

## Interim Salary Increases for Staff Specialists - 2024 and 2025

**Summary** This Information Bulletin advises of a one year interim increase of 3% to remuneration rates commencing from the first full pay period on or after 1 July 2024 and a further one year interim increase of 3% on or after 1 July 2025 for staff specialists covered by the Staff Specialists (State) Award.

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**Author branch** Workplace Relations

**Branch contact** (02) 9391 9360

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**Distributed to** Ministry of Health, Public Health System, Divisions of General Practice, Government Medical Officers, NSW Ambulance Service, Health Associations Unions

**Audience** Staff Specialists;Clinical Academics;Medical Administration

## Interim Salary Increases for Staff Specialists – 2024 and 2025

### Purpose

This Information Bulletin advises staff of a one year interim increase of 3% to remuneration rates commencing from the first full pay period on or after 1 July 2024, and a further one year interim increase of 3% to remuneration rates commencing from the first full pay period on or after 1 July 2025, for staff specialists covered by the [Staff Specialists \(State\) Award](#).

Staff specialists will also receive the increase of 0.5% to the Superannuation Guarantee Levy, to 11.5% from 1 July 2024 and 12% from 1 July 2025.

### Key Information

The *Staff Specialist (State) Award* is currently subject to arbitration before the Industrial Relations Commission of NSW. NSW Health has agreed with the Australian Salaried Medical Officers Federation (ASMOF) to provide increases of 3% from the first full pay period on or after 1 July 2024 and 3% from the first full pay period on or after 1 July 2025 on an interim basis. Further increases, where applicable, will be consistent with the final decision of the Commission.

The updated interim remuneration rates and allowances applicable from the relevant pay periods are set out in the tables below.

### Staff Specialists

Staff Specialist	Frequency	Rates from first full pay period on or after 1 July 2024 \$	Rates from first full pay period on or after 1 July 2025 \$
<b>Staff Specialist</b>			
1	Annual	191,828	197,583
2	Annual	203,046	209,137
3	Annual	214,258	220,686
4	Annual	225,502	232,267
5	Annual	236,720	243,822
Senior	Annual	259,167	266,942
<b>Level 1 to 4 - Special Allowance (17.4%) of the applicable Staff Specialist rate above</b>			
<b>Level 1 - Private Practice Allowance (20%)</b>			
<b>Level 2 - Private Practice Allowance (14%)</b>			

Staff Specialist	Frequency	Rates from first full pay period on or after 1 July 2024	Rates from first full pay period on or after 1 July 2025
		\$	\$
<b>Level 3 - Private Practice Allowance (8%)</b>			
<b>Level 5 - Salary (75% of Award Salary)</b>			
<b>Level 5 - Special Allowance (17.4% of 75%) of the applicable Level 5 Staff Specialist rate above</b>			
Level 5 – 1 <sup>st</sup> Year	Annual	143,871	148,187
Level 5 – 2 <sup>nd</sup> Year	Annual	152,285	156,853
Level 5 – 3 <sup>rd</sup> Year	Annual	160,694	165,515
Level 5 – 4 <sup>th</sup> Year	Annual	169,127	174,200
Level 5 – 5 <sup>th</sup> Year	Annual	177,540	182,867
Level 5 – Senior	Annual	194,375	200,207
<b>Scheme D - Salary (50% of Award Salary)</b>			
Scheme D - 1st Year	Annual	95,914	98,792
Scheme D - 2nd Year	Annual	101,523	104,569
Scheme D - 3rd Year	Annual	107,129	110,343
Scheme D - 4th Year	Annual	112,751	116,134
Scheme D - 5th Year	Annual	118,360	121,911
Scheme D - Senior	Annual	129,584	133,471
<b>Scheme D - Special Allowance (17.4% of 50%) of the applicable Scheme D Staff Specialist rate above</b>			
<b>Postgraduate Fellow</b>			
Postgraduate Fellow	Annual	222,829	229,514

Clause	Allowance Description	Frequency	Rates from first pay period on or after 1 July 2024	Rates from first pay period on or after 1 July 2025
			\$	\$
Level 1	Managerial Allowance	Annual	26,607	27,405
Level 2	Managerial Allowance	Annual	46,564	47,961
Level 3	Managerial Allowance	Annual	66,518	68,514

