



2026 Salary Guide



A comprehensive guide to salary and recruitment trends in healthcare.

 healthcareaustralia.com.au

HCA
Healthcare Australia
Where care begins.

Introduction

Healthcare in Australia is currently experiencing an unprecedented staff shortage, creating significant opportunities for candidates to find their ideal roles. For employers, this landscape requires a focus on standing out and aligning your organisation with what candidates value most.

RESPONDING TO OUR FUTURE CHALLENGES

Our healthcare system is in a unique position, facing systemic workforce shortages and rising service demand against a backdrop of challenging government budgets. The need for innovation and new approaches is more significant than ever.

As a leader in the healthcare sector, we believe we have a responsibility to guide discussions and thinking on a range of important issues. Our partnerships across the industry and our operational role in primary healthcare provides us with unique insights that we are happy to share for the betterment of the sector.

This Salary Guide demonstrates that commitment. We hope this report offers something different: healthcare-focused and insightful.

Workforce shortages are impacting most healthcare markets, and they persist despite government efforts to resolve pathway issues. The effects are felt across the entire system and are often interconnected.

Bed Ramping is a major national issue. Its root causes likely lie in the Aged Care system, where bottlenecks in ACAT assessments and

Home Care Package approvals have led to clients needing low acuity, short-term hospital accommodation.

The result of these shortages is that, in many markets, candidates can choose the company they wish to work for. The factors that make a difference are often obvious, such as pay, culture, and conditions. However, candidates also value other aspects of working for a company.

Their journey with an organisation is important, from the moment they see a job advertisement to their onboarding experience. A simple way to understand this is to consider a hierarchy of needs. An employee or prospective employee needs a wage to cover their living expenses, which is particularly important in the current economic climate. However, achieving job satisfaction requires more than just better pay and conditions.

To fully self-actualise, complex aspects of an organisation must work together to provide a great journey for the candidate. Candidates often learn about these factors through word of mouth and online research, making culture and external presentation crucial.

To solve the workforce shortages now and in the future, all organisations must recruit and nurture our talented healthcare professionals. This will ensure they remain in the sector to meet Australia's future care needs for the next decade.



Duncan Coates
Chief Operating Officer, Workforce
Healthcare Australia

Contents

CONTENTS

Reflections on 2025	4
What’s Ahead in 2026	6
About Healthcare Australia (HCA)	10
HCA Recruitment Services	12

SALARY BENCHMARK

Nursing	20
Community	22
Allied Health	23
Medical Imaging	27
Doctors	28
Mental Health	29
Dental	31
Healthcare Leadership	32

Reflections on 2025

2025 was a year marked by a monetary easing cycle, ongoing healthcare, aged, and disability reforms, and uncertainty in the hospital sector. While healthcare workforce markets appear to have normalised post-COVID, they still face critical skills shortages across most job categories.

Economic pressures are easing, but so are healthcare job vacancies

Though cost-of-living pressures persist for most, a minority of candidates sought less additional work to make ends meet as inflation and interest rates ease. Candidates continued to pursue higher pay and increasingly sought flexibility or more favourable terms to improve their work-life balance. Healthcare job vacancies have declined from a peak in mid-2022 but remain at historically high levels as shortages endure and demand, particularly in key areas like Aged Care and Disability, continues to grow.

A candidate market is easing, but remains strong by historic standards

The balance has shifted marginally back towards employers due to an improving workforce supply and fewer vacancies. However, it would be inaccurate to call it an employer’s market. Skills shortages persist, and in some cases, they are severe. These shortages mean candidates in Podiatry, Allied Health, and Doctors markets remain firmly in control of their options.

Permanent placement demand remains strong in healthcare

Employers are prioritising long-term hires to stabilise their teams and reduce the reliance on costly temporary staffing that was common during the COVID years. More candidates sought permanent roles as economic uncertainty continued. This trend may soften as pressures ease in late 2025 and through 2026, possibly leading to greater interest in agency and temporary, flexible roles.

