




Speech By
Hon. Tim Nicholls

MEMBER FOR CLAYFIELD

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MINISTERIAL STATEMENTS

Nurses and Midwives, Wages and Conditions

 **Hon. TJ NICHOLLS** (Clayfield—LNP) (Minister for Health and Ambulance Services) (2.25 pm): This month we celebrated both the International Day of the Midwife and International Nurses Day. I want to thank our 56,000 hardworking nurses and midwives across the state whose dedication to the health and wellbeing of Queenslanders is the foundation of our healthcare system. Our government is committed to supporting our valued nursing and midwifery workforce. This includes paying them; this includes making Queensland Health an employer of choice.

Mr Crisafulli: That would be a good start!

Mr NICHOLLS: I take that interjection from the Premier. Queensland already has the best wages and conditions for nurses and midwives in Australia. In fact, many other jurisdictions are only just starting to catch up. I am pleased to advise the House that earlier this month Queensland Health presented a comprehensive offer to the QNMU and the AWU for a new certified agreement for our nurses and midwives.

I would like to take this opportunity to extend my congratulations to QNMU Secretary Sarah Beaman on her recent re-election and to Simon Mitchell who has been elected President. I also acknowledge Sally-Anne Jones who stepped down from the presidency after holding that position since 2009, and whom I had the good fortune to speak with at the nurses Anzac Day service that I attended in town just prior to Anzac Day. I thank them for the constructive working relationship that we have maintained. They understand the role and the needs of our health service.

Our offer to nurses and midwives delivers on our election commitment to maintain Queensland's nation-leading wages and conditions. Our offer includes a minimum wage increase of 11 per cent over the life of the agreement, including a significant 5.5 per cent government election commitment increase in the final year. This offer will keep our nurses' wages ahead of other competitive jurisdictions like Victoria.

Let me provide an example. Take a registered nurse in Townsville with five years experience. I will call that nurse Sam. Over the life of the proposed agreement, Sam's salary will increase by around \$19,980. By the end of the proposed agreement, Sam will have earned roughly \$35,000 more than their Victorian counterparts. Take a clinical midwife consultant on the Gold Coast with two years experience whom I will call Kirra. Over the proposed life of the agreement Kirra's salary will increase by around \$21,860. By the end of the proposed agreement, Kirra will have earned roughly \$94,300 more than their Victorian counterparts. Additionally, our offer includes generous allowances that will rise in line with wage increases such as professional development, nurse practitioner, on-call and relieving in-charge allowances.

This is a very significant offer that reflects the value the Crisafulli LNP government places on our nursing and midwifery workforce. We have been working in good faith to deliver pay rises to our nurses and midwives as quickly as possible. Our current offer of back pay to 1 April 2025 goes beyond the back pay provisions in the state wages policy. We know our health workers want to be focused on what they do best—providing world-class health care to Queenslanders closer to home when they need it.

I have directed Queensland Health to continue to engage positively and productively with the QNMU to reach an agreement. Our government is backing our health workers with nation-leading wages and conditions and is committed to attracting, recruiting and retaining the very best nurses and midwives in Queensland.