### Clinical Academics

Clinical Academics	Frequency	Rates from first pay period on or after 1 July 2024	Rates from first pay period on or after 1 July 2025
		\$	\$
Associate Lecturer	Annual	76,731	79,033

Clinical Academics	Frequency	Rates from first pay period on or after 1 July 2024	Rates from first pay period on or after 1 July 2025
		\$	\$
Lecturer - Year 1	Annual	76,731	79,033
Lecturer - Year 2	Annual	81,218	83,655
Lecturer - Year 3	Annual	85,703	88,274
Senior Lecturer - Year 1	Annual	90,201	92,907
Senior Lecturer - Year 2	Annual	94,688	97,529
Senior Lecturer - Year 3	Annual	103,667	106,777
Associate Professor	Annual	103,667	106,777
Professor	Annual	103,667	106,777

Clause	Allowance Description	Frequency	Rates from first full pay period on or after 1 July 2024	Rates from first full pay period on or after 1 July 2025
			\$	\$
Level 1 C/A	Managerial Allowance	Annual	10,642	10,961
Level 2 C/A	Managerial Allowance	Annual	18,624	19,183
Level 3 C/A	Managerial Allowance	Annual	26,608	27,406

### Private Practice Arrangements

Schedule 2 of the [Staff Specialists Determination 2015](#) sets out the maximum drawings available to staff specialists, the maximum income and the amount of supplementation available when specific conditions are met. Please see Appendix A in this Information Bulletin which sets out the increased rates.

### Enquiries

Any enquiries concerning this Information Bulletin should be directed to the relevant Human Resources staff in the relevant public health organisation.

### Attachment

- Attachment A – Staff Specialist Private Practice Remuneration Levels 2024
- Attachment B – Staff Specialist Private Practice Remuneration Levels 2025

## Attachment A – Staff Specialist Private Practice Remuneration Levels 2024

Staff Specialist Private Practice Remuneration Levels – effective from 1 July 2024

Level/ Year	Award Rate 1/07/2024	Award Rate + 17.4% Special Allowance	Private Practice Allowance	Maximum Possible Drawing Rights	Guaranteed* supplementation if insufficient billings	Guaranteed* supplementation if billings achieve 11% of salary but not 18%	Guaranteed* Minimum Income	Maximum Possible Income
L1 / 1	191,828	225,206	45,041				270,247	270,247
L1 / 2	203,046	238,376	47,675				286,051	286,051
L1 / 3	214,258	251,539	50,308				301,847	301,847
L1 / 4	225,502	264,739	52,948				317,687	317,687
L1 / 5	236,720	277,909	55,582				333,491	333,491
L1/Senior	259,167	304,262	60,852				365,114	365,114
L2 / 1	191,828	225,206	31,529	54,049	24,773	15,764	281,508	310,784
L2 / 2	203,046	238,376	33,373	57,210	26,221	16,686	297,970	328,959
L2 / 3	214,258	251,539	35,215	60,369	27,669	17,608	314,424	347,124
L2 / 4	225,502	264,739	37,064	63,537	29,121	18,532	330,924	365,340
L2 / 5	236,720	277,909	38,907	66,698	30,570	19,454	347,387	383,515
L2/Senior	259,167	304,262	42,597	73,023	33,469	21,298	380,328	419,882
L3 / 1	191,828	225,206	18,016	81,074	38,285		281,508	324,297
L3 / 2	203,046	238,376	19,070	85,815	40,524		297,970	343,261
L3 / 3	214,258	251,539	20,123	90,554	42,762		314,424	362,216
L3 / 4	225,502	264,739	21,179	95,306	45,006		330,924	381,225
L3 / 5	236,720	277,909	22,233	100,047	47,245		347,387	400,189
L3/Senior	259,167	304,262	24,341	109,534	51,725		380,328	438,137

Level/ Year	Award Rate 1/07/2024	Award Rate + 17.4% Special Allowance	Private Practice Allowance	Maximum Possible Drawing Rights	Guaranteed* supplementation if insufficient billings	Guaranteed* supplementation if billings achieve 11% of salary but not 18%	Guaranteed* Minimum Income	Maximum Possible Income
L4 / 1	191,828	225,206		112,603	56,302		281,508	337,809
L4 / 2	203,046	238,376		119,188	59,594		297,970	357,564
L4 / 3	214,258	251,539		125,769	62,885		314,424	377,308
L4 / 4	225,502	264,739		132,370	66,185		330,924	397,109
L4 / 5	236,720	277,909		138,955	69,477		347,387	416,864
L4/Senior	259,167	304,262		152,131	76,066		380,328	456,393
L5 / 1	143,871	168,905		225,206			168,905	394,111
L5 / 2	152,285	178,782		238,376			178,782	417,158
L5 / 3	160,694	188,654		251,539			188,654	440,193
L5 / 4	169,127	198,555		264,739			198,555	463,294
L5 / 5	177,540	208,432		277,909			208,432	486,341
L5/Senior	194,375	228,197		304,262			228,197	532,459