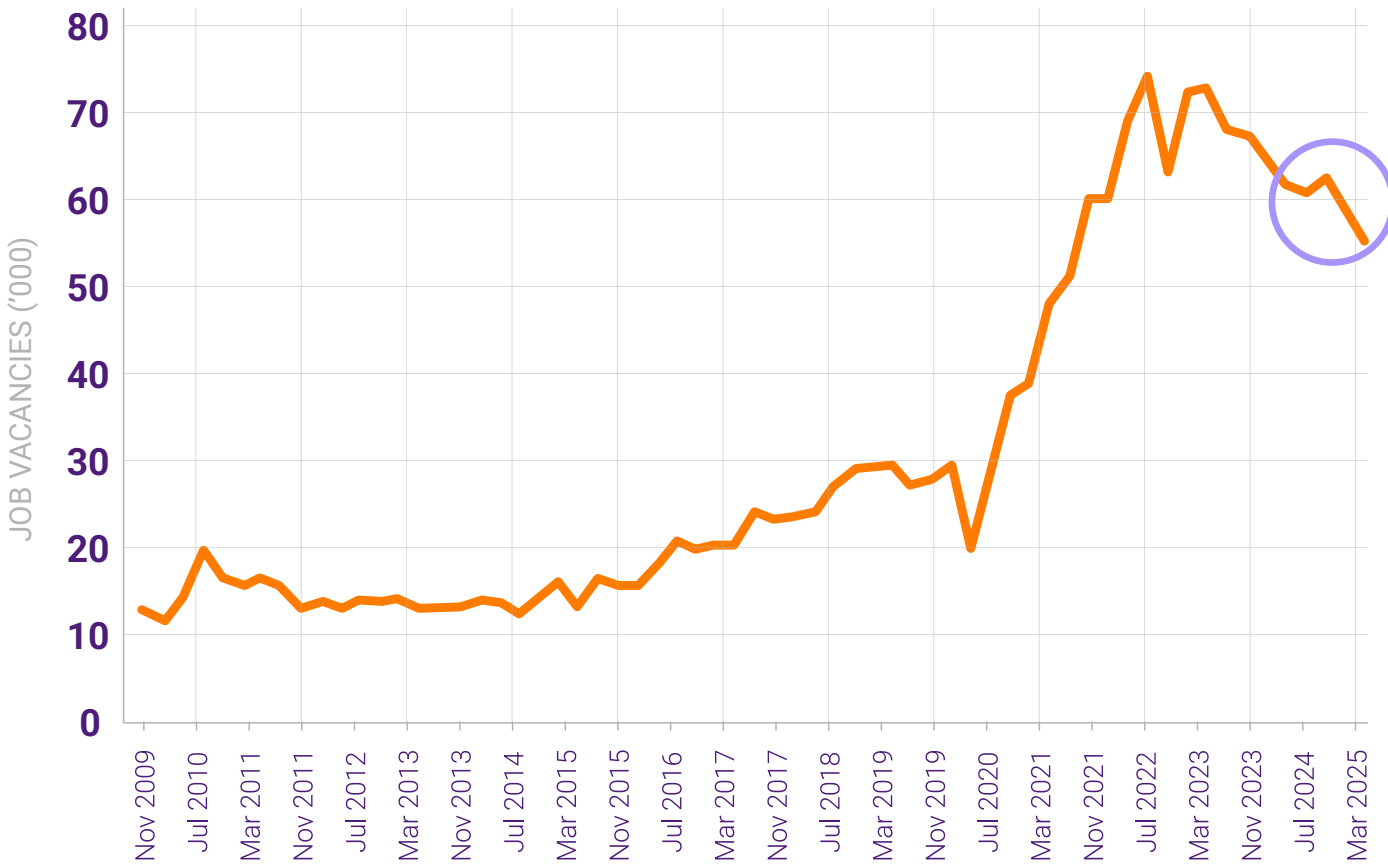
Critical Skills Shortages persist

Gaps continue across nursing, aged care, and allied health roles, driven by long training pipelines and high attrition rates. This is leading to a greater focus on international sourcing strategies to fill these positions. One example is the government’s Expedited Specialist pathway (ESP), which started in early 2025 and is enabling an easier passage into Australia for some healthcare workers.

