

2026 Australian Nursing Salaries Guide

The Complete State-by-State Guide
to Nursing Salaries, Career Levels &
Pathways, Award Rates, Penalty Rates &
Australia's Highest-Paying Nursing Careers





Chapter 1 – Understanding Nursing Salaries in Australia

Australia does not have a single national nursing salary. Pay is determined by Enterprise Bargaining Agreements (EBAs), Awards and employment contracts, so nurses with the same experience can earn different salaries depending on where they work.

For example



A Registered Nurse working in a Queensland public hospital may earn a different base salary from a Registered Nurse working in New South Wales.



A nurse employed by a private hospital may be covered by an entirely different Enterprise Agreement.



Agency and contract nurses often work under flexible contract arrangements with rates and benefits that differ from permanent employees.



Rural and remote nurses may receive additional incentives, accommodation, travel assistance and location allowances.



These differences matter when comparing roles and planning your career.

What Determines a Nurse's Salary?

Your income depends on more than your job title.



1. State or Territory

Each state and territory has its own public-sector Enterprise Agreement, with different pay rates, classifications and allowances. This can make interstate roles more attractive for pay or conditions.



2. Nursing Classification

Classification is a major driver of salary, although titles and levels vary by state, employer and Enterprise Agreement. Common titles include Assistant in Nursing (AIN) and equivalent care-worker titles, Enrolled Nurse / Endorsed Enrolled Nurse (EN/EEN), Registered Nurse (RN), Clinical Nurse (CN), Clinical Nurse Specialist (CNS), Clinical Nurse Consultant (CNC), Associate or Acting Nurse Unit Manager (ANUM), Nurse Unit Manager (NUM), Nurse Practitioner (NP), Assistant Director of Nursing (ADON), Director of Nursing (DON) and executive nursing roles.



3. Years of Experience

Salary progression is not national. Each jurisdiction and Enterprise Agreement defines how recognised experience, service or hours count toward progression. Always check the agreement applying to the role.

Examples of progression thresholds used in different jurisdictions include:



Victoria – around 1,248 recognised hours may be relevant to annual progression under applicable arrangements.



New South Wales – approximately 1,982 hours.



Northern Territory – approximately 1,976 hours.



Western Australia – approximately 1,786 hours.



Tasmania – approximately 1,976 hours.



Queensland and South Australia – progression may be based on 12 months of continuous or recognised service under the applicable agreement.



These examples are indicative only. The current Enterprise Agreement, Award and employer policy must be checked before relying on a progression threshold.

State-based classification differences

Bedside RNs are commonly Grade/Level 1, although the Northern Territory uses a different structure. Standard RN increments also vary: Year 8 is common, Victoria may reach Year 9, South Australia Year 10 and many aged-care agreements around Year 5. Hospital/service levels are jurisdiction-specific.

State-by-State RN Progression Snapshot

Jurisdiction / Sector	Progression example	RN increment note	Classification note
Victoria	Approx. 1,248 recognised hours may be used under applicable arrangements	Up to Year 9	Bedside RN commonly Grade/Level 1 structure
New South Wales	Approx. 1,982 hours	Year 8 commonly top standard RN increment	Bedside RN generally Level/Grade 1; progression and higher grades agreement-specific
Northern Territory	Approx. 1,976 hours	Agreement-specific	Equivalent bedside RN generally starts at Level 2
ACT	Generally based on recognised years of experience rather than one official hours threshold	Agreement-specific	Classification structure differs from other jurisdictions
Western Australia	Approx. 1,786 hours	Agreement-specific	Hospital/service capability terminology can differ; highest service levels may be described differently from other states
South Australia	Generally 12 months continuous/recognised service	Up to Year 10	Agreement-specific classification structure
Queensland	Generally 12 months continuous/recognised service	Agreement-specific	Agreement-specific classification structure
Tasmania	Approx. 1,976 hours	Agreement-specific	Agreement-specific classification structure
Aged care	Employer/EA-specific; often not aligned to public-hospital increments	Top standard RN rate is often reached around Year 5	Private/public aged-care classifications vary significantly

Indicative only—not a national rule. Confirm the current Enterprise Agreement/Award and employer interpretation.



4. Clinical Specialty

Specialties such as Intensive Care, Emergency, Theatre, Mental Health, Oncology and Paediatrics are generally paid by classification and pay point, not specialty title. Specialist qualifications, advanced practice and higher classifications can increase earnings.



5. Shift Penalties

Shift work can significantly increase annual income through:

- Afternoon shifts
- Night duty
- Saturday
- Sunday
- Public holiday
- Overtime
- Recall to duty
- On-call

These payments can lift total earnings well above base salary.



6. Areas of need (Often Rural and Remote Incentives)

Rural and remote nursing can attract additional incentives because many services experience persistent workforce shortages. This can often include Darwin, Canberra & Hobart and other smaller cities. However, travel, accommodation and other contract benefits are not limited to rural or remote locations; major centres such as Darwin and Canberra can also offer these benefits depending on the contract.

- Higher hourly rates
- Rural and remote-area allowances
- Free accommodation
- Flights
- Travel reimbursement
- Retention bonuses
- Salary packaging benefits

These can substantially increase total remuneration.



7. Agency / Contract Nursing

Agency and contract nursing overlap as flexible employment models. Rural and remote nursing describes the work setting. Contracts can be metropolitan, regional, rural or remote.

- Higher hourly rates
- Accommodation
- Travel expenses
- Flexible contracts
- Short-term assignments

Contract rates may exceed public-sector base salaries but can differ in leave, security and benefits.



Public vs Private Nursing Salaries

There is no national rule on whether public or private nursing pays more. Some private hospitals historically offered higher cash rates, but public-sector rates now exceed comparable private rates in some jurisdictions and classifications.



Public hospitals generally offer

- Clearly defined salary progression
- Enterprise Agreement protection
- Strong penalty rates
- Excellent leave entitlements
- Salary packaging options
- Career progression pathways



Private hospitals may offer

- Different Enterprise Agreements
- Faster recruitment
- Different rostering arrangements
- Variable penalty structures
- Performance incentives
- Employer-specific benefits



Neither sector is universally better. Agreements, classifications, allowances, penalties, progression and salary packaging vary by employer. All figures are indicative and must be checked against the agreement for the specific role.



Base Salary vs Total Earnings

Base salary and total annual earnings are not the same.

For example, an RN with a base salary of approximately \$100,000 may earn considerably more after night, weekend and public-holiday penalties, overtime, on-call payments, allowances and salary packaging.

- Base Salary – the annual salary before additional payments.
- Potential Total Earnings – an estimate that includes common penalty rates and allowances where applicable.

This distinction makes salary comparisons more accurate.



Shift workers vs office-based roles

Unless stated otherwise, hourly tables show indicative ordinary-time/base rates. RNs, EN/EENs and AINs on rotating rosters may earn materially more after afternoon, night, weekend and public-holiday penalties.

Illustration only: rotating-roster earnings may be around 30% above base depending on roster and Enterprise Agreement. This is not a national loading and does not apply to office-based roles without shift penalties.

Additional payments that may apply include:

- Afternoon, night, Saturday, Sunday and public-holiday penalties
- Overtime
- Recall-to-duty and call-back payments
- On-call allowances
- In-charge or higher-duties allowances
- Caseload loadings or flat-rate arrangements where standard penalties do not apply
- Rural and remote-area allowances
- Salary packaging
- Contract completion bonuses and other incentives



Annual leave

Shift workers commonly start with around five weeks of annual leave, with some agreements providing more after qualifying service.

