Health Professional Employees

Rates of Pay Guide

This resource provides the applicable rates of pay for Health Professional employees, including ordinary hours, penalty rates and overtime rates, **effective from the first full pay period on or after 1 October 2026.**

a) Full-time & Part-time Health Professionals — Ordinary Hours & Penalty Rates

	Ordinary hours	Between midnight Friday and midnight Sunday	Public holiday	Shiftwork*
	% of minimum hourly rate			
	100%	150%	250%	115%
	$	$	$	$
Health Professional employee — Level 1 — AQF Level 5				
1st year	32.44	48.66	81.10	37.31
2nd – 3rd year	34.44	51.66	86.10	39.61
4th – 6th year	37.53	56.30	93.83	43.16
7th year+	40.56	60.84	101.40	46.64
Health Professional employee — Level 1 — AQF Level 6				
1st year	32.44	48.66	81.10	37.31
2nd – 3rd year	34.44	51.66	86.10	39.61
4th – 6th year	39.03	58.55	97.58	44.88
7th year+	43.67	65.51	109.18	50.22
Health Professional employee —Level 1 — AQF Level 7				
1st year	34.44	51.66	86.10	39.61
2nd – 3rd year	37.08	55.62	92.70	42.64
4th – 6th year	41.19	61.79	102.98	47.37
7th year+	44.46	66.69	111.15	51.13
Health Professional employee — Level 1— AQF Level 8				
1st year	35.19	52.79	87.98	40.47
2nd – 3rd year	38.02	57.03	95.05	43.72
4th – 6th year	41.71	62.57	104.28	47.97
7th year+	45.30	67.95	113.25	52.10
Health Professional employee —Level 1 — AQF Level 9				
1st year	38.02	57.03	95.05	43.72
2nd – 3rd year	40.66	60.99	101.65	46.76
4th – 6th year	43.67	65.51	109.18	50.22
7th year+	46.18	69.27	115.45	53.11
Health Professional employee — Level 2				
Level 2.1	51.19	76.79	127.98	58.87
Level 2.2	52.19	78.29	130.48	60.02
Health Professional employee — Level 3	52.19	78.29	130.48	60.02
Health Professional employee — Level 4	65.77	98.66	164.43	75.64

**Shiftwork means any shift where ordinary hours commence between 6.00 pm and 6.00 am or finish between 6.00 pm and 8.00 am as defined in clause 26.3.*

(b) Full-time & Part-time Health Professionals — Overtime Rates

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	$	$	$	$
Health Professional employee — Level 1 — AQF Level 5				
1st year	48.66	64.88	64.88	81.10
2nd – 3rd year	51.66	68.88	68.88	86.10
4th – 6th year	56.30	75.06	75.06	93.83
7th year+	60.84	81.12	81.12	101.40
Health Professional employee — Level 1 — AQF Level 6				
1st year	48.66	64.88	64.88	81.10
2nd – 3rd year	51.66	68.88	68.88	86.10
4th – 6th year	58.55	78.06	78.06	97.58
7th year+	65.51	87.34	87.34	109.18
Health Professional employee —Level 1 — AQF Level 7				
1st year	51.66	68.88	68.88	86.10
2nd – 3rd year	55.62	74.16	74.16	92.70
4th – 6th year	61.79	82.38	82.38	102.98
7th year+	66.69	88.92	88.92	111.15
Health Professional employee — Level 1— AQF Level 8				
1st year	52.79	70.38	70.38	87.98
2nd – 3rd year	57.03	76.04	76.04	95.05
4th – 6th year	62.57	83.42	83.42	104.28
7th year+	67.95	90.60	90.60	113.25
Health Professional employee —Level 1 — AQF Level 9				
1st year	57.03	76.04	76.04	95.05
2nd – 3rd year	60.99	81.32	81.32	101.65
4th – 6th year	65.51	87.34	87.34	109.18
7th year+	69.27	92.36	92.36	115.45
Health Professional employee — Level 2				
Level 2.1	76.79	102.38	102.38	127.98
Level 2.2	78.29	104.38	104.38	130.48
Health Professional employee — Level 3	78.29	104.38	104.38	130.48
Health Professional employee — Level 4	98.66	131.54	131.54	164.43

(c) Casual Health Professional Employees — Ordinary Hours & Penalty Rates

	Ordinary hours	Saturday and Sunday	Public holiday	Shiftwork*
	% of minimum hourly rate			
	125%	175%	275%	140%
	$	$	$	$
Health Professional employee — Level 1 — AQF Level 5				
1st year	40.55	56.77	89.21	45.42
2nd – 3rd year	43.05	60.27	94.71	48.22
4th – 6th year	46.91	65.68	103.21	52.54
7th year+	50.70	70.98	111.54	56.78
Health Professional employee — Level 1 — AQF Level 6				
1st year	40.55	56.77	89.21	45.42
2nd – 3rd year	43.05	60.27	94.71	48.22
4th – 6th year	48.79	68.30	107.33	54.64
7th year+	54.59	76.42	120.09	61.14
Health Professional employee —Level 1 — AQF Level 7				
1st year	43.05	60.27	94.71	48.22
2nd – 3rd year	46.35	64.89	101.97	51.91
4th – 6th year	51.49	72.08	113.27	57.67
7th year+	55.58	77.81	122.27	62.24
Health Professional employee — Level 1— AQF Level 8				
1st year	43.99	61.58	96.77	49.27
2nd – 3rd year	47.53	66.54	104.56	53.23
4th – 6th year	52.14	72.99	114.70	58.39
7th year+	56.63	79.28	124.58	63.42
Health Professional employee —Level 1 — AQF Level 9				
1st year	47.53	66.54	104.56	53.23
2nd – 3rd year	50.83	71.16	111.82	56.92
4th – 6th year	54.59	76.42	120.09	61.14
7th year+	57.73	80.82	127.00	64.65
Health Professional employee — Level 2				
Level 2.1	63.99	89.58	140.77	71.67
Level 2.2	65.24	91.33	143.52	73.07
Health Professional employee — Level 3	65.24	91.33	143.52	73.07
Health Professional employee — Level 4	82.21	115.10	180.87	92.08

**Shiftwork means any shift where ordinary hours commence between 6.00 pm and 6.00 am or finish between 6.00 pm and 8.00 am as defined in clause 26.3.*