

Increased Rates of Pay and Allowances for Nursing and Midwifery Staff

Summary This Information Bulletin informs nursing and midwifery staff employed by NSW Health on changes to their rates of pay and allowances following the decision of the NSW Industrial Relations Commission on 16 April 2026.

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Branch contact (02) 9391 9360

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Increased Rates of Pay and Allowances for Nursing and Midwifery Staff

Purpose

This Information Bulletin advises of an increase to rates of pay to nursing and midwifery staff following the decision of the NSW Industrial Relations Commission on 16 April 2026.

The new rates of pay will be effective from 1 July 2025 for staff covered by the *Public Health System Nurses' and Midwives' (State) Award 2025* and the *Crown Employees Nurses' (State) Award 2025*.

Key Information

The Awards apply retrospectively from 1 July 2025 to 30 June 2028.

The Awards are available from the [Renumerations and conditions](#) webpage on the NSW Health website.

Increase in rates of pay

The new Awards provide for the following increases to wages. These increases include the 3% interim increase already paid in 2025.

Registered Nurses

- 10% effective from 1 July 2025
- 3% effective from 1 July 2026
- 3% effective from 1 July 2027

The above is applicable to all Registered Nurse classifications, including (but not limited to) Nursing Unit Managers and Nurse Managers.

Enrolled Nurses

- 12% effective from 1 July 2025
- 3% effective from 1 July 2026
- 3% effective from 1 July 2027

Assistants in Nursing

- 22% effective from 1 July 2025
- 3% effective from 1 July 2026
- 3% effective from 1 July 2027

Increase in allowances

From 1 July 2025, the following will take effect:

- The Climatic and Isolation Allowances and the Uniform and Laundry Allowance will increase by 2.4% in line with the percentage change in the All-Groups Consumer Price Index (CPI) Weighted Average for the eight Capital Cities for the preceding year to March (March to March Quarter).

From 1 July 2026, the following will take effect:

- The Climatic and Isolation Allowances and the Uniform and Laundry Allowance will increase by 4.6% in line with the percentage change CPI Weighted Average for the eight Capital Cities for the preceding year to March (March to March Quarter).

CPI increases for 2027 are not yet confirmed by the Australian Bureau of Statistics.

In addition, wage-related allowances have also increased in line with relevant wage increases.

Crib Away Allowance

Clause 4 (x) of the *Public Health System Nurses' and Midwives' (State) Award 2025* has been amended to include the addition of a crib away allowance for employees who work in HealthShare's Patient Transport Service (only) who are directed to take their crib break away from their starting location for that shift. The rates of pay are prescribed by the *HealthShare NSW Patient Transport Officers' State Award* as varied or replaced from time to time.

Lactation Breaks

Clause 4B of the *Public Health System Nurses' and Midwives' (State) Award 2025* has been added to the Award to provide guidance on Lactation Breaks. The Award continues to provide for:

- Full-time employees or part-time employees working more than 4 hours per day are entitled to a maximum of two paid lactation breaks of up to 30 minutes each per day (or per shift).
- Part-time employees working 4 hours or less on any one day are entitled to one paid lactation break of up to 30 minutes on any day so worked.

These breaks are in addition to any other rest period and meal break.

Health Agencies are asked to consider the new Award provisions relating to suitable private spaces for the purposes of breastfeeding or expressing milk.

