1,382.80	1,424.30
2nd Year	Weekly	1,457.80	1,501.50
3rd Year	Weekly	1,533.10	1,579.10
4th Year	Weekly	1,613.80	1,662.20
5th Year	Weekly	1,693.90	1,744.70
6th Year	Weekly	1,773.60	1,826.80
7th Year	Weekly	1,864.80	1,920.70
8th Year and Thereafter	Weekly	1,941.40	1,999.60
Registered Mothercraft Nurse			
9th Year	Weekly	1,647.70	1,697.10

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.

Former Student Nurse Mental Health			
5th Year and Thereafter	Weekly	1,245.00	1,282.35
Registered Nurse - Pre Registration			
1st Year and Thereafter	Weekly	1,192.20	1,228.00

Note:

- 'Student Midwives' classification was introduced as a payroll code for HIE purposes in 2014.
- The 2011 Award changed Enrolled Nurse with medication endorsement to Enrolled Nurse and Enrolled Nurse to Enrolled Nurse without medication endorsement.

Attachment 2 – Public Health System Nurses and Midwives’ (State) Award 2023 Allowances

Clause	Allowance Description	Frequency	Rate from ffppcooa 1 July 2024 \$	Rate from ffppcooa 1 July 2025 \$
In Charge of Hospital				
12(i)(a)	RN in charge of Hospital	Per Shift	39.54	40.73
On Call				
12(ii)(a)	On Call Allowance (Per Hour)	Per Hour	4.33	4.46
12(ii)(a)	On Call Allowance minimum payment		34.64	35.68
12(ii)(b)	On Call Allowance on RDO	Per Hour	8.63	8.89
12(ii)(b)	On Call Allowance on RDO minimum payment		69.04	71.12
12(ii)(c)	On call during meal break	Per Break	17.02	17.53
Radiographic				
12(iii)(a)	Director of Nursing performing radiographic duties	Per Week	48.22	49.67
12(iii)(c)	Employee in absence of DON	Per Day	9.65	9.94
12(iii)(c)	Where DON is absent Maximum Amount	Per Week	48.27	49.72
12(iv)	Employee wearing lead apron	Per Hour	2.40	2.47
In Charge of Ward / Hospital				
12(v)(a) & (b)	RN in charge of ward	Per Shift	39.54	40.73
12(vi)	RN in charge of ward also in charge of hospital <100 beds	Per Shift	59.30	61.08
12(ix)	RN in charge of ward also in charge of hospital >100 beds	Per Shift	75.80	78.07
Climatic / Isolation				
14(i)	Climatic and Isolation Allowance - Time and Half Zone	Per Week	4.70	4.81
14(ii)	Climatic and Isolation Allowance - Double Zone	Per Week	9.22	9.44

17(i)	Special rate for RN - Tibooburra and Ivanhoe Hospitals	Per Week	41.42	42.41
17(i)	Special rate for EN, Trainee EN, AIN - Tibooburra and Ivanhoe Hospitals	Per Week	18.05	18.48
Justice Health				
17(iii)	Justice Health Service Environmental Allowance	Per Annum	3,467	3,571
17(iv)	Justice Health Service Productivity Allowance	Per Week	85.48	88.04
Excess Fares				
20(iv)(b)	Excess Fares	Per Day	6.50	6.66
Uniform and Laundry Allowance				
23(iii)(a)	Uniform Allowance	Per Week	9.31	9.53
23(iii)(a)	Shoes Allowance	Per Week	2.88	2.95
23(iii)(a)	Uniform (including shoes allowance)	Per Week	12.19	12.48
23(iii)(a)	Cardigan or Jacket Allowance	Per Week	2.80	2.87
23(iv)	Laundry Allowance	Per Week	7.76	7.95
Accommodation and Board Deductions				
38(iii)(a)	Separate bedroom	Per Week	82.78	85.26
38(iii)(b)	Self-contained flat	Per Week	100.87	103.90
38(iv)	Deduction for meals	Per Week	178.68	184.04
38(v)(b)	Breakfast	Per Meal	6.04	6.22
38(v)(b)	Other meals	Per Meal	11.00	11.33
CSSD				
12(viii)	EN employed in CSSD unit with CSSD Cert	Per Week	18.75	19.31
Flight Nurses				
17(v)	Industry Allowance, Flight Nurses, Ambulance Service	Per Week	19.14	19.71
Continuing Education Allowance (CEA)				
13(ii)	CEA - Post Registration Hospital Certificate	Per Week	46.00	47.40