Entitlements, caps and progression vary, so no single national figure applies.



Why Enterprise Agreements Matter

Enterprise Agreements (EBAs) underpin public-sector nursing pay and determine:

- Salary classifications
- Pay progression
- Penalty rates
- Overtime
- Shift loadings
- Leave entitlements
- Professional development provisions
- Higher duties
- Allowances
- Rural and remote incentives

Know which Enterprise Agreement applies to your role—it defines your pay and conditions.



Key Takeaways

- Australia does not have a single national nursing salary.
- Your earnings depend on your classification, experience, employer, location and applicable Enterprise Agreement.
- Shift penalties, overtime and allowances can substantially increase total annual income.
- Public and private employers operate under different industrial agreements.
- Understanding your classification and pay progression is essential when comparing career opportunities.



Important publication note

Classifications, progression, penalties, allowances, leave and conditions vary by jurisdiction, employer, sector and Enterprise Agreement. All figures are indicative; confirm rates and conditions against the applicable Award, Enterprise Agreement or contract.



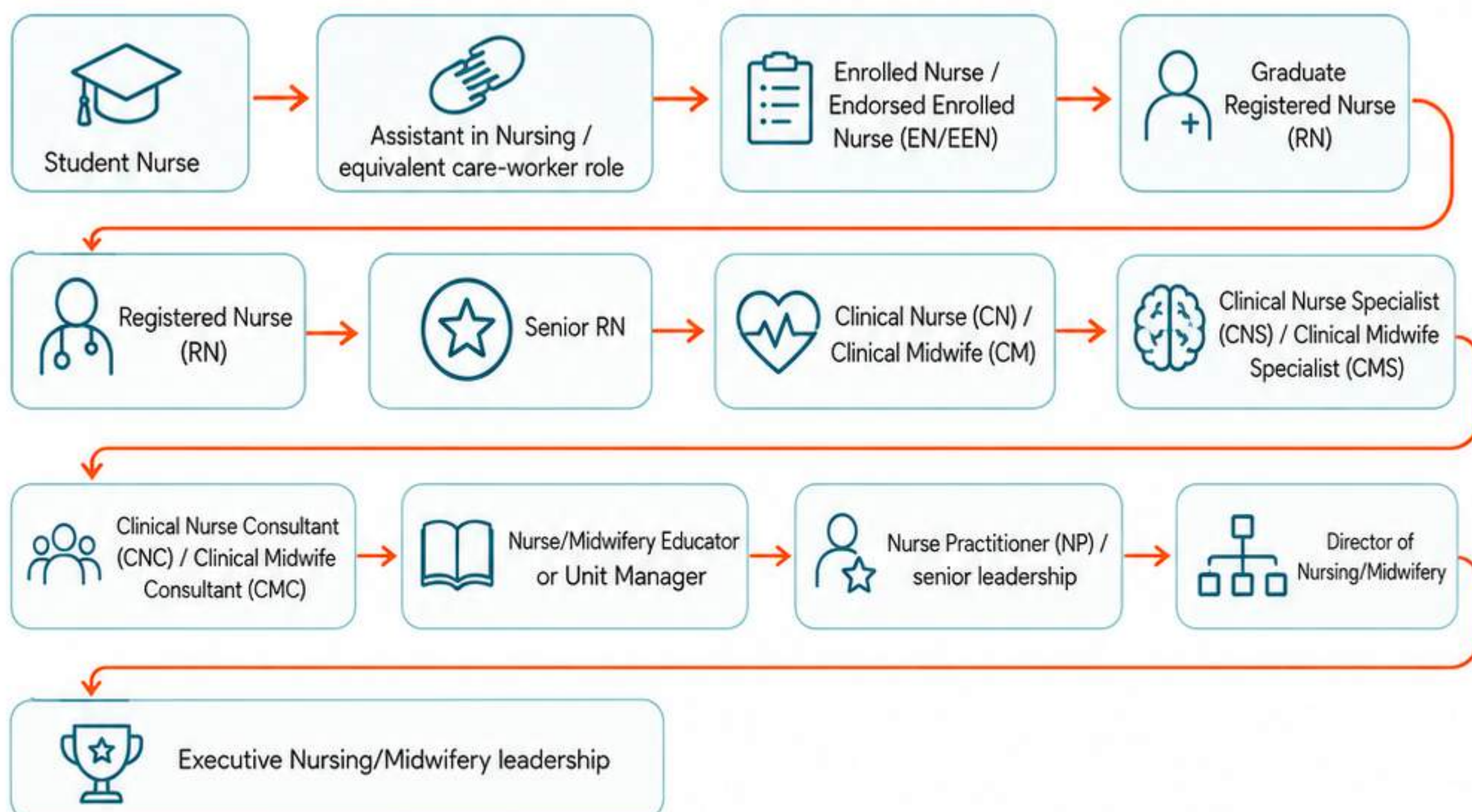
Chapter 2 – Understanding Nursing Classifications in Australia

One profession. Many career paths.



Australian nursing pay is structured around classifications that define responsibility, clinical expertise, leadership expectations and salary. Most public-sector nurses work under EBAs or Awards that set classification levels, salary increments and progression. Terminology and pay scales vary by jurisdiction, but the overall career structure is similar across Australia.

The Australian Nursing Career Path



Career paths vary: nurses may remain clinical specialists or move into education, research, management or executive leadership.

Assistant in Nursing (AIN) and Equivalent Care-Worker Titles

Assistant-level care titles include Assistant in Nursing (AIN), Personal Care Assistant (PCA), Personal Care Worker (PCW), Nursing Assistant, Health Care Assistant and Care Worker.

Scope, qualifications and classification vary by employer and agreement.



AINs are commonly employed in

- Aged care
- Rehabilitation
- Public hospitals
- Private hospitals
- Disability services
- Community health



Typical responsibilities include

- Assisting with personal care
- Monitoring basic observations
- Supporting patient mobility
- Infection prevention
- Assisting with meals
- Maintaining patient comfort
- Documentation under supervision



- Many AINs work while studying nursing.
- Typical qualifications: Certificate III or IV (employer-dependent), or eligible undergraduate nursing students.
- Career progression: AIN/equivalent → EN/EEN → RN



2026 Assistant in Nursing Salaries

Indicative public-sector base salary ranges for full-time AINs in 2026:

State	Approximate Base Salary
Queensland	\$69,000 – \$76,000
New South Wales	\$68,000 – \$79,000*
Victoria	\$67,000 – \$76,000
Western Australia	\$67,000 – \$75,000
South Australia	\$66,000 – \$75,000
Tasmania	\$65,000 – \$74,000
ACT	\$68,000 – \$77,000
Northern Territory	\$70,000 – \$79,000

*NSW rates reflect recent staged wage increases under the current public-sector industrial arrangements.

Indicative base salaries only; exact rates depend on the Enterprise Agreement, classification and pay point.

Hourly Rates

Employment Type	Approximate Base / Ordinary-Time Rate + Roster Context	
Entry-level AIN	\$34 – \$36/hour	Shift earnings may be materially higher with PM/night/weekend/PH penalties; ~30% above base annual earnings is illustrative only.
Experienced AIN	\$36 – \$39/hour	Shift earnings may be materially higher with PM/night/weekend/PH penalties; ~30% above base annual earnings is illustrative only.
Casual AIN	\$42 – \$50+/hour (includes casual loading)	Shift earnings may be materially higher with PM/night/weekend/PH penalties; ~30% above base annual earnings is illustrative only.

