

# Nursing/Midwifery (South Australian Public Sector)

## Enterprise Agreement 2022 Case No ET-22-05689

Operative from 1 December 2022 until Nominal Expiry 31 July 2025

Effective fpp on or after 1 January 2025 to Nominal Expiry 31 July 2025



Australian Nursing and  
Midwifery Federation  
(SA Branch)

Permanent rates										Casual rates				
Classification	1/1/24 3%	1/1/25 3%	F/Night	Ord Hrlly Rate	A/Noon 112.5%	Night 120.5%	Sat 150%	Sun 175%	P/H 250%	Cas Hrlly incl 25%	A/Noon 137.5%	Night 145.5%	Sat&P/H 175%	Sun 200%
<b>Assistant in Nursing / Midwifery</b>														
1st increment	57373	<b>59095</b>	2265.60	<b>29.81</b>	33.54	35.92	44.72	52.17	74.53	37.26	40.99	43.37	52.17	59.62
2nd increment	59072	<b>60844</b>	2332.70	<b>30.69</b>	34.53	36.99	46.04	53.71	76.73	38.37	42.20	44.66	53.71	61.39
<b>Enrolled Nurse (Certificate) <i>not authorised in medication administration</i></b>														
1st increment	62127	<b>63991</b>	2453.30	<b>32.28</b>	36.32	38.90	48.42	56.49	80.70	40.35	44.39	46.97	56.49	64.56
2nd increment	63146	<b>65040</b>	2493.60	<b>32.81</b>	36.91	39.54	49.22	57.42	82.03	41.01	45.11	47.74	57.42	65.62
3rd increment	64503	<b>66438</b>	2547.10	<b>33.51</b>	37.70	40.38	50.27	58.65	83.79	41.89	46.08	48.76	58.65	67.03
4th increment	65861	<b>67836</b>	2600.80	<b>34.22</b>	38.50	41.24	51.33	59.89	85.55	42.78	47.05	49.79	59.89	68.44
5th increment	67219	<b>69235</b>	2654.40	<b>34.93</b>	39.29	42.09	52.39	61.12	87.32	43.66	48.02	50.82	61.12	69.85
6th increment	68577	<b>70634</b>	2708.00	<b>35.63</b>	40.09	42.94	53.45	62.36	89.08	44.54	48.99	51.84	62.36	71.26
7th increment	69935	<b>72033</b>	2761.60	<b>36.34</b>	40.88	43.79	54.51	63.59	90.84	45.42	49.96	52.87	63.59	72.67
<b>Enrolled Nurse (Diploma) or Enrolled Nurse (Certificate) <i>authorised in medication administration</i></b>														
1st increment	64503	<b>66438</b>	2547.10	<b>33.51</b>	37.70	40.38	50.27	58.65	83.79	41.89	46.08	48.76	58.65	67.03
2nd increment	66100	<b>68083</b>	2610.20	<b>34.34</b>	38.64	41.39	51.52	60.10	85.86	42.93	47.22	49.97	60.10	68.69
3rd increment	67609	<b>69637</b>	2669.80	<b>35.13</b>	39.52	42.33	52.69	61.48	87.82	43.91	48.30	51.11	61.48	70.26
4th increment	68916	<b>70984</b>	2721.40	<b>35.81</b>	40.28	43.15	53.71	62.66	89.52	44.76	49.24	52.10	62.66	71.62
5th increment	70610	<b>72729</b>	2788.30	<b>36.69</b>	41.27	44.21	55.03	64.20	91.72	45.86	50.45	53.38	64.20	73.38
6th increment	72651	<b>74831</b>	2868.90	<b>37.75</b>	42.47	45.49	56.62	66.06	94.37	47.19	51.90	54.92	66.06	75.50
<b>Advanced Skills Enrolled Nurse</b>														
1st increment	72651	<b>74831</b>	2868.90	<b>37.75</b>	42.47	45.49	56.62	66.06	94.37	47.19	51.90	54.92	66.06	75.50
2nd increment	74008	<b>76229</b>	2922.50	<b>38.45</b>	43.26	46.34	57.68	67.29	96.13	48.07	52.87	55.95	67.29	76.91
<b>Registered Nurse/Midwife (N/M) (Level 1)</b>														
1st increment	72651	<b>74831</b>	2868.90	<b>37.75</b>	42.47	45.49	56.62	66.06	94.37	47.19	51.90	54.92	66.06	75.50
2nd increment	74927	<b>77175</b>	2958.80	<b>38.93</b>	43.80	46.91	58.40	68.13	97.33	48.66	53.53	56.65	68.13	77.86
3rd increment	78131	<b>80475</b>	3085.30	<b>40.60</b>	45.67	48.92	60.89	71.04	101.49	50.75	55.82	59.07	71.04	81.19
4th increment	81474	<b>83918</b>	3217.30	<b>42.33</b>	47.62	51.01	63.50	74.08	105.83	52.92	58.21	61.59	74.08	84.67
5th increment	84870	<b>87416</b>	3351.40	<b>44.10</b>	49.61	53.14	66.15	77.17	110.24	55.12	60.63	64.16	77.17	88.19
6th increment	88284	<b>90932</b>	3486.20	<b>45.87</b>	51.60	55.27	68.81	80.27	114.68	57.34	63.07	66.74	80.27	91.74
7th increment	91700	<b>94451</b>	3621.10	<b>47.65</b>	53.60	57.41	71.47	83.38	119.12	59.56	65.51	69.33	83.38	95.29