\*Consistent with clause 2(b) of the *Staff Specialists Determination 2015*, guaranteed supplementation may only come from funds within the relevant No 1 Account that would otherwise have been appropriated as infrastructure charges paid to the Public Health Organisation by the Staff Specialist/s relevant No 1 Account cost centre.

## Attachment B – Staff Specialist Private Practice Remuneration Levels 2025

Staff Specialist Private Practice Remuneration Levels – effective from 1 July 2025

Level/ Year	Award Rate 1/07/2025	Award Rate + 17.4% Special Allowance	Private Practice Allowance	Maximum Possible Drawing Rights	Guaranteed* supplementation if insufficient billings	Guaranteed* supplementation if billings achieve 11% of salary but not 18%	Guaranteed* Minimum Income	Maximum Possible Income
L1 / 1	197,583	231,962	46,392				278,355	278,355
L1 / 2	209,137	245,527	49,105				294,632	294,632
L1 / 3	220,686	259,085	51,817				310,902	310,902
L1 / 4	232,267	272,681	54,536				327,218	327,218
L1 / 5	243,822	286,247	57,249				343,496	343,496
L1/Senior	266,942	313,390	62,678				376,068	376,068
L2 / 1	197,583	231,962	32,475	55,671	25,516	16,237	289,953	320,108
L2 / 2	209,137	245,527	34,374	58,926	27,008	17,187	306,909	338,827
L2 / 3	220,686	259,085	36,272	62,180	28,499	18,136	323,857	357,538
L2 / 4	232,267	272,681	38,175	65,444	29,995	19,088	340,852	376,300
L2 / 5	243,822	286,247	40,075	68,699	31,487	20,037	357,809	395,021
L2/Senior	266,942	313,390	43,875	75,214	34,473	21,937	391,737	432,478
L3 / 1	197,583	231,962	18,557	83,506	39,434		289,953	334,026
L3 / 2	209,137	245,527	19,642	88,390	41,740		306,909	353,559
L3 / 3	220,686	259,085	20,727	93,271	44,045		323,857	373,083
L3 / 4	232,267	272,681	21,815	98,165	46,356		340,852	392,661
L3 / 5	243,822	286,247	22,900	103,049	48,662		357,809	412,196

Level/ Year	Award Rate 1/07/2025	Award Rate + 17.4% Special Allowance	Private Practice Allowance	Maximum Possible Drawing Rights	Guaranteed* supplementation if insufficient billings	Guaranteed* supplementation if billings achieve 11% of salary but not 18%	Guaranteed* Minimum Income	Maximum Possible Income
L3/Senior	266,942	313,390	25,071	112,820	53,276		391,737	451,281
L4 / 1	197,583	231,962		115,981	57,991		289,953	347,944
L4 / 2	209,137	245,527		122,763	61,382		306,909	368,290
L4 / 3	220,686	259,085		129,543	64,771		323,857	388,628
L4 / 4	232,267	272,681		136,341	68,170		340,852	409,022
L4 / 5	243,822	286,247		143,124	71,562		357,809	429,371
L4/Senior	266,942	313,390		156,695	78,347		391,737	470,085
L5 / 1	148,187	173,972		231,962			173,972	405,934
L5 / 2	156,853	184,145		245,527			184,145	429,672
L5 / 3	165,515	194,314		259,085			194,314	453,399
L5 / 4	174,200	204,511		272,681			204,511	477,193
L5 / 5	182,867	214,685		286,247			214,685	500,932
L5/Senior	200,207	235,042		313,390			235,042	548,432

\*Consistent with clause 2(b) of the *Staff Specialists Determination 2015*, guaranteed supplementation may only come from funds within the relevant No 1 Account that would otherwise have been appropriated as infrastructure charges paid to the Public Health Organisation by the Staff Specialist/s relevant No 1 Account cost centre.