Additional payments may apply for night shifts, Saturdays, Sundays, public holidays, overtime, higher duties and rural and remote locations.

Enrolled Nurse / Endorsed Enrolled Nurse (EN/EEN)

ENs/EENs provide care within their professional and workplace scope. Titles and medication-related scope vary; check current NMBA standards, employer policy and the applicable agreement.



Common workplaces include

- Public hospitals
- Private hospitals
- General practice
- Community health
- Mental health
- Aged care
- Rehabilitation
- Rural hospitals



Typical responsibilities include

- Medication administration (where endorsed)
- Wound management
- Patient assessments
- Clinical observations
- Health education
- Documentation
- Assisting with care planning



Many EN/EENs later complete a Bachelor of Nursing to become Registered Nurses.

Typical qualification: Diploma of Nursing

Registration: Australian Health Practitioner Regulation Agency (AHPRA)

2026 EN / EEN Salaries

State	Approximate Base Salary
Queensland	\$75,000 – \$89,000
New South Wales	\$74,000 – \$90,000*
Victoria	\$73,000 – \$88,000
Western Australia	\$73,000 – \$87,000
South Australia	\$72,000 – \$87,000
Tasmania	\$72,000 – \$86,000
ACT	\$74,000 – \$89,000
Northern Territory	\$76,000 – \$91,000

*NSW figures reflect the staged wage increases introduced under the current public-sector industrial arrangements.

Base salary only; excludes penalties, overtime, casual loading, higher duties, remote incentives and salary packaging.

Typical Hourly Rates

Employment Type	Approximate Base / Ordinary-Time Rate + Roster Context	
Graduate EN/EEN	\$36 – \$38/hour	Shift earnings may be materially higher with PM/night/weekend/PH penalties; ~30% above base annual earnings is illustrative only.
Experienced EN/EEN	\$38 – \$43/hour	Shift earnings may be materially higher with PM/night/weekend/PH penalties; ~30% above base annual earnings is illustrative only.
Senior EN/EEN	\$43 – \$46/hour	Shift earnings may be materially higher with PM/night/weekend/PH penalties; ~30% above base annual earnings is illustrative only.
Casual EN/EEN	\$45 – \$58+/hour	Shift earnings may be materially higher with PM/night/weekend/PH penalties; ~30% above base annual earnings is illustrative only.



Rates depend on the Enterprise Agreement and employment arrangement.

Registered Nurse (RN)

Registered Nurses assess, plan, implement and evaluate care using professional clinical judgement and accountability. Within scope, they may also supervise EN/EENs and AINs.



Registered Nurses work across hundreds of clinical environments including

- Intensive Care
- Emergency
- Operating Theatre
- Oncology
- Mental Health
- Cardiology
- Community Health
- Rural Health
- General Practice
- Aged Care
- Telehealth
- Research
- Education



Typical responsibilities include

- Comprehensive patient assessment
- Medication administration
- Care planning
- Clinical decision making
- Patient advocacy
- Emergency response
- Family education
- Leadership of junior staff



Typical qualification: Bachelor of Nursing

Registration: Registered Nurse with AHPRA

2026 Registered Nurse Salaries by State

State	Approximate Base Salary
Queensland	\$87,000 – \$112,000
New South Wales	\$87,000 – \$114,000*
Victoria	\$86,000 – \$111,000
Western Australia	\$86,000 – \$110,000
South Australia	\$85,000 – \$109,000
Tasmania	\$84,000 – \$108,000
ACT	\$87,000 – \$112,000
Northern Territory	\$89,000 – \$115,000



*Reflects the staged wage increases introduced under current NSW public-sector industrial arrangements.



Base salary only; excludes penalties, overtime, on-call, higher duties, rural incentives and salary packaging.

Hourly Rates

Employment Type	Approximate Base / Ordinary-Time Rate + Roster Context	
Graduate RN	\$40 – \$44/hour	Shift earnings may be materially higher with PM/night/weekend/PH penalties; ~30% above base annual earnings is illustrative only.
Experienced RN	\$44 – \$54/hour	Shift earnings may be materially higher with PM/night/weekend/PH penalties; ~30% above base annual earnings is illustrative only.
Senior RN	\$54 – \$60/hour	Shift earnings may be materially higher with PM/night/weekend/PH penalties; ~30% above base annual earnings is illustrative only.
Casual RN	\$50 – \$70+/hour	Shift earnings may be materially higher with PM/night/weekend/PH penalties; ~30% above base annual earnings is illustrative only.

Casual rates generally include casual loading; other penalties may vary.

Midwifery Classifications and Common Titles

Midwifery titles vary by jurisdiction and employer, including:

- Registered Midwife (RM)
 - Clinical Midwife (CM)
 - Clinical Midwife Specialist (CMS)
 - Clinical Midwife Consultant (CMC)
 - Midwifery Educator
 - Midwifery Unit Manager / Midwifery Manager
- Midwifery Group Practice (MGP) Midwife
 - Antenatal Midwife
 - Birth Suite / Labour Ward Midwife
 - Postnatal Midwife
 - Lactation Consultant / specialist breastfeeding roles
 - Assistant Director / Director of Nursing and Midwifery or senior maternity leadership roles

Check exact title, classification and salary against the relevant Enterprise Agreement and employer.

Aged-Care Nursing and Management Titles

Aged care uses varied clinical and management titles, including:

- Registered Nurse / Clinical Nurse
 - Care Manager
 - Clinical Care Coordinator
 - Facility Manager
- Residential Services Manager
 - Assistant Director of Nursing (ADON)
 - Director of Nursing (DON)
 - Other negotiated clinical, operational and executive leadership roles

Private aged-care management packages may exceed bedside rates. Some Director of Nursing base salaries exceed \$250,000, with negotiated bonuses and vehicle benefits. These are not national standard rates.

