

## Queensland Health's improved EB12 offer: Wage comparison table

This offer delivers the biggest wage increase since 2012 (11% over 3 years) and adds a new pay point, raising the earning potential of more than 23% of nurses and midwives. It also includes new and improved allowances, major improvements to conditions such as double-time overtime for all shift workers, and important protections of existing rights and entitlements.

Indicative role name	Grade	Band	Pay point (year level)	Current hourly rate	Base Rate after 3.0% payrise from 1 April 2025	Base Rate after 2.5% payrise from 1 April 2026	Base Rate after 2.5% payrise from 1 April 2027	Base Rate after 3.0% GEC from 1 Dec 2027
AIN	1	1	1	\$33.20	\$34.20	\$35.05	\$35.93	\$37.01
AIN	1	1	2	\$33.89	\$34.91	\$35.78	\$36.67	\$37.77
AIN	1	1	3	\$34.33	\$35.36	\$36.24	\$37.15	\$38.26
AIN	1	1	4	\$35.11	\$36.16	\$37.07	\$37.99	\$39.13
AIN	1	1	5	\$35.92	\$37.00	\$37.92	\$38.87	\$40.04
AIN	1	1	6	\$36.35	\$37.44	\$38.38	\$39.34	\$40.52
AIN - sterilising services	1	2	1	\$33.93	\$34.95	\$35.82	\$36.72	\$37.82
AIN - sterilising services	1	2	2	\$36.44	\$37.53	\$38.47	\$39.43	\$40.62
AIN - sterilising services	1	2	3	\$36.98	\$38.09	\$39.04	\$40.02	\$41.22
Undergraduate Student in Nursing/Midwifery	2		2nd year	\$33.89	\$34.90	\$35.77	\$36.67	\$37.77
Undergraduate Student in Nursing/Midwifery	2		3rd year	\$34.33	\$35.36	\$36.25	\$37.15	\$38.27
Enrolled Nurse	3		1	\$35.93	\$37.00	\$37.93	\$38.88	\$40.04
Enrolled Nurse	3		2	\$36.44	\$37.53	\$38.47	\$39.43	\$40.62
Enrolled Nurse	3		3	\$36.98	\$38.09	\$39.04	\$40.02	\$41.22
Enrolled Nurse	3		4	\$37.53	\$38.66	\$39.63	\$40.62	\$41.83
Enrolled Nurse	3		5	\$38.13	\$39.27	\$40.25	\$41.26	\$42.50
Enrolled Nurse Advance Skills (formerly Enrolled Nurse Advanced Practice)	4		1	\$39.26	\$40.44	\$41.45	\$42.48	\$43.76
Enrolled Nurse Advance Skills (formerly Enrolled Nurse Advanced Practice)	4		2	\$41.66	\$42.91	\$43.98	\$45.08	\$46.43
Registered Nurse/Registered Midwife	5		re-entry	\$39.87	\$41.07	\$42.10	\$43.15	\$44.44
Registered Nurse/Registered Midwife	5		1	\$41.74	\$42.99	\$44.06	\$45.16	\$46.52
Registered Nurse/Registered Midwife	5		2	\$43.70	\$45.01	\$46.13	\$47.29	\$48.71
Registered Nurse/Registered Midwife	5		3	\$45.66	\$47.03	\$48.21	\$49.41	\$50.90
Registered Nurse/Registered Midwife	5		4	\$47.63	\$49.05	\$50.28	\$51.54	\$53.08
Registered Nurse/Registered Midwife	5		5	\$49.59	\$51.08	\$52.36	\$53.67	\$55.28
Registered Nurse/Registered Midwife	5		6	\$51.56	\$53.11	\$54.44	\$55.80	\$57.47
Registered Nurse/Registered Midwife	5		7	\$53.53	\$55.14	\$56.52	\$57.93	\$59.67
Registered Nurse/Registered Midwife*	5		8					\$61.98
Clinical Nurse/Clinical Midwife**	6	1	1	\$54.45	\$56.08	\$57.48	\$58.92	

  additional pay point      removed pay point

\* A new pay point for Registered Nurses and Midwives (NG5.8) from 1 December 2027 to be paid at the rate of \$4,709.70 per fortnight. All staff with 12 months or more service at 5.7 on or after 1 December 2027 to automatically advance.