13(iii)	CEA - Post Graduate Certificate	Per Week	46.00	47.40
13(iv) & (x)	CEA - Post Graduate Diploma or Degree	Per Week	69.20	71.30
13(v) & (x)	CEA - Masters Degree or Doctorate	Per Week	83.10	85.60
13(vii)	CEA - Enrolled Nurse Certificate 4	Per Week	33.20	34.20
13(viii)	CEA - Enrolled Nurse Advanced Diploma of Nursing (Enrolled/Division 2 Nursing)	Per Week	41.70	43.00

Attachment 3 – Crown Employees Nurses' (State) Award 2023 Rates of Pay

Description	Frequency	Rate from ffppcooa 1 July 2024 \$	Rate from ffppcooa 1 July 2025 \$
Registered Nurse/Midwife			
1st Year	Weekly	1,382.80	1,424.30
2nd Year	Weekly	1,457.80	1,501.50
3rd Year	Weekly	1,533.10	1,579.10
4th Year	Weekly	1,613.80	1,662.20
5th Year	Weekly	1,693.90	1,744.70
6th Year	Weekly	1,773.70	1,826.90
7th Year	Weekly	1,864.80	1,920.70
8th Year and Thereafter	Weekly	1,941.40	1,999.60
Clinical Nurse/Midwife Specialist			
Grade 1 - 1st Year and Thereafter	Weekly	2,020.30	2,080.90
Grade 2 - 1st Year	Weekly	2,170.30	2,235.40
Grade 2 - 2nd Year and Thereafter	Weekly	2,241.60	2,308.80
Clinical Nurse/Midwife Consultant			
Grade 1 - 1st Year	Weekly	2,428.60	2,501.50
Grade 1 - 2nd Year and Thereafter	Weekly	2,478.30	2,552.60
Grade 2 - 1st Year	Weekly	2,527.30	2,603.10
Grade 2 - 2nd Year and Thereafter	Weekly	2,577.70	2,655.00
Grade 3 - 1st Year	Weekly	2,676.60	2,756.90
Grade 3 - 2nd Year and Thereafter	Weekly	2,726.30	2,808.10
Clinical Nurse/Midwife Educator			
1st Year	Weekly	2,102.10	2,165.20
2nd Year and Thereafter	Weekly	2,170.30	2,235.40
Nurse/Midwife Educator			
4th Year as at 1/7/08	Weekly	2,484.50	2,559.00
Grade 1 - 1st Year	Weekly	2,361.30	2,432.10
Grade 1 - 2nd Year and Thereafter	Weekly	2,428.60	2,501.50
Grade 2 - 1st Year	Weekly	2,527.30	2,603.10
Grade 2 - 2nd Year and Thereafter	Weekly	2,577.70	2,655.00

Grade 3 - 1st Year	Weekly	2,676.60	2,756.90
Grade 3 - 2nd Year and Thereafter	Weekly	2,726.30	2,808.10
Nurse/Midwife Practitioner			
1st Year	Weekly	2,676.60	2,756.90
2nd Year	Weekly	2,726.30	2,808.10
3rd Year	Weekly	2,795.90	2,879.80
4th Year and Thereafter	Weekly	2,865.90	2,951.90
Nursing/Midwifery Unit Manager			
Level 1	Weekly	2,435.70	2,508.80
Level 2	Weekly	2,551.10	2,627.60
Level 3	Weekly	2,619.70	2,698.30
Nurse/Midwife Manager			
Grade 1 - 1st Year	Weekly	2,428.60	2,501.50
Grade 1 - 2nd Year and Thereafter	Weekly	2,478.30	2,552.60
Grade 2 - 1st Year	Weekly	2,527.30	2,603.10
Grade 2 - 2nd Year and Thereafter	Weekly	2,577.70	2,655.00
Grade 3 - 1st Year	Weekly	2,676.60	2,756.90
Grade 3 - 2nd Year and Thereafter	Weekly	2,726.30	2,808.10
Grade 4 - 1st Year	Weekly	2,825.30	2,910.10
Grade 4 - 2nd Year and Thereafter	Weekly	2,874.90	2,961.10
Grade 5 - 1st Year	Weekly	2,973.30	3,062.50
Grade 5 - 2nd Year and Thereafter	Weekly	3,023.70	3,114.40
Grade 6 - 1st Year	Weekly	3,122.80	3,216.50
Grade 6 - 2nd Year and Thereafter	Weekly	3,172.80	3,268.00
Grade 7 - 1st Year	Weekly	3,370.10	3,471.20
Grade 7 - 2nd Year and Thereafter	Weekly	3,420.30	3,522.90
Grade 8 - 1st Year	Weekly	3,618.70	3,727.30
Grade 8 - 2nd Year and Thereafter	Weekly	3,668.00	3,778.00
Grade 9 - 1st Year	Weekly	3,866.10	3,982.10
Grade 9 - 2nd Year and Thereafter	Weekly	3,916.00	4,033.50