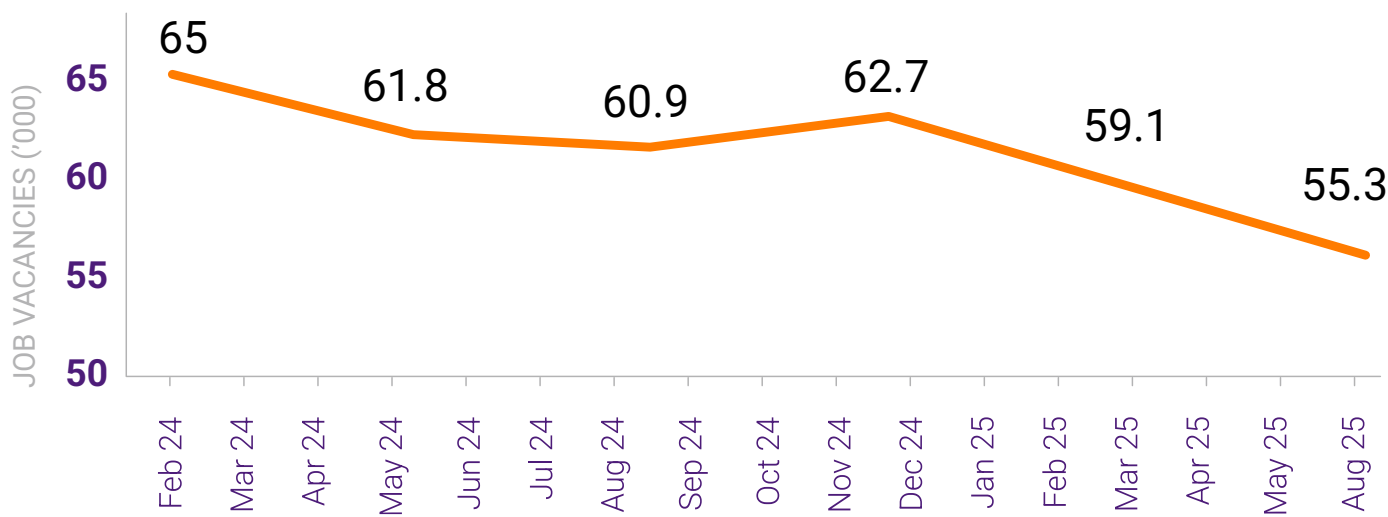
Regional shortages remain

More acute shortages in rural and regional locations are driving higher wages in these areas. They are also prompting alternative sourcing methods, including visa classes such as the PALM scheme. Regional employers are turning to international schemes and temporary placements due to a lack of local candidates.

Job Vacancies Over Time



2024 – 2025 Job Vacancy Snapshot



Reflections on 2025: Skills Shortages

Healthcare skills shortages are currently concentrated in nursing, midwifery, specialist medicine, and allied health. While shortages persist, these gaps are being partly filled through permanent migration pathways such as PALM, DAMA, and ESP, which simplify the visa application process and open a pathway to permanent residency.

Occupation Shortages are a systemic issue in healthcare

Of the occupations listed by Jobs & Skills Australia as having shortages, 13% are in healthcare. Medical practitioners, nursing and midwifery, and allied health professions have the greatest worker shortfalls.

15% of healthcare roles have shortages across all states and territories, while a further 52% have shortages in more than two states. NSW and the Northern Territory have fewer shortages than other states, with around one in three healthcare roles in shortage. In contrast, VIC and WA have 75% of roles in shortage.



