

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s23 application for award or variation of award

The Minister administering the State Service Act 2000

(T15294 of 2026)

DEPUTY PRESIDENT N ELLIS

Award variation – salary rates – wage related allowances – consent application – consent order issued – operative date from the first full pay period on or after 1 July 2025

NURSES AND MIDWIVES (TASMANIAN STATE SERVICE) AWARD

ORDER BY CONSENT -

No. 3 of 2026

The **NURSES AND MIDWIVES (TASMANIAN STATE SERVICE) AWARD** is varied in the following manner:

- (1) By deleting the current table from Part IV - ALLOWANCES Clause 18 and replacing with the following:

Grading	Rate from ffppooa 1/12/2022	Rate from ffppooa 17/10/2023	Rate from ffppooa 1/12/2023	Rate from ffppooa 1/12/2024
Grade 1 Year 1	\$57 458	\$60 958	\$63 092	\$64 985
Grade 1 Year 2	\$59 339	\$62 839	\$65 038	\$66 989
Grade 1 Year 3	\$61 223	\$64 723	\$66 988	\$68 998
Grade 1 Year 4	\$63 109	\$66 609	\$68 940	\$71 008
Grade 2 Year G	\$63 083	\$66 913	\$68 913	\$70 980
Grade 2 Year 1	\$64 991	\$68 491	\$70 888	\$73 015
Grade 2 Year 2	\$66 811	\$70 311	\$72 772	\$74 955
Grade 2 Year 3	\$68 723	\$72 223	\$74 751	\$76 994
Grade 2 Year 4	\$69 835	\$73 335	\$75 902	\$78 179
Grade 2S Year 1	\$72 904	\$75 904	\$78 561	\$80 918
Grade 2S Year 2	\$73 928	\$76 928	\$79 620	\$82 009
Grade 2S Year 3	\$74 951	\$77 951	\$80 679	\$83 009
Grade 2S Year 4	\$75 973	\$78 973	\$81 737	\$84 189
Grade 3 Year 1	\$69 835	\$73 335	\$75 902	\$78 179
Grade 3 Year 2	\$72 904	\$75 904	\$78 561	\$80 918
Grade 3 Year 3	\$75 973	\$78 973	\$81 737	\$84 189
Grade 3 Year 4	\$79 039	\$82 039	\$84 910	\$87 457
Grade 3 Year 5	\$82 109	\$85 109	\$88 088	\$90 731
Grade 3 Year 6	\$85 176	\$88 176	\$91 262	\$94 000
Grade 3 Year 7	\$88 251	\$91 251	\$94 445	\$97 278
Grade 3 Year 8	\$89 272	\$92 272	\$95 502	\$98 367
Grade 3 Year 9	\$90 162	\$93 162	\$96 423	\$99 316
Grade 4 Year 1	\$90 293	\$93 293	\$96 558	\$99 455
Grade 4 Year 2	\$92 339	\$95 339	\$98 676	\$101 636
Grade 4 Year 3	\$94 387	\$97 387	\$100 796	\$103 820
Grade 4 Year 4	\$95 477	\$98 477	\$101 924	\$104 982
Grade 4 Year 5	\$96 428	\$99 428	\$102 924	\$106 012
Grade 5 Year 1	\$96 967	\$99 967	\$103 466	\$106 570
Grade 5 Year 2	\$98 477	\$101 477	\$105 029	\$108 180
Grade 5 Year 3	\$100 521	\$103 521	\$107 144	\$110 358

Grade 5 Year 4	\$101 460	\$104 460	\$108 116	\$111 35
Grade 5 Year 5	\$102 473	\$105 473	\$109 165	\$112 440
Grade 6 Year 1	\$104 735	\$107 735	\$111 506	\$114 851
Grade 6 Year 2	\$107 131	\$110 131	\$113 986	\$117 406
Grade 6 Year 3	\$109 530	\$112 530	\$116 469	\$119 963
Grade 6 Year 4	\$110 233	\$113 233	\$117 196	\$120 712
Grade 6 Year 5	\$111 334	\$114 334	\$118 336	\$121 886
Grade 7a Year 0	\$111 784	\$114 784	\$118 801	\$122 365
Grade 7a Year 1	\$114 341	\$117 341	\$121 448	\$125 091
Grade 7a Year 2	\$116 897	\$119 897	\$124 093	\$127 816
Grade 7a Year 3	\$118 064	\$121 064	\$125 301	\$129 060
Grade 7b Year 1	\$119 136	\$122 136	\$126 411	\$130 203
Grade 7b Year 2	\$121 377	\$124 377	\$128 730	\$132 592
Grade 7b Year 3	\$123 616	\$126 616	\$131 048	\$134 979
Grade 7b Year 4	\$124 850	\$127 850	\$132 325	\$136 295
Grade 8 Level 1	\$125 874	\$128 874	\$133 385	\$137 387
Grade 8 Level 2	\$126 899	\$129 899	\$134 445	\$138 478
Grade 8 Level 3	\$132 215	\$135 215	\$139 948	\$144 146
Grade 8 Level 4	\$137 526	\$140 526	\$145 444	\$149 807
Grade 8 Level 5	\$146 978	\$149 978	\$155 227	\$159 884
Grade 9 Level 1	\$163 420	\$166 420	\$172 245	\$177 412
Grade 9 Level 2	\$172 371	\$175 371	\$181 509	\$186 954
Grade 9 Level 3	\$183 134	\$186 134	\$192 649	\$198 428

(2) The following is varied in Part IV - ALLOWANCES:

Clause 1 – In Charge Allowance

(a) Registered Nurse Grade 3

Delete \$27.35 and replace with \$28.17

(b) Registered Nurse Grade 4

(i) Delete \$18.23 and replace with \$18.78

(ii) Delete \$27.35 and replace with \$28.17

Clause 12 - Lead Apron

Delete \$2.96 and replace with \$3.05

Clause 13 - Preceptor Allowance

Delete \$3.20 and replace with \$3.30

Clause 15 - Rural and Remote Professional Development

Delete \$4 062 and replace with \$4 184

(3) The following is varied in Part V - HOURS OF WORK AND OVERTIME:

Clause 6 – Call Arrangements

(b) On Call

- (ii) Delete \$5.63 and replace with \$5.80
Delete \$44.94 and replace with \$46.29
- (iii) Delete \$7.25 and replace with \$7.47
Delete \$57.80 and replace with \$59.56

OPERATIVE DATE

These variations shall come into operation from the first full pay period commencing on or after 1 July 2025.



Neroli Ellis
Deputy President

4 March 2026