Enquiries

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

Attachments

1. [Table 1 – Public Health System Nurses’ and Midwives’ \(State\) Award 2025 Rates of Pay](#)
2. [Table 2 – Public Health System Nurses and Midwives’ \(State\) Award 2025 Allowances](#)
3. [Table 3 – Crown Employees Nurses’ \(State\) Award 2025 Rates of Pay](#)

Table 1 – Public Health System Nurses' and Midwives' (State) Award 2025 Rates of Pay

Description	Rates from 01/07/2025 Per week \$	Rates from 01/07/2026 Per week \$	Rates from 01/07/2027 Per week \$
Assistants in Nursing / Midwifery			
1st Year	1212.20	1248.60	1286.10
2nd Year	1250.90	1288.40	1327.10
3rd Year	1290.20	1328.90	1368.80
4th Year and Thereafter	1330.00	1369.90	1411.00
Assistants in Nursing (Student Nurse)			
1st Year	1212.20	1248.60	1286.10
2nd Year	1250.90	1288.40	1327.10
3rd Year	1290.20	1328.90	1368.80
4th Year and Thereafter	1330.00	1369.90	1411.00
Enrolled Nurse Without Medication Qualification			
1st Year	1365.70	1406.70	1448.90
2nd Year	1395.70	1437.60	1480.70
3rd Year	1425.40	1468.20	1512.20
4th Year	1455.80	1499.50	1544.50
5th Year and Thereafter	1486.60	1531.20	1577.10
Special Grade >08/12/1999	1532.80	1578.80	1626.20
Enrolled Nurse			
1st Year	1395.70	1437.60	1480.70
2nd Year	1425.40	1468.20	1512.20
3rd Year	1455.80	1499.50	1544.50
4th Year	1486.60	1531.20	1577.10
5th Year and Thereafter	1516.60	1562.10	1609.00
Special Grade	1563.00	1609.90	1658.20
Residential Care Nurses			
1st Year	1341.30	1381.50	1422.90
2nd Year	1370.80	1411.90	1454.30
3rd Year	1400.00	1442.00	1485.30
4th Year	1429.80	1472.70	1516.90

5th Year and Thereafter	1460.00	1503.80	1548.90
Registered Nurse / Midwife			
Registered Nurse			
1st Year	1521.10	1566.70	1613.70
2nd Year	1603.60	1651.70	1701.30
3rd Year	1686.40	1737.00	1789.10
4th Year	1775.20	1828.50	1883.40
5th Year	1863.30	1919.20	1976.80
6th Year	1951.00	2009.50	2069.80
7th Year	2051.30	2112.80	2176.20
8th Year and Thereafter	2135.50	2199.60	2265.60
Registered Midwife			
1st Year	1521.10	1566.70	1613.70
2nd Year	1603.60	1651.70	1701.30
3rd Year	1686.40	1737.00	1789.10
4th Year	1775.20	1828.50	1883.40
5th Year	1863.30	1919.20	1976.80
6th Year	1951.00	2009.50	2069.80
7th Year	2051.30	2112.80	2176.20
8th Year and Thereafter	2135.50	2199.60	2265.60
Clinical Nurse/Midwife Specialist			
Clinical Nurse Specialist			
Grade 1 - 1st Year and Thereafter	2222.30	2289.00	2357.70
Grade 2 - 1st Year	2387.30	2458.90	2532.70
Grade 2 - 2nd Year and Thereafter	2465.80	2539.80	2616.00
Clinical Midwife Specialist			
Grade 1 - 1st Year and Thereafter	2222.30	2289.00	2357.70
Grade 2 - 1st Year	2387.30	2458.90	2532.70
Grade 2 - 2nd Year and Thereafter	2465.80	2539.80	2616.00
Clinical Nurse / Midwife Consultant			
Clinical Nurse Consultant			
Appointed prior to 31.12.99	2733.00	2815.00	2899.50
Grade 1 - 1st Year >31.12.99	2671.50	2751.60	2834.10
Grade 1 - 2nd Year >31.12.99	2726.10	2807.90	2892.10