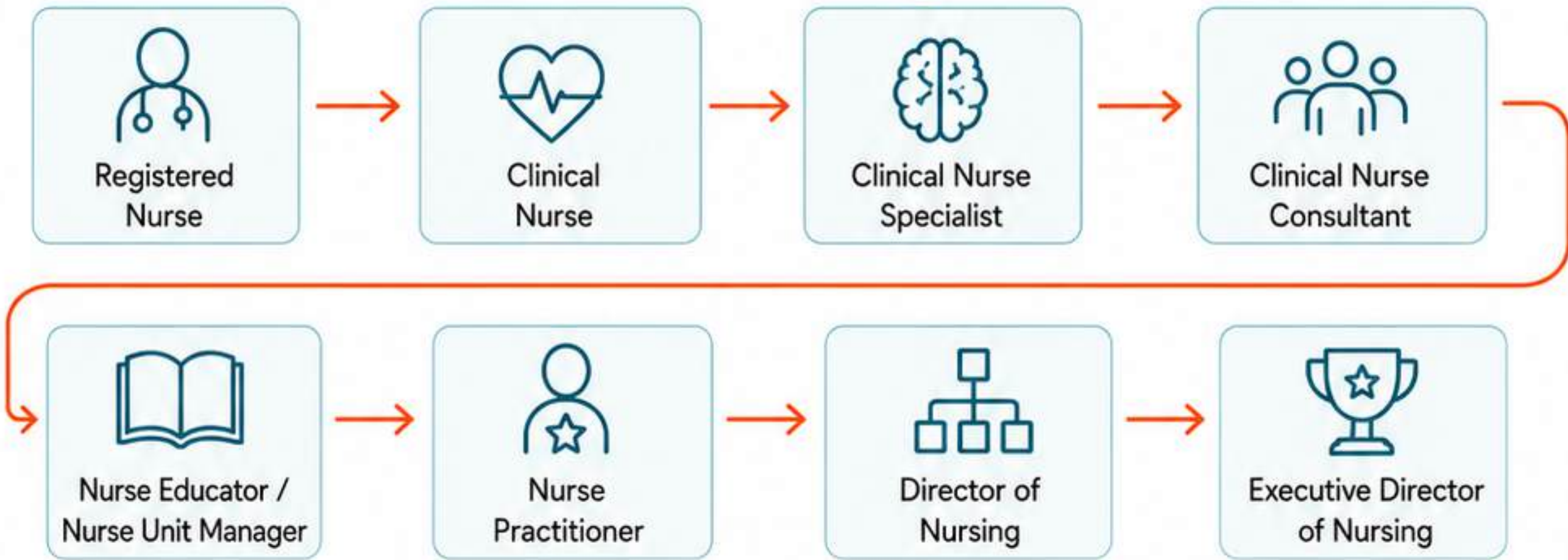
Chapter 3 – Advanced Nursing Careers

Clinical Leadership, Education and Management Pathways

After gaining experience, RNs can progress through clinical specialist, education, research, management or advanced-practice pathways. The focus below is on the progression step, requirements and salary potential.



The Australian Nursing Career Path



Clinical Nurse Specialist (CNS)

Clinical Nurse Specialists provide advanced specialty care, mentor staff and lead improvements in clinical standards and patient outcomes.



Progression Focus

Build on your current classification through relevant experience and the specialist, education or leadership requirements of the next role.

To Progress & Experience

- Bachelor of Nursing + AHPRA registration
- Postgraduate qualification (Grad Cert/Dip/ Master in a relevant clinical specialty)
- 5–10+ years of clinical nursing experience
- Advanced specialist clinical expertise
- Leadership, communication & interprofessional skills
- Quality improvement & change-management experience

State	Approximate Base Salary
Queensland	\$108,000 – \$136,000
New South Wales	\$111,000 – \$139,000*
Victoria	\$107,000 – \$134,000
Western Australia	\$108,000 – \$135,000
South Australia	\$106,000 – \$132,000
Tasmania	\$105,000 – \$131,000
ACT	\$108,000 – \$136,000
Northern Territory	\$112,000 – \$140,000

*NSW figures reflect the staged wage increases introduced under the current public-sector industrial arrangements.

Base salary only; excludes higher duties, overtime, penalties, rural/remote incentives, salary packaging and professional development funding.

Employment Type	Approximate Base / Ordinary-Time Rate + Roster Context	
Entry-Level CNS	\$64 – \$72/hour	Penalties depend on roster/agreement.
Experienced CNS	\$72 – \$82/hour	Penalties depend on roster/agreement.
Senior CNS	\$82 – \$92/hour	Penalties depend on roster/agreement.
Casual / Project CNS	\$90 – \$105+/hour	Penalties depend on roster/agreement.



Nurse Practitioner

Nurse Practitioners are advanced practice RNs who deliver independent, comprehensive care across varied settings.



Progression Focus

Build on your current classification through relevant experience and the specialist, education or leadership requirements of the next role.



To Progress & Experience

Bachelor of Nursing + AHPRA registration



Master of Nurse Practitioner



3–7+ years of clinical nursing experience



Advanced clinical assessment and decision making skills



Prescription authority (endorsement)



Strong communication and leadership skills



Experience in autonomous and collaborative practice

State	Approximate Base Salary
Queensland	\$112,000 – \$142,000
New South Wales	\$115,000 – \$146,000*
Victoria	\$110,000 – \$140,000
Western Australia	\$112,000 – \$141,000
South Australia	\$109,000 – \$139,000
Tasmania	\$108,000 – \$137,000
ACT	\$112,000 – \$142,000
Northern Territory	\$116,000 – \$147,000

*NSW figures reflect the staged wage increases introduced under the current public-sector industrial arrangements.

Employment Type	Approximate Base / Ordinary-Time Rate	+ Roster Context
Entry-Level Nurse Practitioner	\$70 – \$80/hour	Penalties depend on roster/agreement.
Experienced Nurse Practitioner	\$80 – \$95/hour	Penalties depend on roster/agreement.
Senior Nurse Practitioner	\$95 – \$115/hour	Penalties depend on roster/agreement.
Casual / Contract Nurse Practitioner	\$110 – \$140+/hour	Penalties depend on roster/agreement.

Nurse Educator

Nurse Educators design and deliver education, support professional development and promote evidence-based practice.



Progression Focus

Build on your current classification through relevant experience and the specialist, education or leadership requirements of the next role.



To Progress & Experience

Bachelor of Nursing + AHPRA registration



Postgraduate qualification in Education, Nursing or Health (preferred)



Several years' clinical experience



Teaching, communication & presentation skills



Curriculum/instructional-design experience



Adult-learning & assessment knowledge

State	Approximate Base Salary
Queensland	\$100,000 – \$128,000
New South Wales	\$103,000 – \$130,000*
Victoria	\$99,000 – \$126,000
Western Australia	\$100,000 – \$127,000
South Australia	\$98,000 – \$125,000
Tasmania	\$97,000 – \$124,000
ACT	\$100,000 – \$128,000
Northern Territory	\$104,000 – \$131,000

Employment Type	Approximate Base / Ordinary-Time Rate	+ Roster Context
Entry-Level Nurse Educator	\$56 – \$62/hour	Penalties depend on roster/agreement.
Experienced Nurse Educator	\$62 – \$70/hour	Penalties depend on roster/agreement.
Senior Nurse Educator	\$70 – \$78/hour	Penalties depend on roster/agreement.
Casual / Project Nurse Educator	\$76 – \$92+/hour	Penalties depend on roster/agreement.

Clinical Nurse Consultant

Clinical Nurse Consultants are expert clinicians who lead practice improvement, mentor staff and influence policy across complex care.



Progression Focus

Build on your current classification through relevant experience and the specialist, education or leadership requirements of the next role.



To Progress & Experience

Bachelor of Nursing + AHPRA registration



Master's degree in Nursing (recommended)



5–10+ years of clinical nursing experience



Advanced expertise in a specialist area



Leadership, communication & influencing skills



Quality improvement & clinical-governance experience

State	Approximate Base Salary
Queensland	\$112,000 – \$142,000
New South Wales	\$115,000 – \$146,000*
Victoria	\$110,000 – \$140,000
Western Australia	\$112,000 – \$141,000
South Australia	\$109,000 – \$139,000
Tasmania	\$108,000 – \$137,000
ACT	\$112,000 – \$142,000
Northern Territory	\$116,000 – \$147,000

Employment Type	Approximate Base / Ordinary-Time Rate	+ Roster Context
Entry-Level CNC	\$58 – \$64/hour	Penalties depend on roster/agreement.
Experienced CNC	\$64 – \$72/hour	Penalties depend on roster/agreement.
Senior CNC	\$72 – \$82/hour	Penalties depend on roster/agreement.
Casual / Project CNC	\$78 – \$96+/hour	Penalties depend on roster/agreement.

