OPAL HEALTHCARE
AUGUST 2026 PAY RATES

Registered Nurse Grade 2	
Year 2 (Base Rate)	44.67
Year 3	46.32
Year 4	48.22
Year 5	50.04
Year 6	51.96
Year 7	53.12
Year 8	54.07
Year 9	55.11
Clinical Nurse Specialist	56.86
Registered Nurse Grade 3A	
Year 1	56.70
Year 2	57.50
Registered Nurse Grade 3B	
Year 1	58.44
Year 2	59.59
Registered Nurse Grade 4A	
Year 1	60.80
Year 2	62.26
Registered Nurse Grade 4B	
Year 1	63.35
Year 2	64.78
Registered Nurse Grade 5	
13 - 50 Beds	64.58
51 - 200 Beds	65.72
200 and over Beds	67.92
Enrolled Nuses	
Pay Point 3	40.37
Pay Point 4	41.04
Pay Point 5	41.55
Pay Point 6	42.22
Pay Point 7	42.80
Pay Point 8	43.36
Pay Point 8	43.36

TIME TO CARE

OPAL HEALTHCARE BLUECROSS AUGUST 2026 PAY RATES

Registered Nurses	
Year 1 (Grad Year)	42.05
Registered Nurse Grade 2	
Year 1 is not utilised	
Year 2 (Allowance Rate for other Allowances)	48.32
Year 3	49.02
Year 4	49.72
Year 5	50.99
Year 6	52.99
Year 7	54.20
Year 8	55.28
Year 9	56.42
Clinical Nurse Specialist	57.88
Registered Nurse 3A	
Year 1	57.40
Year 2	58.22
Registered Nurse 3B	
Registered Nurse 4A	
Year 1	62.12
Year 2	63.65
Registered Nurse 4B	
Year 1	65.02
Year 2	66.55
Registered Nurse Grade 5	
13 - 50 Beds	66.55
51 - 200 Beds	67.75
201 - 400 Beds	70.15
Enrolled Nurses	
EN Trainee Rate: 95% of PP 1	40.58
Pay Point 1.1 (allowance rate - otherwise not utilised)	40.58
Pay Point 1.2	44.11
Pay Point 2.1	42.31
Pay Point 2.2	43.01
Pay Point 2.3	43.58
Pay Point 2.4	44.32
Pay Point 2.5	45.02
Pay Point 2.6	45.70

TIME TO CARE