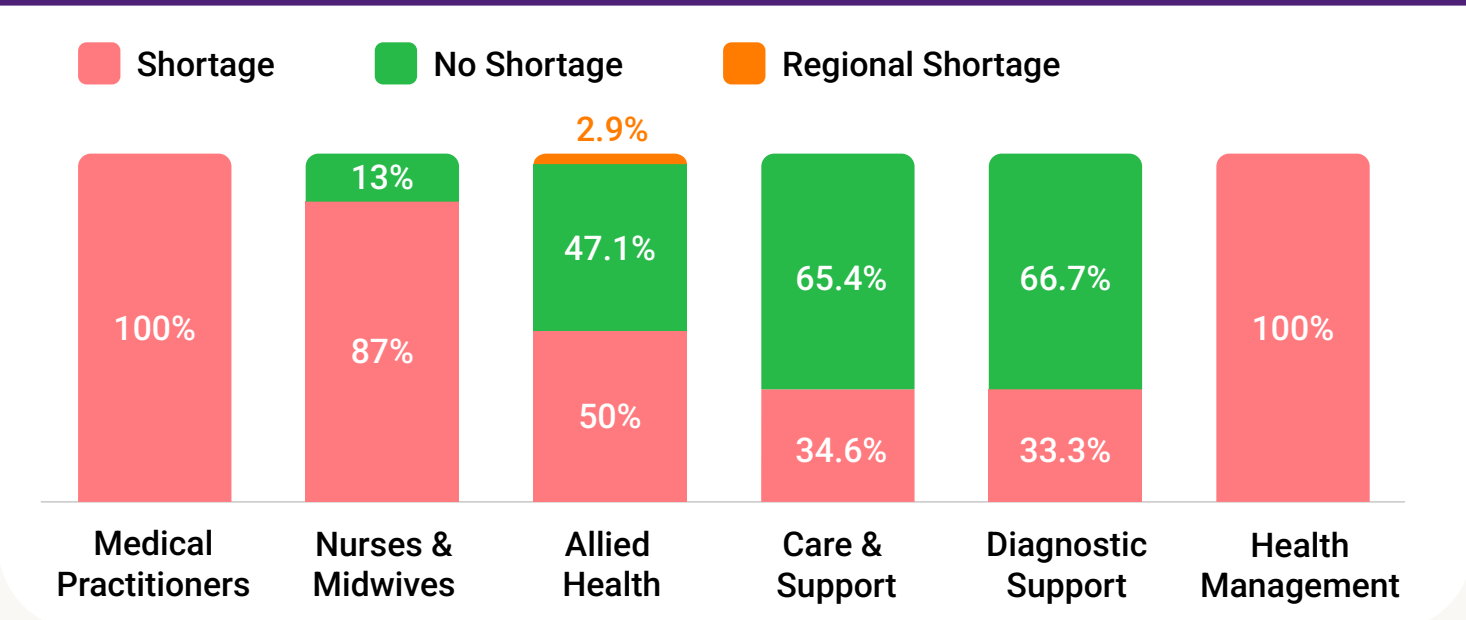
Government pathways

The government has sought to plug this gap via skilled worker migration programs. These programs simplify visa applications and provide pathways to permanent residency (PR).

The Expedited Specialist pathway (ESP) targets shortages in medical practitioners. Designated Area Migration Agreements (DAMA) target regional shortages across a wide range of professions. The Pacific Australia Labour Mobility (PALM) scheme expansion seeks to reduce the shortfall in regional aged care support workers.

Roles with Shortages in all States & Territories		
Allied Health	✓ Optometrist	✓ Occupational Therapist
	✓ Podiatrist	✓ Speech Pathologist
Medical Practitioners	✓ General Practitioner	✓ Resident Medical Officer
	✓ Specialist Physician (General Medicine)	✓ Paediatrician
		✓ Medical Practitioners
Nurses & Midwives	✓ Midwife	✓ Nurse Researcher
	✓ Nurse Educator	✓ Nurse Practitioner
	✓ Enrolled Nurse	
Care & Support	✓ Aged or Disabled Carer	✓ Personal Care Assistant
Other	✓ Dentist	✓ Pharmacy Technician

Proportion of Occupations with a Skills Shortage



OCCUPATION SHORTAGE LIST

Category (ANSCO)	State							
	NSW	VIC	QLD	SA	WA	TAS	NT	ACT
Allied Health								
Complementary & Alternative Health								
Dental Practitioners								
Health Management & Administration								
Medical Practitioners								
Medical Specialists								
Medical Technicians & Support								
Nursing & Midwifery								
Paramedical & Emergency								
Psychology & Counselling								
Social & Welfare Professionals								
Surgeons								

KEY: % of role types with shortages

< 20%	20 - 39%	40 - 59%	60 - 80%	> 80%
-------	----------	----------	----------	-------

What's Ahead in 2026

After the turbulence of the COVID years, Royal Commissions, and government reform, the pace of change will continue. This will drive changes to adapt to future needs and challenges amid ongoing workforce shortages.

Will permanent job vacancies continue to decline?

Potentially, yes. As the economy and discretionary healthcare spending tighten further into the first half of 2026, job vacancies may slow. Essential healthcare roles will be an exception, with underlying demand for services driving high demand for most healthcare professions.

Will critical skills shortages continue to exist across healthcare?

There are plenty of jobs available. Despite a normalisation of migration and improvements in migration pathways, shortages in healthcare are not going away in the coming years. This will continue until large-scale pathways and training for key roles are established to fill identified shortages over the next decade. In Nursing, there is a global shortage, and Australia forecasts an 80,000 nurse shortage by 2035 and a shortage of 5,000 or more GPs if current trends continue.

What are some of the key trends likely to be in 2026?

NEW MODELS OF CARE

Shortages necessitate transformations in healthcare service delivery, and this will continue in 2026. Organisations are turning to AI to address skills shortages, reduce administrative burdens, and support decision-making. The productivity potential of AI will increase, potentially creating new ways of working in some roles. Changes to the scope of practice are also likely, with new telehealth models requiring the workforce to adapt with new skills and training.

MORE WORKFORCE STABILITY

Employers will continue to seek permanent hires, while the workforce will likely seek a balance. Temporary options to manage greater flexibility will be a substantial part of this mix. Nurses, Doctors, and Allied Health roles remain in shortage, and demand is likely to remain high through 2026.

