

Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB12) 2025

Proposed new wage rates (WITHOUT PREJUDICE)

										Government election commitment (GEC) payment uplift	
Classification	Nurse grade	Band	Pay point	From 1 April 2025		From 1 April 2026		From 1 April 2027		From 1 December 2027	
				Per fortnight	Per annum	Per fortnight	Per annum	Per fortnight	Per annum	Per fortnight	Per annum
Assistant in Nursing	Nurse Grade 1	1	1	\$2,598.90	\$67,803	\$2,663.90	\$69,499	\$2,730.50	\$71,237	\$2,812.40	\$73,374
			2	\$2,652.60	\$69,204	\$2,718.90	\$70,934	\$2,786.90	\$72,708	\$2,870.50	\$74,889
			3	\$2,687.50	\$70,115	\$2,754.70	\$71,868	\$2,823.60	\$73,666	\$2,908.30	\$75,875
			4	\$2,748.20	\$71,699	\$2,816.90	\$73,491	\$2,887.30	\$75,328	\$2,973.90	\$77,587
			5	\$2,811.60	\$73,353	\$2,881.90	\$75,187	\$2,953.90	\$77,065	\$3,042.50	\$79,377
			6	\$2,845.70	\$74,242	\$2,916.80	\$76,097	\$2,989.70	\$77,999	\$3,079.40	\$80,339
Assistant in Nursing – Sterilising Services	Nurse Grade 1	2	1	\$2,812.30	\$73,371	\$2,882.60	\$75,205	\$2,954.70	\$77,086	\$3,043.30	\$79,398
			2	\$2,852.60	\$74,422	\$2,923.90	\$76,282	\$2,997.00	\$78,190	\$3,086.90	\$80,535
			3	\$2,894.60	\$75,518	\$2,967.00	\$77,407	\$3,041.20	\$79,343	\$3,132.40	\$81,722
Undergraduate Student in Nursing/Midwifery	Nurse Grade 2		2nd year	\$2,652.60	\$69,204	\$2,718.90	\$70,934	\$2,786.90	\$72,708	\$2,870.50	\$74,889
			3rd year	\$2,687.50	\$70,115	\$2,754.70	\$71,868	\$2,823.60	\$73,666	\$2,908.30	\$75,875
Enrolled Nurse	Nurse Grade 3		1	\$2,812.30	\$73,371	\$2,882.60	\$75,205	\$2,954.70	\$77,086	\$3,043.30	\$79,398
			2	\$2,852.60	\$74,422	\$2,923.90	\$76,282	\$2,997.00	\$78,190	\$3,086.90	\$80,535
			3	\$2,894.60	\$75,518	\$2,967.00	\$77,407	\$3,041.20	\$79,343	\$3,132.40	\$81,722
			4	\$2,938.10	\$76,653	\$3,011.60	\$78,570	\$3,086.90	\$80,535	\$3,179.50	\$82,951
			5	\$2,984.70	\$77,869	\$3,059.30	\$79,815	\$3,135.80	\$81,811	\$3,229.90	\$84,266