8th increment	95114	<b>97967</b>	3755.90	<b>49.42</b>	55.60	59.55	74.13	86.48	123.55	61.77	67.95	71.91	86.48	98.84
9th increment	99129	<b>102103</b>	3914.50	<b>51.51</b>	57.94	62.07	77.26	90.14	128.77	64.38	70.82	74.94	90.14	103.01
<b>Clinical N/M (Level 2)</b>														
1st increment	84870	<b>87416</b>	3351.40	<b>44.10</b>	49.61	53.14	66.15	77.17	110.24	55.12	60.63	64.16	77.17	88.19
2nd increment	88284	<b>90932</b>	3486.20	<b>45.87</b>	51.60	55.27	68.81	80.27	114.68	57.34	63.07	66.74	80.27	91.74
3rd increment	91700	<b>94451</b>	3621.10	<b>47.65</b>	53.60	57.41	71.47	83.38	119.12	59.56	65.51	69.33	83.38	95.29
4th increment	95114	<b>97967</b>	3755.90	<b>49.42</b>	55.60	59.55	74.13	86.48	123.55	61.77	67.95	71.91	86.48	98.84
5th increment	99129	<b>102103</b>	3914.50	<b>51.51</b>	57.94	62.07	77.26	90.14	128.77	64.38	70.82	74.94	90.14	103.01
6th increment	100343	<b>103353</b>	3962.40	<b>52.14</b>	58.65	62.82	78.21	91.24	130.34	65.17	71.69	75.86	91.24	104.27
7th increment	102655	<b>105734</b>	4053.70	<b>53.34</b>	60.01	64.27	80.01	93.34	133.35	66.67	73.34	77.61	93.34	106.68
8th increment	104967	<b>108116</b>	4145.00	<b>54.54</b>	61.36	65.72	81.81	95.44	136.35	68.17	74.99	79.35	95.44	109.08
9th increment	107278	<b>110497</b>	4236.30	<b>55.74</b>	62.71	67.17	83.61	97.55	139.35	69.68	76.64	81.10	97.55	111.48
<b>Associate N/M Unit Manager (Level 2)</b>														
1st increment	100343	<b>103353</b>	3962.40	<b>52.14</b>	58.65	62.82	78.21	91.24	130.34	65.17	71.69	75.86	91.24	104.27
2nd increment	102655	<b>105734</b>	4053.70	<b>53.34</b>	60.01	64.27	80.01	93.34	133.35	66.67	73.34	77.61	93.34	106.68
3rd increment	104967	<b>108116</b>	4145.00	<b>54.54</b>	61.36	65.72	81.81	95.44	136.35	68.17	74.99	79.35	95.44	109.08
4th increment	107278	<b>110497</b>	4236.30	<b>55.74</b>	62.71	67.17	83.61	97.55	139.35	69.68	76.64	81.10	97.55	111.48
<b>N/M Unit Manager - N/M Consultant - N/M Educator - N/M Manager (Level 3)</b>														
1st increment	121537	<b>125183</b>	4799.30	<b>63.15</b>	71.04	76.09	94.72	110.51	157.87					
2nd increment	124252	<b>127979</b>	4906.50	<b>64.56</b>	72.63	77.79	96.84	112.98	161.40					
3rd increment	126971	<b>130780</b>	5013.90	<b>65.97</b>	74.22	79.50	98.96	115.45	164.93					
<b>Advanced N/M Unit Manager - Adv N/M Consultant - Adv N/M Educator - Adv N/M Manager - Nurse Practitioner (Level 4)</b>														
1st increment	128326	<b>132176</b>	5067.50	<b>66.68</b>	75.01	80.35	100.02	116.69	166.69					
2nd increment	131721	<b>135673</b>	5201.50	<b>68.44</b>	77.00	82.47	102.66	119.77	171.10					
3rd increment	133758	<b>137771</b>	5282.00	<b>69.50</b>	78.19	83.75	104.25	121.63	173.75					
<b>Nursing/Midwifery Director (Level 5)</b>														
1st increment	139868	<b>144064</b>	5523.20	<b>72.67</b>										
2nd increment	156163	<b>160848</b>	6166.70	<b>81.14</b>										
3rd increment	164311	<b>169240</b>	6488.50	<b>85.38</b>										
<b>Director of Nursing/Midwifery (Level 6)</b>														
1st increment	139868	<b>144064</b>	5523.20	<b>72.67</b>										
2nd increment	148016	<b>152456</b>	5845.00	<b>76.91</b>										
3rd increment	156163	<b>160848</b>	6166.70	<b>81.14</b>										
4th increment	164311	<b>169240</b>	6488.50	<b>85.38</b>										
5th increment	172459	<b>177633</b>	6810.20	<b>89.61</b>										
6th increment	187397	<b>193019</b>	7400.10	<b>97.37</b>										
7th increment	205050	<b>211201</b>	8097.20	<b>106.54</b>										

Whilst this information is provided having been checked for accuracy it is not a substitute for reference to the Award / Agreement