

SALARY GUIDE FOR REGISTERED NURSES & MIDWIVES IN NEW ZEALAND

Salaries in New Zealand are national and, in almost all cases, governed by the multi employer collective agreement (MECA). This is an agreement between the New Zealand Nurses Organization (the Union) and 21 district health boards.

There are five steps or grades for registered nurses and midwives. On appointment your step will be negotiated with your employer taking into account previous nursing/midwifery experience or other relevant work and life experience and the degree of difficulty in recruiting for specific skills and/or experience required for the position. Movement through the salary scales is by automatic annual increment.

Dividing the New Zealand salary by the current exchange rate is not really an accurate reflection of the value of your New Zealand salary as cost of living may not be comparable to your home country.

* All figures are in New Zealand dollars and are based on a 40 hour week

Registered nurse and midwives salary levels

Step	Salary Per Annum
Step 1 (New Grad)	\$44,562
Step 2	\$48,238
Step 3	\$51,246
Step 4	\$54,143
Step 5	\$60,159

Employees who work afternoon duty, night duty, weekend duty or public holiday duty shall be paid a Duty Allowance (penalty rates) as follows:

Step	Night Duty (per hour)	Weekend (per hour)	Public Holiday (per hour)
For all steps	Time and ¼	Time and ½	Double time

Personal income tax rates in New Zealand

New Zealand tax rates for the year ending 31 March 2010 are:

Income	Tax rate for individuals
\$14,001 - \$40,000	21%
\$40,001 - \$70,000	33%
\$70,001 and over	38%

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