

3.0 Salaries

8.0.1 Registered Nurses

| Registered Nurses | 6-Apr-26 | 5-Apr-27 |
|-----------------------|-----------|-----------|
| Step 7 | \$109,407 | \$111,596 |
| Step 6 | \$106,344 | \$108,471 |
| Step 5 | \$103,370 | \$105,438 |
| Step 4 | \$93,458 | \$95,328 |
| Step 3 | \$88,682 | \$90,456 |
| Step 2 | \$83,725 | \$85,400 |
| Step 1 (New Graduate) | \$77,667 | \$79,221 |

Progression: By annual increment at anniversary date steps 1 to 5 inclusive. Thereafter progression is annual at anniversary date, subject to satisfactory performance which will be assumed to be the case unless the employee is otherwise advised (*).

8.0.2 Enrolled Nurses

| Enrolled, Nurses | 6-Apr-26 | 5-Apr-27 |
|------------------|-----------|----------|
| Step 5 | \$87,433* | \$89,181 |
| Step 4 | \$82,886 | \$84,543 |
| Step 3 | \$80,337 | \$81,944 |
| Step 2 | \$74,810 | \$76,306 |
| Step 1 | \$71,682 | \$73,116 |

*Printed rate includes pay increase of 2.5% and pay scale adjustment of \$2,000. The method of calculation applies the percentage increase first, followed by the flat rate pay scale adjustment

Progression: By annual increment at anniversary date steps 1-5 inclusive.

8.0.3 Health Care Assistants

| Health Care Assistants and Hospital Aides | 6-Apr-26 | 5-Apr-27 |
|---|----------|----------|
| Step 5 | \$72,117 | \$73,559 |
| Step 4 | \$70,148 | \$71,551 |
| Step 3 | \$69,013 | \$70,394 |
| Step 2 | \$65,073 | \$66,375 |
| Step 1 | \$61,603 | \$62,835 |

Progression: By annual increment at anniversary date steps 1-5 inclusive.

8.0.4 Mental Health Assistants

| Mental Health Assistants | 6-Apr-26 | 5-Apr-27 |
|--------------------------|----------|----------|
| Step 5 | \$76,303 | \$77,829 |
| Step 4 | \$74,204 | \$75,688 |
| Step 3 | \$69,868 | \$71,265 |
| Step 2 | \$65,036 | \$66,337 |
| Step 1 | \$60,500 | \$61,710 |

8.0.5 Senior Designated Nurses

| Designated Senior Nurse Salary Scales | 6-Apr-26 | 5-Apr-27 |
|---------------------------------------|-----------|-----------|
| Grade 6 | \$166,872 | \$170,209 |
| | \$154,856 | \$157,953 |
| | \$147,545 | \$150,496 |
| | \$140,235 | \$143,040 |
| Grade 5 | \$144,283 | \$147,169 |
| | \$137,541 | \$140,291 |
| | \$133,408 | \$136,076 |
| Grade 4 | \$141,508 | \$144,339 |
| | \$133,408 | \$136,076 |
| | \$129,277 | \$131,863 |
| Grade 3 | \$137,250 | \$139,995 |
| | \$129,277 | \$131,863 |
| | \$125,138 | \$127,641 |
| Grade 2 | \$130,866 | \$133,483 |
| | \$123,074 | \$125,535 |
| | \$118,941 | \$121,320 |
| Grade 1 | \$124,480 | \$126,970 |
| | \$116,876 | \$119,213 |

Progression: Movement through steps in each Designated Senior Nurse grade shall, subject to satisfactory performance (see 8.1(f) below), be annual on the anniversary date of appointment to the designated senior position. Movement between Designated Senior Grades shall be on the basis of appointment to a higher graded position.

8.0.6 Nurse Practitioners

| Nurse Practitioners | 6-Apr-26 | 5-Apr-27 |
|----------------------------|-----------------|-----------------|
| Grade 6 | \$166,872 | \$170,209 |
| | \$154,856 | \$157,953 |
| | \$147,545 | \$150,496 |
| | \$140,235 | \$143,040 |

Progression: Movement through each step in the Nurse Practitioner scale shall, subject to satisfactory performance (see 8.1(f) below), be annual on the anniversary date of appointment to the Nurse Practitioner position.

These rates are base rates - they exclude penal rates and various PDRP, merit allowance and other allowances.