Nurse Researcher

Nurse Researchers combine clinical expertise and research to improve care, safety, systems, evidence-based practice and policy.



Research areas may include

- Cancer care
- Mental health
- Intensive care
- Patient safety
- Infection prevention
- Digital health
- Workforce planning

They commonly work with universities, research institutes and tertiary hospitals.



Master's+ in Nursing, Research or Public Health



Extensive clinical nursing experience



Research & evidence-based practice expertise



Data-analysis & scientific-writing skills



Clinical-research project experience

State	Approximate Base Salary
Queensland	\$126,000 – \$157,000
New South Wales	\$127,000 – \$160,000*
Victoria	\$125,000 – \$155,000
Western Australia	\$125,000 – \$154,000
South Australia	\$124,000 – \$153,000
Tasmania	\$123,000 – \$152,000
ACT	\$126,000 – \$157,000
Northern Territory	\$128,000 – \$161,000

Employment Type	Approximate Base / Ordinary-Time Rate	+ Roster Context
Entry-Level Nurse Researcher	\$66 – \$72/hour	Penalties depend on roster/agreement.
Experienced Nurse Researcher	\$72 – \$80/hour	Penalties depend on roster/agreement.
Senior Nurse Researcher	\$80 – \$90/hour	Penalties depend on roster/agreement.
Casual / Project Nurse Researcher	\$88 – \$105+/hour	Penalties depend on roster/agreement.

Associate / Acting Nurse Unit Manager (ANUM)

ANUM may mean Associate or Acting Nurse Unit Manager. An Associate ANUM supports the NUM; an acting ANUM temporarily performs higher-level duties and generally receives applicable higher-duties payment.

Progression Focus



Build on your current classification through relevant experience and the specialist, education or leadership requirements of the next role.

To Progress & Experience



Bachelor of Nursing + AHPRA registration



5–10+ years of clinical nursing experience



Leadership & team-management skills



Postgraduate qualifications (desirable)



Ward/clinical-unit coordination experience

State	Approximate Base Salary
Queensland	\$122,000 – \$143,000
New South Wales	\$123,000 – \$145,000*
Victoria	\$120,000 – \$141,000
Western Australia	\$120,000 – \$140,000
South Australia	\$119,000 – \$139,000
Tasmania	\$118,000 – \$138,000
ACT	\$122,000 – \$143,000
Northern Territory	\$124,000 – \$146,000

Employment Type	Approximate Base / Ordinary-Time Rate	+ Roster Context
Entry-Level ANUM	\$63 – \$68/hour	Penalties depend on roster/agreement.
Experienced ANUM	\$68 – \$76/hour	Penalties depend on roster/agreement.
Senior ANUM	\$76 – \$84/hour	Penalties depend on roster/agreement.
Casual ANUM	\$82 – \$96+/hour	Penalties depend on roster/agreement.

Nurse Unit Manager (NUM)

The Nurse Unit Manager leads ward or department operations, with a strong focus on leadership and management.



Progression Focus

Build on your current classification through relevant experience and the specialist, education or leadership requirements of the next role.



To Progress

Meet the experience and capability requirements for the next classification under the applicable employer and Enterprise Agreement.

Nurse Practitioner (NP) – Australia's Highest Clinical Nursing Classification

Nurse Practitioner is Australia's highest advanced clinical nursing pathway, requiring extensive experience, postgraduate education and AHPRA endorsement.

State	Approximate Base Salary
Queensland	\$135,000 – \$168,000
New South Wales	\$138,000 – \$172,000*
Victoria	\$132,000 – \$165,000
Western Australia	\$134,000 – \$167,000
South Australia	\$131,000 – \$163,000
Tasmania	\$130,000 – \$161,000
ACT	\$135,000 – \$169,000
Northern Territory	\$140,000 – \$175,000

NSW reflects recent staged wage increases under current public-sector industrial arrangements. These figures are indicative public-sector base salary ranges and exclude penalties, allowances and salary packaging. They are derived from current state enterprise agreements and recent wage updates.

Employment Type	Approximate Base / Ordinary-Time Rate	+ Roster Context
Entry-Level NP	\$75 – \$85/hour	Penalties depend on roster/agreement.
Experienced NP	\$85 – \$100/hour	Penalties depend on roster/agreement.
Senior NP	\$100 – \$120/hour	Penalties depend on roster/agreement.
Casual / Contract NP	\$120 – \$150+/hour	Penalties depend on roster/agreement.

Nursing Leadership

Assistant Directors, Directors and Executive Leaders Shaping Australia's Healthcare System

Leadership provides a separate progression pathway from senior clinical nursing into unit, service and executive management.



Leadership Roles Include

- Associate Nurse Unit Managers (ANUMs)
- Nurse Unit Managers (NUMs)
- Assistant Directors of Nursing
- Directors of Nursing
- Executive Directors of Nursing
- Chief Nursing Officers (CNOs)



Leadership Progression

Clinical excellence and safety; high-performing teams; strategy, policy and quality; budgets/resources/workforce; innovation and continuous improvement; healthcare delivery.

Salary Comparison – Nursing Leadership (2026)

Leadership / Senior Stream	Indicative Earnings Context (2026)
Clinical Nurse / Clinical Midwife	Higher base than standard RN, but total earnings may be lower than a rotating-roster RN where weekday work attracts fewer penalties
Associate / Acting Nurse Unit Manager (ANUM)	Varies by jurisdiction; acting appointments generally attract applicable higher-duties payment
Nurse Unit Manager (NUM)	\$130,000 – \$200,000+ indicative; state, level, public/private and agreement materially affect the rate
Assistant Director of Nursing (ADON)	\$145,000 – \$200,000+ indicative
Director of Nursing (DON)	\$170,000 – \$250,000+; negotiated private aged-care base packages may exceed \$250,000
Private Aged-Care DON / Senior Management	\$200,000 – \$250,000+ base can occur; some negotiated packages may add 10–25% bonus and a vehicle
Executive Director of Nursing	\$220,000 – \$320,000+ indicative
Chief Nursing Officer	Executive contract / individually negotiated
Senior Specialist / Management Contractor	Separate contractor rates may exceed permanent salary equivalents; assess contract, hours, penalties, allowances and term separately

Important: These figures are indicative public-sector base salary ranges. Actual remuneration varies by state, employer, Enterprise Agreement, executive contract and organisational size

Clinical Nurse and Management Earnings – Important Context

A higher base classification does not always mean higher total earnings. Weekday-based Clinical Nurses and managers may receive fewer shift penalties than rotating-roster RNs, while senior management, contractor and private-sector packages can exceed public-sector ranges.

NSW contractor rate example from 1 July 2026

This contractor example shows how base pay, casual loading, termination/completion components and shift penalties affect hourly earnings. It is not a statewide nursing rate.

