

Te Whatu Ora offer - 1% April 2025 and 1% April 2026

Registered Nurses	1-Apr-24	7-Apr-25	6-Apr-26
Step 7	\$106,739	\$107,806	\$108,884
Step 6	\$103,750	\$104,788	\$105,836
Step 5	\$100,849	\$101,857	\$102,876
Step 4	\$91,179	\$92,091	\$93,012
Step 3	\$86,519	\$87,384	\$88,258
Step 2	\$81,683	\$82,500	\$83,325
Step 1 (New Graduate)	\$75,773	\$76,531	\$77,296

Te Whatu Ora offer - 1% April 2025 and 1% April 2026

Registered Midwives	1-Apr-24	7-Apr-25	6-Apr-26
Step 7	\$108,008	\$109,088	\$110,179
Step 6	\$105,017	\$106,067	\$107,128
Step 5	\$102,046	\$103,066	\$104,097
Step 4	\$92,255	\$93,178	\$94,110
Step 3	\$87,538	\$88,413	\$89,297
Step 2	\$82,642	\$83,468	\$84,303

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Community Midwives	1-Apr-24	7-Apr-25	6-Apr-26
Step 8	\$115,715	\$116,872	\$118,041
Step 7	\$110,446	\$111,550	\$112,666
Step 6	\$107,848	\$108,926	\$110,015
Step 5	\$103,338	\$104,371	\$105,415
Step 4	\$93,417	\$94,351	\$95,295
Step 3	\$88,638	\$89,524	\$90,419
Step 2	\$83,677	\$84,514	\$85,359

Te Whatu Ora offer - 1% April 2025, \$2,000 Jan 2026 1% April 2026

Enrolled, Obstetric, Karitane Nurses and Nurse Assistants	1-Apr-24	7-Apr-25	7-Jan-26	6-Apr-26
Step 5	\$83,349	\$84,182	\$86,182	\$87,044
Step 4	\$80,864	\$81,673	\$81,673	\$82,490
Step 3	\$78,378	\$79,162	\$79,162	\$79,954
Step 2	\$72,985	\$73,715	\$73,715	\$74,452
Step 1	\$69,934	\$70,633	\$70,633	\$71,339

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Health Care Assistants and Hospital Aides	1-Apr-24	7-Apr-25	6-Apr-26
Step 5	\$70,358	\$71,062	\$71,773
Step 4	\$68,437	\$69,121	\$69,812
Step 3	\$67,330	\$68,003	\$68,683
Step 2	\$63,486	\$64,121	\$64,762
Step 1	\$60,100	\$60,701	\$61,308

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Mental Health Assistants	1-Apr-24	7-Apr-25	6-Apr-26
Step 5	\$74,442	\$75,186	\$75,938
Step 4	\$72,394	\$73,118	\$73,849
Step 3	\$68,164	\$68,846	\$69,534
Step 2	\$63,450	\$64,085	\$64,726
Step 1	\$59,024	\$59,614	\$60,210

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Designated Senior Nurse Salary Scales	1-Apr-24	7-Apr-25	6-Apr-26
Grade 2	\$127,674	\$128,951	\$130,241
	\$120,072	\$121,273	\$122,486
	\$116,040	\$117,200	\$118,372
Grade 1	\$121,444	\$122,658	\$123,885
	\$114,025	\$115,165	\$116,317

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Designated Senior Nurse Salary Scales	1-Apr-24	7-Apr-25	6-Apr-26
Grade 4	\$138,057	\$139,438	\$140,832
	\$130,154	\$131,456	\$132,771
	\$126,124	\$127,385	\$128,659
Grade 3	\$133,902	\$135,241	\$136,593
	\$126,124	\$127,385	\$128,659
	\$122,086	\$123,307	\$124,540

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Designated Senior Nurse Salary Scales	1-Apr-24	7-Apr-25	6-Apr-26
Grade 6	\$162,802	\$164,430	\$166,074
	\$151,079	\$152,590	\$154,116
	\$143,946	\$145,385	\$146,839
	\$136,815	\$138,183	\$139,565
Grade 5	\$140,764	\$142,172	\$143,594
	\$134,186	\$135,528	\$136,883
	\$130,154	\$131,456	\$132,771

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Nurse Practitioners	1-Apr-24	7-Apr-25	6-Apr-26
	\$162,802	\$164,430	\$166,074
	\$151,079	\$152,590	\$154,116
	\$143,946	\$145,385	\$146,839
	\$136,815	\$138,183	\$139,565

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Senior Designated Midwives	1-Apr-24	7-Apr-25	6-Apr-26
Grade 4	\$128,955	\$130,245	\$131,547
	\$121,273	\$122,486	\$123,711
	\$117,199	\$118,371	\$119,555
Grade 3	\$122,660	\$123,887	\$125,126
	\$115,164	\$116,316	\$117,479

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Senior Designated Midwives	1-Apr-24	7-Apr-25	6-Apr-26
Grade 6	\$139,448	\$140,842	\$142,250
	\$131,462	\$132,777	\$134,105
	\$128,416	\$129,700	\$130,997
Grade 5	\$135,248	\$136,600	\$137,966
	\$127,388	\$128,662	\$129,949
	\$123,310	\$124,543	\$125,788

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Senior Designated Midwives	1-Apr-24	7-Apr-25	6-Apr-26
Grade 8	\$162,802	\$164,430	\$166,074
	\$151,079	\$152,590	\$154,116
	\$143,946	\$145,385	\$146,839
	\$136,815	\$138,183	\$139,565
Grade 7	\$142,182	\$143,604	\$145,040
	\$136,633	\$137,999	\$139,379
	\$132,397	\$133,721	\$135,058