

# Nursing/Midwifery (South Australian Public Sector) Enterprise Agreement 2022

Case No ET-22-05689



Australian Nursing and  
Midwifery Federation  
(SA Branch)

4% Interim Administrative Increase effective fpp on or after 1 January 2026

Permanent rates										Casual rates				
Classification	1/1/25 3%	1/1/26 4%	F/Night	Ord Hrlly Rate	A/Noon 112.5%	Night 120.5%	Sat 150%	Sun 175%	P/H 250%	Cas Hrlly Rate	A/Noon 137.5%	Night 145.5%	Sat &PH 175%	Sun 200%
<b>Assistant in Nursing / Midwifery</b>														
1st increment	59095	<b>61458</b>	2356.20	<b>31.00</b>	34.88	37.36	46.50	54.25	77.51	38.75	42.63	45.11	54.25	62.01
2nd increment	60844	<b>63278</b>	2426.00	<b>31.92</b>	35.91	38.46	47.88	55.86	79.80	39.90	43.89	46.45	55.86	63.84
<b>Enrolled Nurse (Certificate) <i>not authorised in medication administration</i></b>														
1st increment	63991	<b>66551</b>	2551.50	<b>33.57</b>	37.77	40.45	50.36	58.75	83.93	41.97	46.16	48.85	58.75	67.14
2nd increment	65040	<b>67642</b>	2593.30	<b>34.12</b>	38.39	41.12	51.18	59.71	85.31	42.65	46.92	49.65	59.71	68.24
3rd increment	66438	<b>69095</b>	2649.00	<b>34.86</b>	39.21	42.00	52.28	61.00	87.14	43.57	47.93	50.71	61.00	69.71
4th increment	67836	<b>70550</b>	2704.80	<b>35.59</b>	40.04	42.89	53.38	62.28	88.97	44.49	48.94	51.78	62.28	71.18
5th increment	69235	<b>72005</b>	2760.60	<b>36.32</b>	40.86	43.77	54.49	63.57	90.81	45.40	49.95	52.85	63.57	72.65
6th increment	70634	<b>73459</b>	2816.30	<b>37.06</b>	41.69	44.65	55.58	64.85	92.64	46.32	50.95	53.92	64.85	74.11
7th increment	72033	<b>74914</b>	2872.10	<b>37.79</b>	42.51	45.54	56.69	66.13	94.48	47.24	51.96	54.99	66.13	75.58
<b>Enrolled Nurse (Diploma) or Enrolled Nurse (Certificate) <i>authorised in medication administration</i></b>														
1st increment	66438	<b>69095</b>	2649.00	<b>34.86</b>	39.21	42.00	52.28	61.00	87.14	43.57	47.93	50.71	61.00	69.71
2nd increment	68083	<b>70807</b>	2714.60	<b>35.72</b>	40.18	43.04	53.58	62.51	89.30	44.65	49.11	51.97	62.51	71.44
3rd increment	69637	<b>72423</b>	2776.60	<b>36.53</b>	41.10	44.02	54.80	63.93	91.34	45.67	50.23	53.16	63.93	73.07
4th increment	70984	<b>73823</b>	2830.30	<b>37.24</b>	41.90	44.88	55.86	65.17	93.10	46.55	51.21	54.19	65.17	74.48
5th increment	72729	<b>75638</b>	2899.90	<b>38.16</b>	42.93	45.98	57.23	66.77	95.39	47.70	52.47	55.52	66.77	76.31
6th increment	74831	<b>77824</b>	2983.70	<b>39.26</b>	44.17	47.31	58.89	68.70	98.15	49.07	53.98	57.12	68.70	78.52
<b>Advanced Skills Enrolled Nurse</b>														
1st increment	74831	<b>77824</b>	2983.70	<b>39.26</b>	44.17	47.31	58.89	68.70	98.15	49.07	53.98	57.12	68.70	78.52
2nd increment	76229	<b>79278</b>	3039.40	<b>39.99</b>	44.99	48.19	59.99	69.99	99.98	49.99	54.99	58.19	69.99	79.98
<b>Registered Nurse/Midwife (N/M) (Level 1)</b>														
1st increment	74831	<b>77824</b>	2983.70	<b>39.26</b>	44.17	47.31	58.89	68.70	98.15	49.07	53.98	57.12	68.70	78.52
2nd increment	77175	<b>80262</b>	3077.10	<b>40.49</b>	45.55	48.79	60.73	70.85	101.22	50.61	55.67	58.91	70.85	80.98
3rd increment	80475	<b>83694</b>	3208.70	<b>42.22</b>	47.50	50.87	63.33	73.88	105.55	52.77	58.05	61.43	73.88	84.44
4th increment	83918	<b>87275</b>	3346.00	<b>44.03</b>	49.53	53.05	66.04	77.05	110.07	55.03	60.54	64.06	77.05	88.05
5th increment	87416	<b>90913</b>	3485.50	<b>45.86</b>	51.59	55.26	68.79	80.26	114.65	57.33	63.06	66.73	80.26	91.72
6th increment	90932	<b>94570</b>	3625.70	<b>47.71</b>	53.67	57.49	71.56	83.49	119.27	59.63	65.60	69.41	83.49	95.41
