

Pay scales

The Te Whatu Ora offer sets out a \$4,000 increase to all base rates from 1 April 2023 and the greater increase of 3% or \$2,000 to all base rates on 1 April 2024. The tables below set out the current rates and the rates under the offer. Note that Te Whatu Ora have agreed to apply these increases on top of any advance payment for members covered by our Midwifery pay equity claim.

Registered Nurses	AIP Rates from 7 March 2022	1/4/2023 - \$4000	1/4/2024 - higher of 3% or \$2000
Step 7	\$95,340	\$99,340	\$102,320.20
Step 6	\$92,563	\$96,563	\$99,459.89
Step 5	\$89,868	\$93,868	\$96,684.04
Step 4	\$80,883	\$84,883	\$87,429.49
Step 3	\$76,554	\$80,554	\$82,970.62
Step 2	\$72,061	\$76,061	\$78,342.83
Step 1 (New Graduate)	\$66,570	\$70,570	\$72,687.10

Registered Midwives	MECA rates - September 2021	1/4/2023 - \$4000	1/4/2024 - higher of 3% or \$2000
Step 7	83,186	\$87,186	\$89,801.58
Step 6	80,935	\$84,935	\$87,483.05
Step 5	78,745	\$82,745	\$85,227.35
Step 4	71,452	\$75,452	\$77,715.56
Step 3	67,938	\$71,938	\$74,096.14
Step 2	64,291	\$68,291	\$70,339.73
Step 1	59,834	\$63,834	\$65,834.00

Enrolled, Karitane Nurses and Nurse Assistants	AIP Rates from 7 March 2022	1/4/2023 - \$4000	1/4/2024 - higher of 3% or \$2000
Step 5 (new)	\$73,609	\$77,609	\$79,937.27
Step 4	\$71,300	\$75,300	\$77,559.00
Step 3	\$68,990	\$72,990	\$75,179.70
Step 2	\$63,980	\$67,980	\$70,019.40
Step 1	\$61,146	\$65,146	\$67,146.00

Health Care Assistants and Hospital Aides	AIP Rates from 7 March 2022	1/4/2023 - \$4000	1/4/2024 - higher of 3% or \$2000
Step 5	\$61,540	\$65,540	\$67,540.00
Step 4	\$59,748	\$63,748	\$65,748.00
Step 3	\$58,689	\$62,689	\$64,689.00
Step 2	\$55,011	\$59,011	\$61,011.00
Step 1	\$51,770	\$55,770	\$57,770.00

Mental Health Assistants	AIP Rates from 7 March 2022	1/4/2023 - \$4000	1/4/2024 - higher of 3% or \$2000
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Step 5	\$65,334	\$69,334	\$71,414.02
Step 4	\$63,431	\$67,431	\$69,453.93
Step 3	\$59,487	\$63,487	\$65,487.00
Step 2	\$54,976	\$58,976	\$60,976.00
Step 1	\$50,741	\$54,741	\$56,741.00

Designated Senior Nurse Salary Scales	AIP Rates from 7 March 2022	1/4/2023 - \$4000	1/4/2024 - higher of 3% or \$2000
Grade 1	\$95,576	\$99,576	\$102,563.28
(Formerly grade 3)	\$99,253	\$103,253	\$106,350.59
	\$106,016	\$110,016	\$113,316.48
Grade 2	\$101,089	\$105,089	\$108,241.67
(Formerly grade 4)	\$104,765	\$108,765	\$112,027.95
	\$111,695	\$115,695	\$119,165.85
Grade 3	\$106,601	\$110,601	\$113,919.03
(Formerly grade 5)	\$110,282	\$114,282	\$117,710.46
	\$117,373	\$121,373	\$125,014.19
Grade 4	\$110,282	\$114,282	\$117,710.46
(Formerly grade 6)	\$113,956	\$117,956	\$121,494.68
	\$121,161	\$125,161	\$128,915.83
Grade 5	\$113,956	\$117,956	\$121,494.68
(Formerly grade 7)	\$117,632	\$121,632	\$125,280.96
	\$123,628	\$127,628	\$131,456.84
Grade 6	\$120,028	\$124,028	\$127,748.84
(Formerly grade 8)	\$126,529	\$130,529	\$134,444.87
	\$133,032	\$137,032	\$141,142.96
	\$143,718	\$147,718	\$152,149.54

Designated Senior Midwife Salary Scales	MECA rates - September 2021	1/4/2023 - \$4000	1/4/2024 - higher of 3% or \$2000
Grade 2	\$85,560	\$89,560	\$92,246.80
	\$87,122	\$91,122	\$93,855.66
Grade 3	\$91,175	\$95,175	\$98,030.25
	\$92,687	\$96,687	\$99,587.61
	\$96,030	\$100,030	\$103,030.90
Grade 4	\$102,178	\$106,178	\$109,363.34
	\$97,699	\$101,699	\$104,749.97
	\$101,041	\$105,041	\$108,192.23
Grade 5	\$107,341	\$111,341	\$114,681.23
	\$102,710	\$106,710	\$109,911.30
	\$106,056	\$110,056	\$113,357.68
Grade 6	\$112,503	\$116,503	\$119,998.09
	\$106,056	\$110,056	\$113,357.68
	\$109,396	\$113,396	\$116,797.88
Grade 7	\$115,946	\$119,946	\$123,544.38
	\$109,396	\$113,396	\$116,797.88
	\$112,738	\$116,738	\$120,240.14
Grade 8	\$118,189	\$122,189	\$125,854.67
	\$114,916	\$118,916	\$122,483.48
	\$120,826	\$124,826	\$128,570.78
	\$126,738	\$130,738	\$134,660.14
	\$136,453	\$140,453	\$144,666.59

Nurse Practitioner	AIP Rates from 7 March 2022	1/4/2023 - \$4000	1/4/2024 - higher of 3% or \$2000
Grade 6	\$120,028	\$124,028	\$127,748.84
(Formerly grade 8)	\$126,529	\$130,529	\$134,444.87
	\$133,032	\$137,032	\$141,142.96
	\$143,718	\$147,718	\$152,149.54