

RosterElf

Nurses Award (MA000034) — Pay Rates 2026/27

Effective the first full pay period on or after 1 July 2026 · Source: Fair Work pay guide (published 24 June 2026)

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Nursing assistant – 1st year	Assistant in nursing (AIN), entry level	\$1050.70	\$27.65	\$34.56
Nursing assistant – experienced (Cert III)	AIN holding a relevant Certificate III	\$1119.10	\$29.45	\$36.81
Student enrolled nurse – 21+	Enrolled-nurse student, 21 years and over	\$1024.70	\$26.97	\$33.71
Enrolled nurse – pay point 1	Enrolled nurse (EN), entry pay point	\$1139.90	\$30.00	\$37.50
Registered nurse – level 1, pay point 1	Registered nurse (RN), entry pay point	\$1219.50	\$32.09	\$40.11
Registered nurse – level 2, pay point 1	Experienced RN / clinical nurse	\$1504.40	\$39.59	\$49.49
Registered nurse – level 3, pay point 1	Clinical nurse consultant / nurse manager	\$1631.20	\$42.93	\$53.66
Registered nurse – level 4, grade 1	Nurse manager / educator (senior)	\$1861.70	\$48.99	\$61.24
Registered nurse – level 5, grade 1	Senior nurse manager / director of nursing	\$1878.60	\$49.44	\$61.80
Nurse practitioner – 1st year	Endorsed nurse practitioner, first year	\$1877.00	\$49.39	\$61.74

Casual /hr includes the 25% casual loading on ordinary hours. Penalties below apply on top.

Penalty rates

When worked	Full-time / part-time	Casual
Saturday	\$41.48 (150%)	\$51.84 (150% of casual ord.)
Sunday	\$48.39 (175%)	\$60.48 (175% of casual ord.)
Public holiday	\$55.30 (200%)	\$69.12 (200% of casual ord.)

Dollar figures are for Nursing assistant – 1st year. Other levels scale from their own ordinary rate above.

Common allowances

Allowance	Amount
On-call – Monday to Friday	\$28.66 per on-call period (up to 24 hours)
On-call – Saturday	\$43.17 per on-call period (up to 24 hours)
On-call – Sunday, public holidays & rostered days off	\$50.37 per on-call period (up to 24 hours)
Meal allowance – overtime	\$17.30 (+\$15.60 when more than 4 hours of overtime is worked)
Uniform allowance	\$1.26 per shift (max \$6.41 per week)
Laundry allowance	\$0.33 per shift (max \$1.53 per week)

General information only — not legal, payroll, tax or financial advice; do not rely on it for payroll decisions. Rates are indicative FY2026/27 minimums under the Nurses Award 2020 [MA000034] and depend on classification, enterprise agreements and individual circumstances; always confirm against the current Fair Work pay guide before paying wages. RosterElf is not affiliated with, or endorsed by, the Fair Work Ombudsman, and RosterElf Pty Ltd accepts no liability for reliance on this sheet.

Full guide, live calculator & penalty breakdowns: rosterelf.com/guides/award-rates/nurses