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Enrolled Nurse Advance Skills	Nurse Grade 4		1	\$3,073.10	\$80,175	\$3,149.90	\$82,179	\$3,228.60	\$84,232	\$3,325.50	\$86,760
			2	\$3,261.00	\$85,077	\$3,342.50	\$87,203	\$3,426.10	\$89,385	\$3,528.90	\$92,066
Registered Nurse/ Registered Midwife	Nurse Grade 5		Re-entry	\$3,121.20	\$81,430	\$3,199.20	\$83,465	\$3,279.20	\$85,552	\$3,377.60	\$88,119
			1	\$3,267.10	\$85,236	\$3,348.80	\$87,368	\$3,432.50	\$89,551	\$3,535.50	\$92,239
			2	\$3,420.60	\$89,241	\$3,506.10	\$91,472	\$3,593.80	\$93,760	\$3,701.60	\$96,572
			3	\$3,574.50	\$93,256	\$3,663.90	\$95,589	\$3,755.50	\$97,978	\$3,868.20	\$100,919
			4	\$3,728.10	\$97,263	\$3,821.30	\$99,695	\$3,916.80	\$102,187	\$4,034.30	\$105,252
			5	\$3,882.20	\$101,284	\$3,979.30	\$103,817	\$4,078.80	\$106,413	\$4,201.20	\$109,606
			6	\$4,036.50	\$105,309	\$4,137.40	\$107,942	\$4,240.80	\$110,639	\$4,368.00	\$113,958
			7	\$4,190.60	\$109,330	\$4,295.40	\$112,064	\$4,402.80	\$114,866	\$4,534.90	\$118,312
Clinical Nurse/ Clinical Midwife	Nurse Grade 6	1	1	\$4,262.20	\$111,198	\$4,368.80	\$113,979	\$4,478.00	\$116,828	\$4,612.30	\$120,332
			2	\$4,362.60	\$113,817	\$4,471.70	\$116,663	\$4,583.50	\$119,580	\$4,721.00	\$123,168
			3	\$4,462.90	\$116,434	\$4,574.50	\$119,345	\$4,688.90	\$122,330	\$4,829.60	\$126,001
			4	\$4,564.00	\$119,072	\$4,678.10	\$122,048	\$4,795.10	\$125,101	\$4,939.00	\$128,855
Associate Clinical Nurse/Midwife Consultant, Associate Nurse/Midwife Unit Manager, Associate Nurse/Midwife Manager, Associate Nurse/Midwife Educator, Associate Nurse/Midwife Researcher	Nurse Grade 6	2	1	\$4,790.90	\$124,991	\$4,910.70	\$128,117	\$5,033.50	\$131,320	\$5,184.50	\$135,260
			2	\$4,891.50	\$127,616	\$5,013.80	\$130,806	\$5,139.10	\$134,075	\$5,293.30	\$138,098
Clinical Nurse/Midwife Consultant, Nurse/Midwife Unit Manager, Nurse/Midwife Manager, Nurse/Midwife Educator, Nurse/Midwife Researcher, Public Health Nurse, Nurse Navigator, Nurse Practitioner Candidate	Nurse Grade 7		1	\$5,233.50	\$136,538	\$5,364.30	\$139,951	\$5,498.40	\$143,449	\$5,663.40	\$147,754
			2	\$5,470.40	\$142,719	\$5,607.20	\$146,288	\$5,747.40	\$149,946	\$5,919.80	\$154,443
			3	\$5,606.50	\$146,270	\$5,746.70	\$149,927	\$5,890.40	\$153,676	\$6,067.10	\$158,286
			4	\$5,682.10	\$148,242	\$5,824.20	\$151,949	\$5,969.80	\$155,748	\$6,148.90	\$160,420

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Nurse Practitioner	Nurse Grade 8		1	\$5,892.70	\$153,736	\$6,040.00	\$157,579	\$6,191.00	\$161,519	\$6,376.70	\$166,364
			2	\$6,039.30	\$157,561	\$6,190.30	\$161,501	\$6,345.10	\$165,539	\$6,535.50	\$170,507
			3	\$6,152.20	\$160,507	\$6,306.00	\$164,519	\$6,463.70	\$168,633	\$6,657.60	\$173,692
Director of Nursing - Rural and Remote	Nurse Grade 9		1	\$6,018.50	\$157,018	\$6,168.90	\$160,942	\$6,323.20	\$164,968	\$6,512.90	\$169,917
			2	\$6,291.00	\$164,128	\$6,448.30	\$168,232	\$6,609.50	\$172,437	\$6,807.80	\$177,611
			3	\$6,447.50	\$168,211	\$6,608.70	\$172,416	\$6,774.00	\$176,729	\$6,977.20	\$182,030
Assistant Director of Nursing Director of Nursing	Nurse Grade 10		1	\$6,152.20	\$160,507	\$6,306.00	\$164,519	\$6,463.70	\$168,633	\$6,657.60	\$173,692
			2	\$6,450.30	\$168,284	\$6,611.60	\$172,492	\$6,776.90	\$176,804	\$6,980.20	\$182,108
Nursing Director, Director of Nursing	Nurse Grade 11			\$6,884.40	\$179,609	\$7,056.50	\$184,099	\$7,232.90	\$188,701	\$7,449.90	\$194,363
Nursing Director, Director of Nursing	Nurse Grade 12			\$7,579.00	\$197,731	\$7,768.50	\$202,675	\$7,962.70	\$207,741	\$8,201.60	\$213,974
Nursing Director, Director of Nursing	Nurse Grade 13	1		\$8,113.10	\$211,665	\$8,315.90	\$216,956	\$8,523.80	\$222,380	\$8,779.50	\$229,051
Executive Director of Nursing		2		\$9,864.00	\$257,345	\$10,110.60	\$263,778	\$10,363.40	\$270,374	\$10,674.30	\$278,485