BURNOUT AND TURNOVER

Burnout and turnover will continue to be an issue, particularly for early to mid-career health professionals. Organisations can manage this by overseeing workloads and providing supportive leadership. AI may also enable productivity improvements and time savings.

COMMUNITY GROWTH

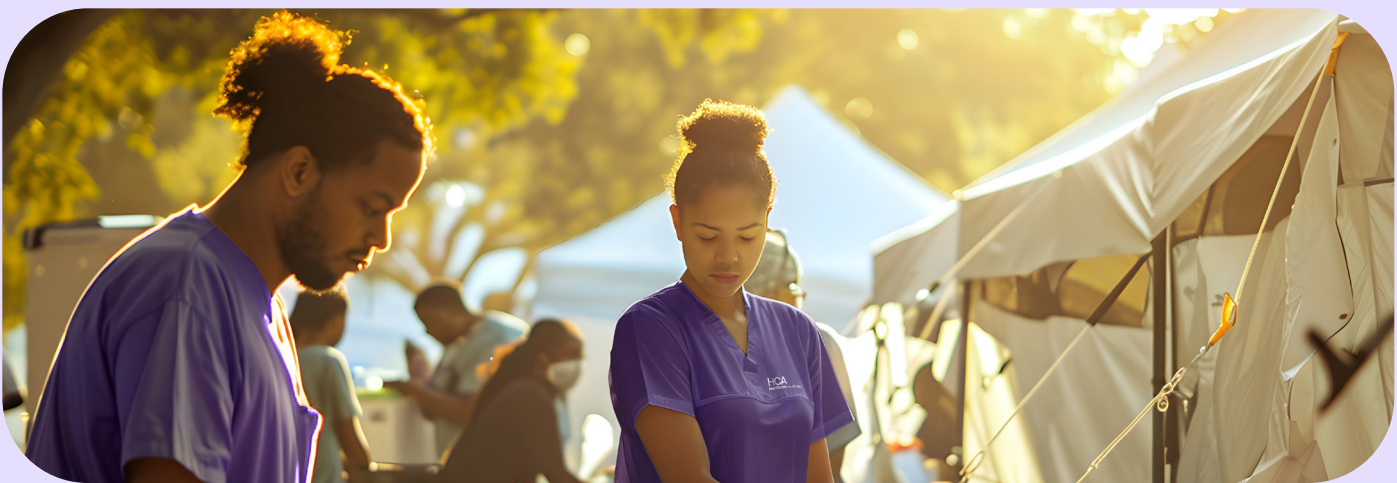
Demand for personal care workers in home care and disability services will remain substantial. Reforms could create uncertainty, but new home care package releases will lead to higher growth and greater demand for the workforce to deliver services to new recipients through 2026.

REFORM MAY DISTORT MARKETS AND DRIVE TURNOVER

Mental Health, Aged Care, and Disability sectors will be interesting to watch. Government programs and reforms are taking hold and may temporarily distort the workforce market. Higher turnover is likely as reforms change ways of working and create new norms that require adjustment.

HOSPITALS SHOULD RETURN TO A NEW NORMAL

With further government initiatives likely to support changes to market dynamics and the private health insurance system, workforce needs across the hospital sector should normalise.



