

## Wages Comparator SATH v Public Sector

Classification	SATH	Public Sector	SATH	Public Sector	SATH	Public Sector
	1/01/2026	1/04/2026	1/01/2027	1/04/2027	1/01/2028	1/12/2027
	3%	2.50%	3%	2.50%	3%	3.00%
Assistant Nurse Pay Point 1	35.2312	35.23	36.2881	36.11	37.3767	37.19
Assistant Nurse Pay Point 2	35.9600	35.96	37.0388	36.86	38.1499	37.96
Assistant Nurse Pay Point 3	36.4407	36.42	37.5339	37.33	38.6599	38.45
Assistant Nurse Pay Point 4	37.2556	37.24	38.3733	38.18	39.5245	39.32
Assistant Nurse Pay Point 5	38.1214	38.11	39.2651	39.06	40.4430	40.23
Assistant Nurse Pay Point 6	38.5798	38.56	39.7372	39.53	40.9293	40.71
EN Grade 2 PP1	38.3142	38.29	39.4636	39.25	40.4566	40.43
EN Grade 2 PP2	38.8618	38.84	40.0276	39.81	41.0375	41.01
EN Grade 2 PP3	39.4418	39.42	40.6250	40.41	41.6316	41.62
EN Grade 2 PP4	40.0303	40.01	41.2312	41.01	42.2666	42.24
EN Grade 2 PP5	40.6592	40.64	41.8789	41.66	42.9284	42.91
EN Grade 2 PP6	41.6610		42.9109		44.1982	
EN Grade 2 PP7	44.2076		45.5338		46.8998	
RN Level 1 - (1st year)	44.2969	44.28	45.6258	45.39	46.9946	46.75
RN Level 1 - (2nd year)	46.3848	46.36	47.7764	47.52	49.2096	48.94
RN Level 1 - (3rd year)	48.4603	48.44	49.9141	49.65	51.4115	51.14
RN Level 1 - (4th year)	50.5485	50.52	52.0649	51.78	53.6269	53.34
RN Level 1 - (5th year)	52.6366	52.61	54.2157	53.93	55.8422	55.54
RN Level 1 - (6th year)	54.7248	54.70	56.3666	56.07	58.0576	57.75
RN Level 1 - (7th year)	56.8128	56.79	58.5172	58.21	60.2727	59.96
RN Level 1 - (8th year)	-	-	-	-	61.98*	61.97
RN Level 2 - (1st year)	57.7933	57.76	59.5271	59.21	62.7448*	62.42
RN Level 2 - (2nd year)	59.1430	59.12	60.9173	60.60	64.1901*	63.85
RN Level 2 - (3rd year)	60.5053	60.48	62.3204	61.99	65.6489*	65.30
RN Level 2 - (4th year)	61.8803	61.85	63.7368	63.40	*	
RN Level 3 - (1st year)	70.9547	70.92	73.0834	72.70	75.2759	74.88
RN Level 3 - (2nd year)	74.1598	74.14	76.3846	75.99	78.6761	78.27
RN Level 3 - (3rd year)	76.0229	75.98	78.3035	77.88	80.6527	80.22
RN Level 3 - (4th year)	77.0292	77.00	79.3400	78.93	81.7202	81.29
NP Level 1	79.8700	79.86	82.2661	81.86	84.7341	84.32
NP Level 2	82.6066	81.84	85.0848	83.89	87.6374	86.40
NUM - First Year	70.9547	70.92		72.70		74.88
NUM - Second Year	74.1598	74.13		75.98		78.26
NUM - Third Year	76.0229	75.97		77.87		80.21
NUM - Forth Year	77.0292	77.00		78.93		81.29
All NUMs (from date of Agreement)	77.6700	-	80.0001	-	82.4001	-

\*effective from December 2027

### Your YES vote matters!

We are available to answer your questions as a matter of priority.

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### FAQs

Scan the QR code or visit [sath.org.au/careers/nurse-enterprise-agreement-2026/](https://sath.org.au/careers/nurse-enterprise-agreement-2026/) for a list of FAQs