

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.

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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