Grade 2 - 1st Year >31.12.99	2780.00	2863.40	2949.30
Grade 2 - 2nd Year >31.12.99	2835.50	2920.60	3008.20
Grade 3 - 1st Year >31.12.99	2944.30	3032.60	3123.60
Grade 3 - 2nd Year >31.12.99	2998.90	3088.90	3181.60
Clinical Midwife Consultant			
Appointed prior to 31.12.99	2733.00	2815.00	2899.50
Grade 1 - 1st Year >31.12.99	2671.50	2751.60	2834.10
Grade 1 - 2nd Year >31.12.99	2726.10	2807.90	2892.10
Grade 2 - 1st Year >31.12.99	2780.00	2863.40	2949.30
Grade 2 - 2nd Year >31.12.99	2835.50	2920.60	3008.20
Grade 3 - 1st Year >31.12.99	2944.30	3032.60	3123.60
Grade 3 - 2nd Year >31.12.99	2998.90	3088.90	3181.60
Clinical Nurse / Midwife Educator			
Clinical Nurse Educator			
Year 1	2312.30	2381.70	2453.20
Year 2 and Thereafter	2387.30	2458.90	2532.70
Clinical Midwife Educator			
Year 1	2312.30	2381.70	2453.20
Year 2 and Thereafter	2387.30	2458.90	2532.70
Nurse / Midwife Educator			
Nurse Educator			
4th Year as at 1/7/08	2733.00	2815.00	2899.50
Grade 1 - 1st Year	2597.40	2675.30	2755.60
Grade 1 - 2nd Year and Thereafter	2671.50	2751.60	2834.10
Grade 2 - 1st Year	2780.00	2863.40	2949.30
Grade 2 - 2nd Year and Thereafter	2835.50	2920.60	3008.20
Grade 3 - 1st Year	2944.30	3032.60	3123.60
Grade 3 - 2nd Year and Thereafter	2998.90	3088.90	3181.60
Midwife Educator			
4th Year as at 1/7/08	2733.00	2815.00	2899.50
Grade 1 - 1st Year	2597.40	2675.30	2755.60
Grade 1 - 2nd Year and Thereafter	2671.50	2751.60	2834.10
Grade 2 - 1st Year	2780.00	2863.40	2949.30
Grade 2 - 2nd Year and Thereafter	2835.50	2920.60	3008.20

Grade 3 - 1st Year	2944.30	3032.60	3123.60
Grade 3 - 2nd Year and Thereafter	2998.90	3088.90	3181.60
Nurse / Midwife Practitioner			
Nurse Practitioner			
1st Year	2944.30	3032.60	3123.60
2nd Year	2998.90	3088.90	3181.60
3rd Year	3075.50	3167.80	3262.80
4th Year	3152.50	3247.10	3344.50
Midwife Practitioner			
1st Year	2944.30	3032.60	3123.60
2nd Year	2998.90	3088.90	3181.60
3rd Year	3075.50	3167.80	3262.80
4th Year	3152.50	3247.10	3344.50
Nursing / Midwifery Unit Manager			
Nursing Unit Manager			
Level 1	2679.30	2759.70	2842.50
Level 2	2806.20	2890.40	2977.10
Level 3	2881.70	2968.20	3057.20
Midwifery Unit Manager			
Level 1	2679.30	2759.70	2842.50
Level 2	2806.20	2890.40	2977.10
Level 3	2881.70	2968.20	3057.20
Nurse / Midwife Manager			
Nurse Manager			
Grade 1 - 1st Year	2671.50	2751.60	2834.10
Grade 1 - 2nd Year and Thereafter	2726.10	2807.90	2892.10
Grade 2 - 1st Year	2780.00	2863.40	2949.30
Grade 2 - 2nd Year and Thereafter	2835.50	2920.60	3008.20
Grade 3 - 1st Year	2944.30	3032.60	3123.60
Grade 3 - 2nd Year and Thereafter	2998.90	3088.90	3181.60
Grade 4 - 1st Year	3107.80	3201.00	3297.00
Grade 4 - 2nd Year and Thereafter	3162.40	3257.30	3355.00
Grade 5 - 1st Year	3270.60	3368.70	3469.80
Grade 5 - 2nd Year and Thereafter	3326.10	3425.90	3528.70