7th increment	94451	<b>98229</b>	3766.00	<b>49.55</b>	55.75	59.71	74.33	86.72	123.88	61.94	68.13	72.10	86.72	99.11
8th increment	97967	<b>101886</b>	3906.20	<b>51.40</b>	57.82	61.93	77.10	89.95	128.49	64.25	70.67	74.78	89.95	102.79
9th increment	102103	<b>106187</b>	4071.10	<b>53.57</b>	60.26	64.55	80.35	93.74	133.92	66.96	73.65	77.94	93.74	107.13
<b>Clinical N/M (Level 2)</b>														
1st increment	87416	<b>90913</b>	3485.50	<b>45.86</b>	51.59	55.26	68.79	80.26	114.65	57.33	63.06	66.73	80.26	91.72
2nd increment	90932	<b>94570</b>	3625.70	<b>47.71</b>	53.67	57.49	71.56	83.49	119.27	59.63	65.60	69.41	83.49	95.41
3rd increment	94451	<b>98229</b>	3766.00	<b>49.55</b>	55.75	59.71	74.33	86.72	123.88	61.94	68.13	72.10	86.72	99.11
4th increment	97967	<b>101886</b>	3906.20	<b>51.40</b>	57.82	61.93	77.10	89.95	128.49	64.25	70.67	74.78	89.95	102.79
5th increment	102103	<b>106187</b>	4071.10	<b>53.57</b>	60.26	64.55	80.35	93.74	133.92	66.96	73.65	77.94	93.74	107.13
6th increment	103353	<b>107488</b>	4120.90	<b>54.22</b>	61.00	65.34	81.33	94.89	135.56	67.78	74.56	78.89	94.89	108.44
7th increment	105734	<b>109964</b>	4215.90	<b>55.47</b>	62.41	66.84	83.21	97.08	138.68	69.34	76.27	80.71	97.08	110.94
8th increment	108116	<b>112440</b>	4310.80	<b>56.72</b>	63.81	68.35	85.08	99.26	141.80	70.90	77.99	82.53	99.26	113.44
9th increment	110497	<b>114916</b>	4405.70	<b>57.97</b>	65.22	69.85	86.95	101.45	144.92	72.46	79.71	84.35	101.45	115.94
<b>Associate N/M Unit Manager (Level 2)</b>														
1st increment	103353	<b>107488</b>	4120.90	<b>54.22</b>	61.00	65.34	81.33	94.89	135.56	67.78	74.56	78.89	94.89	108.44
2nd increment	105734	<b>109964</b>	4215.90	<b>55.47</b>	62.41	66.84	83.21	97.08	138.68	69.34	76.27	80.71	97.08	110.94
3rd increment	108116	<b>112440</b>	4310.80	<b>56.72</b>	63.81	68.35	85.08	99.26	141.80	70.90	77.99	82.53	99.26	113.44
4th increment	110497	<b>114916</b>	4405.70	<b>57.97</b>	65.22	69.85	86.95	101.45	144.92	72.46	79.71	84.35	101.45	115.94
<b>N/M Unit Manager - N/M Consultant - N/M Educator - N/M Manager (Level 3)</b>														
1st increment	125183	<b>130190</b>	4991.30	<b>65.68</b>	73.88	79.14	98.51	114.93	164.19					
2nd increment	127979	<b>133098</b>	5102.80	<b>67.14</b>	75.53	80.91	100.71	117.50	167.86					
3rd increment	130780	<b>136011</b>	5214.50	<b>68.61</b>	77.19	82.68	102.92	120.07	171.53					
<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	132176	<b>137463</b>	5270.20	<b>69.34</b>	78.01	83.56	104.02	121.35	173.36					
2nd increment	135673	<b>141100</b>	5409.60	<b>71.18</b>	80.08	85.77	106.77	124.56	177.95					
3rd increment	137771	<b>143282</b>	5493.20	<b>72.28</b>	81.31	87.10	108.42	126.49	180.70					
<b>Nursing/Midwifery Director (Level 5)</b>														
1st increment	144064	<b>149827</b>	5744.20	<b>75.58</b>										
2nd increment	160848	<b>167282</b>	6413.40	<b>84.39</b>										
3rd increment	169240	<b>176010</b>	6748.00	<b>88.79</b>										
<b>Director of Nursing/Midwifery (Level 6)</b>														
1st increment	144064	<b>149827</b>	5744.20	<b>75.58</b>										
2nd increment	152456	<b>158554</b>	6078.80	<b>79.98</b>										
3rd increment	160848	<b>167282</b>	6413.40	<b>84.39</b>										
4th increment	169240	<b>176010</b>	6748.00	<b>88.79</b>										
5th increment	177633	<b>184738</b>	7082.60	<b>93.19</b>										
6th increment	193019	<b>200740</b>	7696.10	<b>101.26</b>										
7th increment	211201	<b>219649</b>	8421.10	<b>110.80</b>										

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