What's Ahead in 2026

Healthcare staff are getting more hours and working multiple jobs

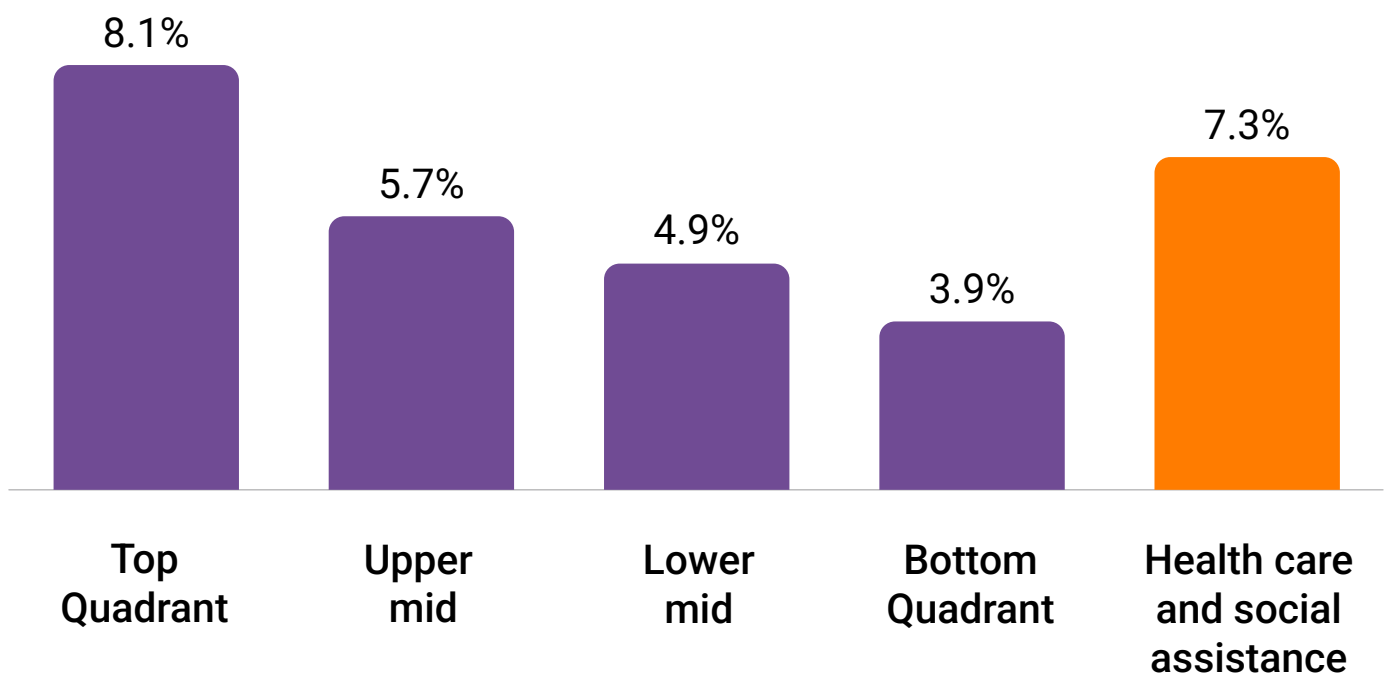
Underemployment in healthcare dropped from May 2024 to May 2025, indicating staff are getting more hours. The rate of multiple jobs in Healthcare remains high, with 7.3% of the workforce holding multiple jobs, with only 4 other industries higher than Healthcare. Unlike those industries, of those with multiple jobs in the Healthcare and Social assistance sector, 78% are female which is the highest of any industry.

Is Unemployment on the march?

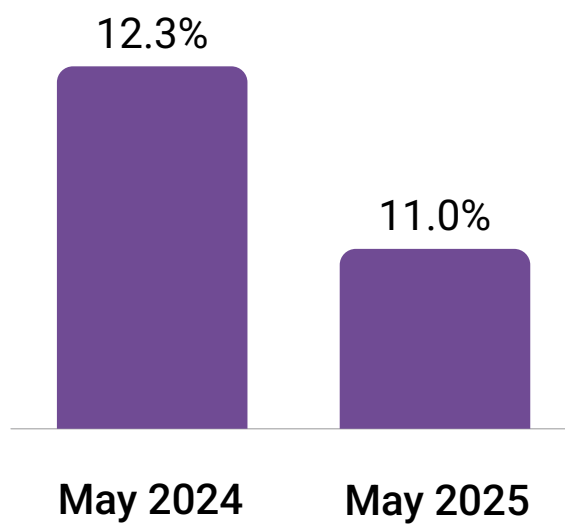
Unemployment has been on an upward trajectory since November 2024. In September 2025, the unemployment rates rose to 4.5%, up from 4.3% where it had remained since June. This likely impacts interest rates and the health of the economy. Economic issues like these impact healthcare issues like elective surgeries, delayed healthcare purchasing which have a knock-on effect for workforce dynamics.



Rate of multiple job-holding, by industry (May 2025)



Underemployment Ratio in Healthcare



More hours vs burn-out conundrum

In 2026, it is worth keeping a watchful eye on staff underemployment opportunities but also on overtime as staff burn-out from those seeking too many hours has been reported in some areas of healthcare. Particularly in some acute settings where short-staffing is a short term fix to workforce shortages.



Expedited Specialist Pathway is open for business

As of August 2025, 473 internationally qualified specialists had applied for the Expedited Specialist Pathway. 410 of these were from the UK, and 397 were for General Practice.

Roles in the ESP include:

- ✓ Anaesthesia
- ✓ General Practice
- ✓ Obstetrics and Gynaecology
- ✓ Psychiatry

What's Ahead in 2026: For Candidates

A candidate's market in many areas

Candidates in high-demand areas will continue to have greater bargaining power and are likely to ask for higher wages. They know their value and have options. They are seeking more than money, including career pathways and development opportunities. Rural and regional shortages are particularly acute. Attracting candidates to these regions requires something special.