Rate / Shift	L2 Y1 CN/CM	L2 Y2 CN/RM	NUM 1	NUM 2	NUM 3
Weekly base – minimum 40 hours (excludes 10% casual loading)	\$2,458.90	\$2,539.80	\$2,759.70	\$2,890.40	\$2,968.20
Weekly base – minimum 40 hours (includes 10% casual loading)	\$2,704.79	\$2,793.78	\$3,035.67	\$3,179.44	\$3,265.02
Hourly base – no casual loading	\$64.71	\$66.84	\$72.62	\$76.06	\$78.11
AM with casual loading only	\$71.18	\$73.52	\$79.89	\$83.67	\$85.92
Termination / completion component (8.33%)	\$5.39	\$5.57	\$6.05	\$6.34	\$6.51
AM	\$76.57	\$79.09	\$85.94	\$90.01	\$92.43
PM	\$86.14	\$88.97	\$96.68	\$101.26	\$103.98
Night shift	\$91.88	\$94.91	\$103.12	\$108.01	\$110.91
Saturday	\$106.77	\$110.28	\$119.83	\$125.50	\$128.88
Sunday	\$113.24	\$116.96	\$127.09	\$133.11	\$136.69
Public holiday	\$161.77	\$167.09	\$181.56	\$190.16	\$195.28

Ordinary-time rates can understate shift-worker earnings. Tie contractor examples to a real CC Medical contract and applicable terms before publication.

Chapter 4 – Explore

Australia's Nursing Specialties

Nursing offers diverse specialties, allowing you to build a career around your interests, strengths and lifestyle.



Common Nursing Specialties

Expanded clinical specialty coverage:

- Emergency Department (ED)
- Intensive Care Unit (ICU)
- High Dependency Unit (HDU)
- Coronary Care Unit (CCU)
- Cardiac Catheter Laboratory
- Theatre – Scrub / Scout
- Anaesthetics
- PACU / Recovery
- Endoscopy
- Day Surgery
- Medical Nursing
- Surgical Nursing
- Oncology and Haematology
- Renal and Dialysis
- Mental Health
- Alcohol and Other Drugs (AOD)
- Rehabilitation
- Aged Care
- Community Health
- Primary Health
- Rural and Remote Nursing
- Paediatric Nursing
- Neonatal Intensive Care Unit (NICU)
- Special Care Nursery (SCN)
- Midwifery – Antenatal
- Midwifery – Birth Suite
- Midwifery – Postnatal
- Midwifery Group Practice (MGP)
- Infection Prevention and Control
- Clinical Education
- Nursing Management



Emergency Nursing: Fast-paced care for patients with acute illness or injury in emergency departments.



Intensive Care (ICU): Care for critically ill patients requiring advanced life support and continuous monitoring.



Theatre (Perioperative): Support patients before, during and after surgery in the operating theatre.



Mental Health Nursing: Support people with mental illness through treatment, recovery and community care.



Paediatric Nursing: Care for infants, children and adolescents in hospitals and community settings.



Neonatal Nursing: Specialised care for premature and critically ill newborn babies in NICUs.



Special Care Nursery (SCN): Care for newborns who need additional monitoring or treatment but may not require NICU-level intensive care.



Oncology Nursing: Support patients with cancer through treatment, symptom management and recovery.



Cardiac Nursing: Care for patients with heart conditions in acute, rehab and community settings.



Renal Nursing: Support patients with kidney disease through dialysis and ongoing management.



Community Nursing: Provide care in the home and community focusing on prevention and management.



Aged Care Nursing: Support older adults in residential facilities and aged care services.



General Practice Nursing: Work in clinics providing preventative care, chronic disease support and more.



Palliative Care: Provide compassionate care and support for patients and their families.



Rural & Remote Nursing: Deliver essential healthcare in rural, remote and isolated communities across Australia.



Cosmetic Nursing: Work in the private sector providing cosmetic and injectable treatments.



Research Nursing: Contribute to clinical research and evidence-based practice to improve patient outcomes.



Nurse Educator: Teach and mentor the next generation of nurses in clinical and academic roles.



Infection Prevention & Control: Promote patient safety by preventing and controlling infections in healthcare.

How to Choose the Right Specialty

- Patient population
- Pace & work environment
- Team vs independent work
- Roster & lifestyle preferences
- Opportunities for specialist study
- Long-term career goals



Choosing the Right Nursing Specialty

Specialties differ in environment, roster, skills and lifestyle. Earnings depend more on classification, recognised experience, shifts, state, employer and Enterprise Agreement than specialty title alone.



Specialty	Typical Work Setting	Pace	Shift / Acuity Intensity	Team Collaboration	Likely Working Pattern	Postgrad / Advanced Skills	Demand
Emergency Department (ED)	Hospital ED	Very Fast	Varies	High	24/7 roster	Specific skills	Very High
Intensive Care Unit (ICU)	Hospital ICU	Very Fast	Varies	High	24/7 roster	Specific skills	Very High
High Dependency Unit (HDU)	Hospital HDU	Fast	Varies	High	24/7 roster	Specific skills	High
Coronary Care Unit (CCU)	Hospital CCU	Fast	Varies	High	24/7 roster	Specific skills	High
Cardiac Catheter Laboratory	Hospital Cath Lab	Fast	Varies	Very High	On-call/call-back	Specific skills	High
Theatre – Scrub / Scout	Operating Theatre	Fast	Varies	Very High	Roster + on-call/call-back	Specific skills	High
Anaesthetics	Operating Theatre	Fast	Varies	Very High	Roster + on-call/call-back	Specific skills	High
PACU / Recovery	Theatre / Recovery	Fast	Varies	High	Shift/on-call varies	Specific skills	High
Endoscopy	Hospital/day unit	Steady–Fast	Varies	High	Usually days; some extended hours	Specific skills	High
Day Surgery	Hospital/day unit	Steady–Fast	Varies	High	Often day-based	Specific skills	High
Medical Nursing	Hospital Ward	Moderate–Fast	Varies	High	24/7 roster	Specific skills	High
Surgical Nursing	Hospital Ward	Moderate–Fast	Varies	High	24/7 roster	Specific skills	High
Oncology & Haematology	Hospital / Ambulatory	Moderate	Varies	High	Mixed days/shifts	Specific skills	High
Renal & Dialysis	Hospital / Dialysis Unit	Moderate	Varies	High	Early/late shifts common	Specific skills	High
Mental Health	Hospital/community	Moderate	Varies	High	Inpatient 24/7; community usually days	Specific skills	Very High
Alcohol & Other Drugs (AOD)	Hospital/community	Moderate	Varies	High	Varies by service	Specific skills	High
Rehabilitation	Hospital/community	Moderate	Varies	High	Mixed roster	Specific skills	High
Aged Care	Residential/community	Moderate	Varies	High	24/7 roster common	Specific skills	Very High
Community Health	Community/home	Moderate	Varies	Moderate	Usually weekday/day	Specific skills	High
Primary Health	Clinic / Community	Steady	Varies	High	Usually weekday/day	Specific skills	High
Rural & Remote Nursing	Rural / Remote Health Service	Varied	Varies	High	Broad scope; roster/on-call varies	Specific skills	Very High
Paediatric Nursing	Hospital/community	Moderate–Fast	Varies	High	24/7 hospital roster	Specific skills	High
Neonatal Intensive Care (NICU)	Hospital NICU	Fast	Varies	High	24/7 roster	Specific skills	High
Special Care Nursery (SCN)	Hospital SCN	Moderate–Fast	Varies	High	24/7 roster	Specific skills	High
Midwifery – Antenatal	Hospital/community	Moderate	Varies	High	Mixed days/shifts	Specific skills	Very High
Midwifery – Birth Suite	Hospital Birth Suite	Very Fast	Varies	Very High	24/7 roster	Specific skills	Very High
Midwifery – Postnatal	Hospital/community	Moderate	Varies	High	24/7 hospital roster	Specific skills	Very High
Midwifery Group Practice (MGP)	Hospital/community	Varied	Varies	Very High	Caseload/on-call may apply	Specific skills	Very High
Infection Prevention & Control	Hospital/health service	Steady	Varies	Very High	Usually weekday/day	Specific skills	High
Clinical Education	Hospital / Education	Steady	Varies	Very High	Usually weekday/day	Specific skills	High
Nursing Management	Hospital / Aged Care / Health Service	Varied	Varies	Very High	Usually weekdays + after-hours accountability	Specific skills	High

What Affects Your Income?