\*\* The removal of existing pay-point NG6.1.1 from 1st December 2027 with all staff at this level automatically advancing to NG6.1.2 from 1st December 2027.

Indicative role name	Grade	Band	Pay point (year level)	Current hourly rate	Base Rate after 3.0% payrise from 1 April 2025	Base Rate after 2.5% payrise from 1 April 2026	Base Rate after 2.5% payrise from 1 April 2027	Base Rate after 3.0% GEC from 1 Dec 2027
Clinical Nurse/Clinical Midwife	6	1	2	\$55.73	\$57.40	\$58.84	\$60.31	\$62.12
Clinical Nurse/Clinical Midwife	6	1	3	\$57.01	\$58.72	\$60.19	\$61.70	\$63.55
Clinical Nurse/Clinical Midwife	6	1	4	\$58.30	\$60.05	\$61.55	\$63.09	\$64.99
Nurse/Midwife	6	2	1	\$61.20	\$63.04	\$64.61	\$66.23	\$68.21
Associate Clinical Nurse/Midwife Consultant, Associate Nurse/Midwife Unit Manager, Associate Nurse/Midwife Manager, Associate Nurse/Midwife Educator, Associate Nurse/Midwife Researcher	6	2	2	\$62.49	\$64.36	\$65.97	\$67.62	\$69.65
Clinical Nurse Consultant, Nurse/Midwife Unit Manager, Nurse/Midwife Manager, Nurse/Midwife Educator, Nurse/Midwife Researcher, Public Health Nurse, Nurse Navigator, Nurse Practitioner Candidate	7		1	\$66.86	\$68.86	\$70.58	\$72.35	\$74.52
Clinical Nurse Consultant, Nurse/Midwife Unit Manager, Nurse/Midwife Manager, Nurse/Midwife Educator, Nurse/Midwife Researcher, Public Health Nurse, Nurse Navigator, Nurse Practitioner Candidate	7		2	\$69.88	\$71.98	\$73.78	\$75.62	\$77.89
Clinical Nurse Consultant, Nurse/Midwife Unit Manager, Nurse/Midwife Manager, Nurse/Midwife Educator, Nurse/Midwife Researcher, Public Health Nurse, Nurse Navigator, Nurse Practitioner Candidate	7		3	\$71.62	\$73.77	\$75.61	\$77.50	\$79.83
Clinical Nurse Consultant, Nurse/Midwife Unit Manager, Nurse/Midwife Manager, Nurse/Midwife Educator, Nurse/Midwife Researcher, Public Health Nurse, Nurse Navigator, Nurse Practitioner Candidate	7		4	\$72.59	\$74.76	\$76.63	\$78.55	\$80.91
Nurse Practitioner	8		1	\$75.28	\$77.54	\$79.48	\$81.46	\$83.91
Nurse Practitioner	8		2	\$77.15	\$79.46	\$81.45	\$83.49	\$85.99
Nurse Practitioner	8		3	\$78.59	\$80.95	\$82.97	\$85.05	\$87.60
Director of Nursing - Rural and Remote	9		1	\$76.89	\$79.20	\$81.18	\$83.21	\$85.70
Director of Nursing - Rural and Remote	9		2	\$80.37	\$82.78	\$84.85	\$86.97	\$89.58
Director of Nursing - Rural and Remote	9		3	\$82.36	\$84.83	\$86.95	\$89.13	\$91.80
Assistant Director of Nursing Director of Nursing	10		1	\$78.59	\$80.95	\$82.97	\$85.05	\$87.60
Assistant Director of Nursing Director of Nursing	10		2	\$82.40	\$84.87	\$86.99	\$89.17	\$91.84
Assistant Director of Nursing Director of Nursing	11			\$87.95	\$90.58	\$92.85	\$95.17	\$98.03
Nursing Director, Director of Nursing	12			\$96.82	\$99.72	\$102.22	\$104.77	\$107.92
Nursing Director, Director of Nursing	13	1		\$103.64	\$106.75	\$109.42	\$112.16	\$115.52
Executive Director of Nursing	13	2		\$126.01	\$129.79	\$133.03	\$136.36	\$140.45