In demand jobs

- ✔ There is a global shortage of Nurses, and Australia forecasts a shortage of up to 80,000 nurses by 2035. This will continue to drive demand for nurses at all levels of the healthcare system.
- ✔ Over the next five years, it is expected that there will be a shortage of 5,000 General Practitioners if current trends continue.
- ✔ Allied Health professionals of almost all types are in demand.
- ✔ Personal Care Workers in the community and aged care will continue to be in demand.

Jobs Growth Over Time 2013-2022	% Change
Allied Health	66.5%
Dental Practitioners	28.5%
Medical Practitioners (excluding GP's)	41.1%
General Practitioners (GP)	24.4%
Nurses & Midwives	26.3%
All Professions	37.1%

The pay and conditions discussion

Negotiating a pay rise or a new entry salary must be conducted in the right way. The right way includes articulating your value to your employer and what else you can offer to support a higher request for pay. When done correctly, it can build trust, articulate value, and define a pathway forward. If done poorly, it can undermine your objective.

Flexible working is on a case-by-case basis

While the Victorian Government has proposed legislating mandatory work-from-home days, this is not feasible in many healthcare settings outside of office or administrative work. A shift is a shift. Telehealth models of care are creating flexibility, although they are still emerging in each sector at different speeds. As a candidate, flexibility should be considered a privilege.

AI knowledge is an evolving skill

Different parts of healthcare are adopting AI and technology in different ways. However, all professionals are expected to have a baseline understanding of its uses and the risks of using the technology in a healthcare setting. Privacy concerns and the false information or 'hallucinations' within AI remain an amber flag for many in healthcare.

Candidates need to take the initiative to test and learn what AI can do for them, and follow the guidelines set by their organisation for its use.



In Focus: SE QLD Growth

South East Queensland and Northern NSW, led by Brisbane, is expected to continue to have a higher-than-average workforce shortfall over the next five years.

Growth is driven by ongoing population growth in the region and is likely to continue in the lead-up to the Brisbane 2032 Olympics. This will drive more need for healthcare and heighten the focus on solving staff shortages. The cost of living and lifestyle compared to other metro centres make this a desirable place for candidates.

Only WA (+2.3%) grew faster than QLD (+1.8%) in terms of net migration over the past year. However, QLD's actual net internal migration, meaning people moving interstate, was two times as much at 24,000, with its total population rising by 98,000 to March 2025. SE QLD is a hub for retirees, particularly those from Sydney and Melbourne, making it an Aged Care hub that will support Aged Care employment over the next decade.

What's Ahead in 2026: For Employers

Cutting Through: Authenticity and Alignment for Attraction

Candidates have never had more information available to research the organisation they are joining. Cutting through to candidates has never been more important. Your messaging must be authentic, channel-specific, and catered to the audience. Job advertisements are vital for showcasing your organisation, but candidates will also look at social media and news to assess whether an employer aligns with their values, is authentic, and offers a strong employee value proposition.

EVP matters as much as remuneration

To mitigate the impacts of higher turnover rates, employers are turning to sign-on bonuses, higher wages, and potential education or training opportunities. In healthcare, remuneration is critical, but with options available, candidates will shop around for more than just pay. Companies are turning to wellbeing offers, discounts and greater leave, among other benefits, to supplement pay.

Values alignment

Values alignment is increasingly important for younger generations who are seeking to work with businesses whose values align with their own. Organisations are increasingly aligning with altruistic causes that are aligned with their interests.



Challenges Ahead

SECTOR REFORMS

Sector Reforms, including in Aged and Disability, are creating higher levels of burnout and stress. Aged Care Providers continue to experience turnover rates of between 35% and 45% across Nurses and Care Workers. Further delays only exacerbate the anxiousness in the sector.

HOSPITAL CHALLENGES

Hospital challenges exist in the private acute care market, creating a ripple effect for workplaces through employee uncertainty that flows on to others in the sector. This presents both an opportunity and a threat, but is likely to be an issue for the next 12 to 18 months as it plays out.

Embracing AI may be a strategic advantage

Employers that use AI and technology as a strategic workforce tool may be able to make the lives of their employees easier, ultimately saving them time and stress and reducing burnout.

About Healthcare Australia (HCA)

HCA has been operating for over 50 years with preferred supplier agreements across most healthcare sectors in Australia.