Grade 6 - 1st Year	3435.10	3538.20	3644.30
Grade 6 - 2nd Year and Thereafter	3490.10	3594.80	3702.60
Grade 7 - 1st Year	3707.10	3818.30	3932.80
Grade 7 - 2nd Year and Thereafter	3762.30	3875.20	3991.50
Grade 8 - 1st Year	3980.60	4100.00	4223.00
Grade 8 - 2nd Year and Thereafter	4034.80	4155.80	4280.50
Grade 9 - 1st Year	4252.70	4380.30	4511.70
Grade 9 - 2nd Year and Thereafter	4307.60	4436.80	4569.90
Midwife Manager			
Grade 1 - 1st Year	2671.50	2751.60	2834.10
Grade 1 - 2nd Year and Thereafter	2726.10	2807.90	2892.10
Grade 2 - 1st Year	2780.00	2863.40	2949.30
Grade 2 - 2nd Year and Thereafter	2835.50	2920.60	3008.20
Grade 3 - 1st Year	2944.30	3032.60	3123.60
Grade 3 - 2nd Year and Thereafter	2998.90	3088.90	3181.60
Grade 4 - 1st Year	3107.80	3201.00	3297.00
Grade 4 - 2nd Year and Thereafter	3162.40	3257.30	3355.00
Grade 5 - 1st Year	3270.60	3368.70	3469.80
Grade 5 - 2nd Year and Thereafter	3326.10	3425.90	3528.70
Grade 6 - 1st Year	3435.10	3538.20	3644.30
Grade 6 - 2nd Year and Thereafter	3490.10	3594.80	3702.60
Grade 7 - 1st Year	3707.10	3818.30	3932.80
Grade 7 - 2nd Year and Thereafter	3762.30	3875.20	3991.50
Grade 8 - 1st Year	3980.60	4100.00	4223.00
Grade 8 - 2nd Year and Thereafter	4034.80	4155.80	4280.50
Grade 9 - 1st Year	4252.70	4380.30	4511.70
Grade 9 - 2nd Year and Thereafter	4307.60	4436.80	4569.90
Student Midwife			
1st Year	1521.10	1566.70	1613.70
2nd Year	1603.60	1651.70	1701.30
3rd Year	1686.40	1737.00	1789.10
4th Year	1775.20	1828.50	1883.40
5th Year	1863.30	1919.20	1976.80
6th Year	1951.00	2009.50	2069.80

7th Year	2051.30	2112.80	2176.20
8th Year	2135.50	2199.60	2265.60
Registered Mothercraft Nurse			
9th Year	1812.50	1866.90	1922.90
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.			
Registered Nurse - Pre Registration			
1st Year and Thereafter	1311.40	1350.70	1391.20
Former Student Nurse Mental Health			
5th Year and Thereafter	1369.50	1410.60	1452.90
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.			

Table 2 – Public Health System Nurses and Midwives' (State) Award 2025 Allowances

Clause No.	Allowance	Rates from 1 July 2025 \$	Rates from 1 July 2026 \$	Rates from 1 July 2027 \$
	In charge of hospital			
12(i)(a)	RN in charge of hospital - per shift	43.49	44.79	46.13
	On Call			
12(ii)(a)	On Call Allowance - per hour	4.76	4.90	5.05
12(ii)(a)	On Call Allowance minimum payment	38.08	39.20	40.40
12(ii)(b)	On Call Allowance on RDO - per hour	9.49	9.77	10.06
12(ii)(b)	On Call Allowance on RDO minimum payment	75.92	78.16	80.48
12(ii)(c)	On call during meal break - per break	18.72	19.28	19.86
	Radiographic			
12(iii)(a)	Director of Nursing performing radiographic duties - per week	53.04	54.63	56.27
12(iii)(c)	Employee in absence of DON - per day	10.62	10.94	11.27
12(iii)(c)	Maximum payment - per week	53.10	54.69	56.33
12(iv)	Employee wearing lead apron - per hour	2.64	2.72	2.80
	In Charge of Ward/Hospital			
12(v)(a) & (b)	RN in charge of ward - per shift	43.49	44.79	46.13
12(vi)	RN in charge of ward also in charge of hospital <100 beds - per shift	65.23	67.19	69.21
12(ix)	RN in charge of ward also in charge of hospital >100 beds - per shift	83.38	85.88	88.46
	Climatic/Isolation			
14(i)	Climatic Allowance - per week	4.81	5.03	TBC
14(ii)	Isolation Allowance - per week	9.44	9.87	TBC
17(i)	Special rate for RN - Tibooburra and Ivanhoe Hospitals - per week	42.41	44.36	TBC
17(i)	Special rate for EN, AIN - Tibooburra and Ivanhoe Hospitals - per week	18.48	19.33	TBC
	Justice Health			