Classification; experience; Enterprise Agreement/state; shift penalties; overtime/on-call; rural/remote incentives; private/hospital rates; leadership; higher duties; agency/contract work.

Key Takeaway: Choose a specialty that fits your interests, strengths and lifestyle.

Highest Paying Nursing Specialties

Some specialties offer higher earning potential, but there is no single national specialty rate.

Nursing Specialty	What They Do	Indicative Earnings Context (not a national specialty rate)
Emergency Department	Acute emergency care	Base + roster penalties/overtime; agency/contract may be higher.
Intensive Care / HDU	Critical and high-dependency care	Base + roster penalties; specialist contracts may be higher.
CCU / Cardiac Cath Lab	Acute cardiac and procedural care	Roster/on-call/call-back affect total earnings.
Theatre – Scrub/Scout / Anaesthetics / PACU	Perioperative care	On-call/call-back, overtime and shifts can increase earnings.
Medical / Surgical	General inpatient care	Roster penalties can lift earnings above base.
Oncology / Haematology	Cancer and blood-disorder care	Compare classification and roster, not specialty title alone.
Renal / Dialysis	Renal and dialysis care	Early/late shifts and specialist skills affect earnings.
Mental Health / AOD	Inpatient/community mental health and AOD care	Inpatient penalties may lift earnings; community roles are often day-based.
Aged Care	Residential/community aged care	Agreement/employer vary; management can substantially exceed bedside rates.
Community / Primary Health	Community-based care	Usually weekday/day, so total earnings may include fewer shift penalties.
Rural & Remote	Broad-scope rural/remote care	May include higher contract rates, overtime and allowances; show travel/accommodation separately.
Paediatrics / NICU / SCN	Paediatric and neonatal care	Specialist skills + roster penalties; classification/agreement drive base.
Midwifery – Antenatal/Birth Suite/ Postnatal/MGP	Maternity care	Hospital rosters may attract penalties; MGP/caseload may use different loadings/flat rates.
Infection Prevention & Control	IPC leadership/specialist practice	Often weekday-based; higher base may not mean higher total earnings.
Clinical Education	Education and workforce development	Often weekday-based; classification/ employer determine salary.
Clinical Nurse / Specialist / Consultant	Senior specialist practice	Higher base; total depends on roster/penalties.
Nursing Management	Unit/facility/service leadership	Management can exceed \$200,000; private aged-care DON base may exceed \$250,000.
Agency / Contractor	Flexible contract employment across specialties	Assess contract rate, roster, overtime, penalties, allowances, bonuses and term separately.

What Actually Increases Your Income?

Classification; experience; Enterprise Agreement; shift penalties; overtime; on-call; rural/remote incentives; private-sector rates; leadership; agency/contract work.

Key Takeaway: Balance salary with your interests, strengths, work environment, lifestyle, growth opportunities and desired impact.

Important: Earnings vary by jurisdiction, Enterprise Agreement, employer, experience, penalties, overtime, rural incentives and private-sector remuneration.

Chapter 5 – Agency, Contract & Travel Nursing

Agency, contract and travel nursing are overlapping flexible-work arrangements. Nurses may work casual shifts, fixed-term assignments or travel contracts, while rural and remote nursing describes the setting. These pathways can offer higher income, travel, broader experience and flexibility.

Understanding the Different Employment Models

Compare each model to find the best fit for your career and lifestyle.

	Permanent Nursing	Agency / Contract Nursing	Contractor / Travel Assignment Employment
Employment	Employed directly by a hospital or healthcare provider	Engaged through CC Medical for casual, casual or fixed-term assignments	Contract assignment that may be in metropolitan, major-centre, regional, rural or remote locations
Typical Duration	Ongoing	One shift to several months	Short-term to 12 months+ depending on assignment
Flexibility	Fixed roster and location	High – availability and assignment dependent	High – choose contracts, locations and timing subject to requirements
Income Potential	Enterprise Agreement / contract rate	Often higher hourly or contract rates plus applicable penalties	Can be high where specialist demand, overtime, penalties or incentives apply
Benefits	Leave, superannuation and other entitlements under the applicable agreement	May include superannuation, workers compensation, flexible work and contract-specific benefits	May include accommodation, flights/travel, hire car, allowances, completion bonuses or other incentives depending on the contract
Best For	Stability and long-term career progression	Nurses wanting flexibility, variety and contract options	Nurses wanting to travel, work targeted contracts or maximise earning potential

Common Benefits of Agency / Contract Work

Benefits are assignment-specific. Travel, accommodation, hire car and other incentives may apply in rural, remote and major centres such as Darwin and Canberra, depending on demand and contract.

- Accommodation often provided
- Flights & travel support
- Hire car options
- Attractive hourly rates & penalties
- Rural & remote incentives
- Broader clinical experience



Real CC Medical Results

In 2025, several experienced CC Medical nurses earned more than \$300,000 through selected travel/contract assignments, rural incentives, overtime and high-demand specialties—helping some reach goals such as buying a first home while retaining flexibility.



Earnings can help you

- Buy your first home sooner
- Pay off debt faster
- Take extended time off between contracts
- Build financial security
- Invest in your future

Why Nurses Choose Agency / Contract Nursing

Flexibility. Freedom. Financial Rewards.

Agency and contract work can provide greater control over income, location and lifestyle. The exact arrangement depends on the contract, employer and location.



Higher Earning Potential

Higher hourly rates; penalties/overtime/weekends; rural/remote incentives; accommodation, travel and meal allowances; potential to increase annual income.



Flexibility & Freedom

Choose when you work; fit work around family/study/commitments; select suitable rosters; take breaks between contracts; shape your lifestyle.



Travel Australia

Work across hospitals and regions; explore communities; experience city, regional and remote areas; build networks; create memorable experiences.



Professional Growth

Gain varied clinical experience; work across specialties/settings; build confidence and adaptability; accelerate skills; expand future opportunities.



Better Work-Life Balance

Gain more control over time; reduce burnout/stress; take extended breaks; spend more time on what matters; support wellbeing.



Make a Real Impact

- Provide care in communities that need you most
- Support rural, remote and regional health services
- Experience the reward of making a difference
- Be part of something bigger



Why Demand for Contract Nurses Continues to Grow

National nursing shortages; rural/remote demand; population growth and ageing; pressure on health services; leave/workforce gaps; greater reliance on flexible workers.

“Contract nursing gave me the freedom to travel, increase my income and gain experience in places I never thought I would.”

– CC Medical nurse (add first name, specialty and contract location with consent before publication)

Choose your assignments, locations and lifestyle.

Where Australia's Highest Demand Contracts Are

Nursing shortages affect regional, rural and remote services as well as selected metropolitan and major-centre hospitals. Travel and accommodation benefits depend on the assignment and are not exclusive to remote work.



- **Western Australia** – High demand in mining, regional and remote communities. Attractive incentives and FIFO roles.



- **Northern Territory** – Significant need in remote communities and Indigenous health services.



- **Queensland** – Strong demand across rural hospitals, health services and remote locations.



- **New South Wales** – Substantial need in regional areas and outer metropolitan hospitals.



- **Victoria** – High demand in regional hospitals and specialist clinical areas.



- **South Australia** – Opportunities in regional centres, mental health and rural hospitals.



- **Tasmania** – Opportunities across regional hospitals and community health services.



- **Australian Capital Territory** – Ongoing demand in hospitals and specialist services.



High Demand Nursing Specialties & Areas

- **Emergency Departments** – Critical shortages nationwide, high penalties and overtime.
- **Intensive Care Units** – High demand for experienced ICU nurses with specialist skills.
- **Mental Health** – Strong demand across inpatient, community and rural services.
- **Theatre Nursing** – Scrub Scout, Anaesthetic and Recovery Nurses in demand.
- **Aged Care** – Ongoing need for registered nurses in residential aged care.
- **Rural & Remote Healthcare** – High incentives, accommodation and travel benefits.
- **FIFO & Mining** – Some of the highest paying nursing roles in Australia.



Typical Contract Benefits

Accommodation; flights/travel support; hire car; attractive rates/penalties; rural/remote incentives; travel/meal allowances; professional development.



Rural, Remote & FIFO Opportunities

Rural & Remote Nursing: Work in communities with workforce need while broadening clinical skills, making a difference, accessing applicable incentives/allowances and experiencing new locations.

FIFO Nursing: Resources and industrial-sector roles offering fly-in/fly-out rosters, premium rates, strong conditions and work-life balance.



“Working contract has taken me to new places, helped me grow professionally and financially, and given me the lifestyle I wanted.”

– CC Medical nurse (add first name, specialty and contract location with consent before publication)



Choose your assignments, locations and lifestyle.



High demand can mean more contracts, choice and earning opportunities.



How Much Can Travel Nurses Earn?

Some agency, contract and travel assignments can pay significantly more than comparable permanent roles through higher rates, penalties, overtime, completion bonuses and incentives. Travel and accommodation remain separate contract benefits, not cash earnings.



Earnings Vary Based On

Location; specialty/skills; contract length; overtime/penalties; travel/accommodation benefits; experience/qualifications.

Indicative 2026 Earnings Comparison

Employment / Contract Type	Typical Annual Earnings Range	Potential Cash Earnings with Overtime / Penalties
Permanent RN (Public Hospital)	\$90,000 – \$120,000	\$110,000 – \$140,000
Agency / Contract RN (Casual or Short-Term)	\$100,000 – \$150,000	\$120,000 – \$180,000
Rural & Remote Agency / Contract RN	\$130,000 – \$200,000+	\$150,000 – \$220,000+
ICU / ED Contracts (High Demand)	\$150,000 – \$220,000+	\$170,000 – \$250,000+
FIFO Contracts (Mining / Resources)	\$180,000 – \$250,000+	\$200,000 – \$280,000+
Experienced High-Demand Agency / Contract RN	\$220,000 – \$300,000+	\$250,000 – \$350,000+



Benefits treatment: accommodation, travel/flights and hire car are separate from cash earnings; cash allowances/completion bonuses are included only when payable and identified.



Earnings are indicative only and can vary based on employer, location, specialty, experience, contract length, roster, overtime, penalty rates, completion bonuses and other cash allowances. Accommodation, flights, hire car and other travel support are contract benefits and are not included in cash-earnings totals unless specifically stated.

Why Choose CC Medical?

CC Medical recruiters match your skills, experience, goals and lifestyle with suitable opportunities, supporting you before, during and after placement.



Real Results from CC Medical

In 2025, several experienced CC Medical nurses earned more than \$300,000 through selected travel contracts, rural incentives, overtime and high-demand placements, helping them pursue goals such as buying a home, reducing debt and travelling between contracts.



The Fast Track to Higher Earnings Without Moving Into Management

Travel nursing can increase earning potential while allowing nurses to remain in hands-on clinical practice.

- Higher hourly rates, penalty rates, overtime & rural incentives
- Choose when, where and how you work
- Accommodation & travel benefits where included
- Earn more while continuing to provide exceptional patient care

The Benefits of Working with CC Medical



- **Personalised Career Matching** – Roles matched to your skills, experience, preferences and lifestyle.



- **Dedicated Consultant** – Support before, during and after placement.



- **Flexibility That Fits You** – Short-term, ongoing or long-term contracts.



- **Australia-Wide Opportunities** – Public/private hospitals, health services, aged care, major centres, regional, rural and remote communities.



- **Guaranteed Weekly Pay** – Paid every week.



- **Compliance Made Easy** – Help with registration, documentation and onboarding.



- **Quality Accommodation** – May be provided on selected metropolitan, major-centre, regional, rural and remote contracts.



- **Ongoing Career Support** – Career advice, guidance and support.



- **Travel Support** – Flights/travel organised where included.



- **A Team That Cares** – Friendly, experienced recruiters.

The CC Medical Difference

Specialist recruiters; contracts matched to your skills, experience and preferences; flexible work; strong earning potential in high-demand contracts; travel/lifestyle opportunities; safe, compliant support.

“

“Travel nursing has changed my life. I’ve earned more, seen Australia and had greater lifestyle freedom.”

– CC Medical nurse Emily, ED,
Perth to Broome contract
(with consent before publication)



1000+
contracts filled
in 2025



Thousands
of nurses placed
across Australia



5/5 rating
– verify and add the review
platform, number of
reviews and date immediately
before publication.

Your Career. Your Lifestyle. Your Choice.

Earn more, travel, gain experience or create greater flexibility
with a nursing career that fits your goals.



REGISTER WITH CC MEDICAL TODAY!

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Publication Verification & Source Notes

Salary & Earnings Assumptions



All salary and earnings figures are indicative unless tied to a specific Award, Enterprise Agreement or verified CC Medical contract. Do not blend base rates, roster earnings, loadings, penalties, overtime, allowances, bonuses or non-cash benefits without explanation.



For shift-working RNs, EN/EENs and AINs, weekday base rates can understate annual earnings. A roughly 30% uplift is only an illustrative rotating-roster example, not a universal entitlement or guaranteed loading.



This guide provides career and salary information, not a substitute for an Award, Enterprise Agreement, contract or professional advice. Check state pay points, progression and allowances against current agreements before publication.

Current official source types to check include:

- ✓ • NSW Health – Public Health System Nurses' and Midwives' (State) Award and current rates of pay.
- ✓ • Victorian Department of Health – current Nurses and Midwives public-sector Enterprise Agreement.
- ✓ • WA Health – current Registered Nurses, Midwives and Enrolled Nurses Industrial Agreement.
- ✓ • Queensland Health – current Nurses and Midwives Certified Agreement.
- ✓ • Relevant SA Health, Tasmanian Health Service, ACT Health and NT Health industrial agreements and salary schedules.
- ✓ • Nursing and Midwifery Board of Australia (NMBA/AHPRA) for professional titles, registration and scope standards.



Label salary examples as base, ordinary-time, rotating-roster, casual/contract, penalties, overtime, allowances, bonuses or non-cash benefits as applicable.