17(iii)	Justice Health Service Environmental Allowance - per annum	3814	3928	4046
17(iv)	Justice Health Service Productivity Allowance - per week	94.03	96.85	99.76
	Excess Fares			
20(iv)(b)	Excess Fares - per day	6.66	6.97	TBC
	Uniform and Laundry Allowance			
23(iii)(a)	Uniform Allowance - per week	9.53	9.97	TBC
23(iii)(a)	Shoes Allowance - per week	2.95	3.09	TBC
23(iii)(a)	Uniform (including shoes allowance) - per week	12.48	13.06	TBC
23(iii)(a)	Cardigan or Jacket Allowance - per week	2.87	3.00	TBC
23(iv)	Laundry Allowance - per week	7.95	8.32	TBC
	Accommodation and Board Deductions			
38(iii)(a)	Separate bedroom - per week	91.06	93.79	96.60
38(iii)(b)	Self-contained flat - per week	110.96	114.29	117.72
38(iv)	Deduction for meals - per week	196.55	202.45	208.52
38(v)(b)	Breakfast - per meal	6.64	6.84	7.05
38(v)(b)	Other meals - per meal	12.10	12.46	12.83
	CSSD			
12(viii)	EN employed in CSSD unit with CSSD Cert - per week	21.00	21.63	22.28
	Flight Nurses			
17(v)	Industry Allowance, Flight Nurses, Ambulance Service - per week	21.05	21.68	22.33
	Continuing Education Allowance (CEA)			
13(ii)	CEA - Post Registration Hospital Certificate - per week	50.60	52.10	53.70
13(iii)	CEA - Post Graduate Certificate - per week	50.60	52.10	53.70
13(iv)&(x)	CEA - Post Graduate Diploma or Degree - per week	76.10	78.40	80.80
13(v)&(x)	CEA - Masters Degree or Doctorate - per week	91.40	94.10	96.90

13(vii)	CEA - Enrolled Nurse Certificate 4 - per week	37.20	38.30	39.40
13(viii)	CEA - Enrolled Nurse Advanced Diploma of Nursing (Enrolled/Division 2 Nursing) - per week	46.70	48.10	49.50
	Crib Away			
4(x)(d) iv. a.	Crib Away Allowance (Single Crib) – each crib	see note **	see note **	see note **
4(x)(d) iv. b.	Crib Away Allowance (Two Cribs) – each crib	see note **	see note **	see note **
	** Allowances payable are determined as per movements occurring from time to time within the <i>HealthShare NSW Patient Transport Officers' (State) Award 2025</i> , as varied or replaced from time to time. The respective rates of the allowances are contained at Item 1 and Item 2 of Table 2 - Other Rates and Allowances of that Award.			

The non-salary related allowances for the period commencing 1 July 2027 in this table will be increased in line with the CPI (All-Groups) increase in the 12 months to March 2027.

Table 3 – Crown Employees Nurses' (State) Award 2025 Rates of Pay

Description	Rates from 1/7/2025 \$ Per week	Rates from 1/7/2026 \$ Per week	Rates from 1/7/2027 \$ Per week
Registered Nurse/Midwife			
1st Year	1521.10	1566.70	1613.70
2nd Year	1603.60	1651.70	1701.30
3rd Year	1686.40	1737.00	1789.10
4th Year	1775.20	1828.50	1883.40
5th Year	1863.30	1919.20	1976.80
6th Year	1951.10	2009.60	2069.90
7th Year	2051.30	2112.80	2176.20
8th Year and Thereafter	2135.50	2199.60	2265.60
Clinical Nurse/Midwife Specialist			
Grade 1 - 1st Year and Thereafter	2222.30	2289.00	2357.70
Grade 2 - 1st Year	2387.30	2458.90	2532.70
Grade 2 - 2nd Year and Thereafter	2465.80	2539.80	2616.00
Clinical Nurse/Midwife Consultant			
Grade 1 - 1st Year	2671.50	2751.60	2834.10
Grade 1 - 2nd Year and Thereafter	2726.10	2807.90	2892.10
Grade 2 - 1st Year	2780.00	2863.40	2949.30
Grade 2 - 2nd Year and Thereafter	2835.50	2920.60	3008.20
Grade 3 - 1st Year	2944.30	3032.60	3123.60
Grade 3 - 2nd Year and Thereafter	2998.90	3088.90	3181.60
Clinical Nurse/Midwife Educator			
1st Year	2312.30	2381.70	2453.20
2nd Year and Thereafter	2387.30	2458.90	2532.70
Nurse/Midwife Educator			
4th Year as at 1/7/08	2733.00	2815.00	2899.50
Grade 1 - 1st Year	2597.40	2675.30	2755.60
Grade 1 - 2nd Year and Thereafter	2671.50	2751.60	2834.10
Grade 2 - 1st Year	2780.00	2863.40	2949.30

Grade 2 - 2nd Year and Thereafter	2835.50	2920.60	3008.20
Grade 3 - 1st Year	2944.30	3032.60	3123.60
Grade 3 - 2nd Year and Thereafter	2998.90	3088.90	3181.60
Nurse/Midwife Practitioner			
1st Year	2944.30	3032.60	3123.60
2nd Year	2998.90	3088.90	3181.60
3rd Year	3075.50	3167.80	3262.80
4th Year and Thereafter	3152.50	3247.10	3344.50
Nursing/Midwifery Unit Manager			
Level 1	2679.30	2759.70	2842.50
Level 2	2806.20	2890.40	2977.10
Level 3	2881.70	2968.20	3057.20
Nurse/Midwife Manager			
Grade 1 - 1st Year	2671.50	2751.60	2834.10
Grade 1 - 2nd Year and Thereafter	2726.10	2807.90	2892.10
Grade 2 - 1st Year	2780.00	2863.40	2949.30
Grade 2 - 2nd Year and Thereafter	2835.50	2920.60	3008.20
Grade 3 - 1st Year	2944.30	3032.60	3123.60
Grade 3 - 2nd Year and Thereafter	2998.90	3088.90	3181.60
Grade 4 - 1st Year	3107.80	3201.00	3297.00
Grade 4 - 2nd Year and Thereafter	3162.40	3257.30	3355.00
Grade 5 - 1st Year	3270.60	3368.70	3469.80
Grade 5 - 2nd Year and Thereafter	3326.10	3425.90	3528.70
Grade 6 - 1st Year	3435.10	3538.20	3644.30
Grade 6 - 2nd Year and Thereafter	3490.10	3594.80	3702.60
Grade 7 - 1st Year	3707.10	3818.30	3932.80
Grade 7 - 2nd Year and Thereafter	3762.30	3875.20	3991.50
Grade 8 - 1st Year	3980.60	4100.00	4223.00
Grade 8 - 2nd Year and Thereafter	4034.80	4155.80	4280.50
Grade 9 - 1st Year	4252.70	4380.30	4511.70
Grade 9 - 2nd Year and Thereafter	4307.60	4436.80	4569.90