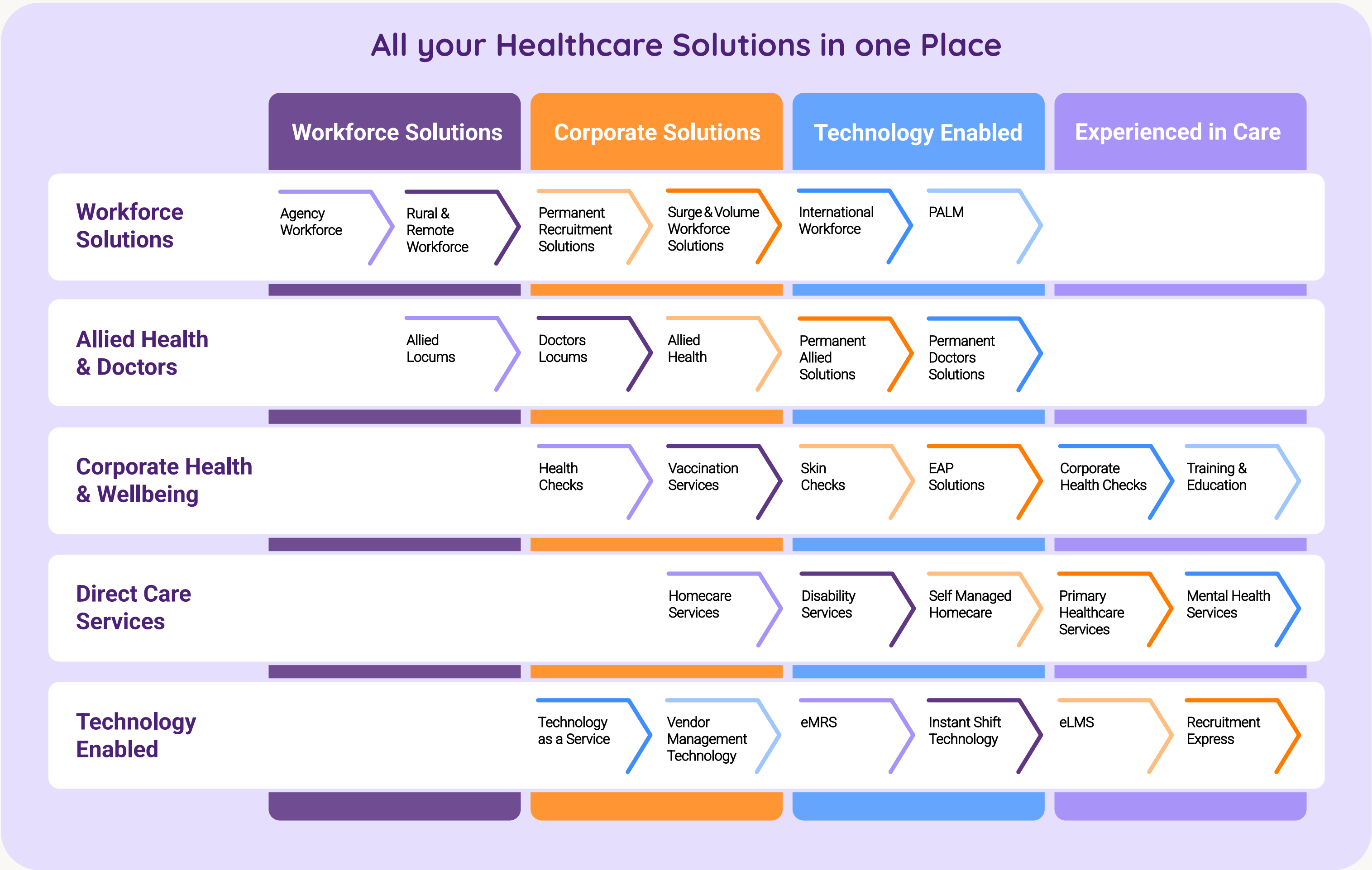
We understand it is not always easy to find the right specialist candidates, so our goal is to make that process simple, allowing you to concentrate on the Job at hand: running your organisation and delivering care.

Our national workforce solutions team supports all your temporary or permanent needs, from day-to-day agency or permanent placements through to the management of your recruitment.

Our team covers all your needs, including Nursing, Doctors, Allied and Mental Health, Care Workers, and much more.

Our focus is to work towards a staffing solution that benefits both you and the employee. It is part of the reason why we have become Australia's leading recruitment specialist in the healthcare industry.

- ✓ Unmatched Reach & Experience
- ✓ Vast proprietary databases
- ✓ Healthcare Experts
- ✓ International Specialists
- ✓ Connected locally
- ✓ All your Workforce Solutions in one Place



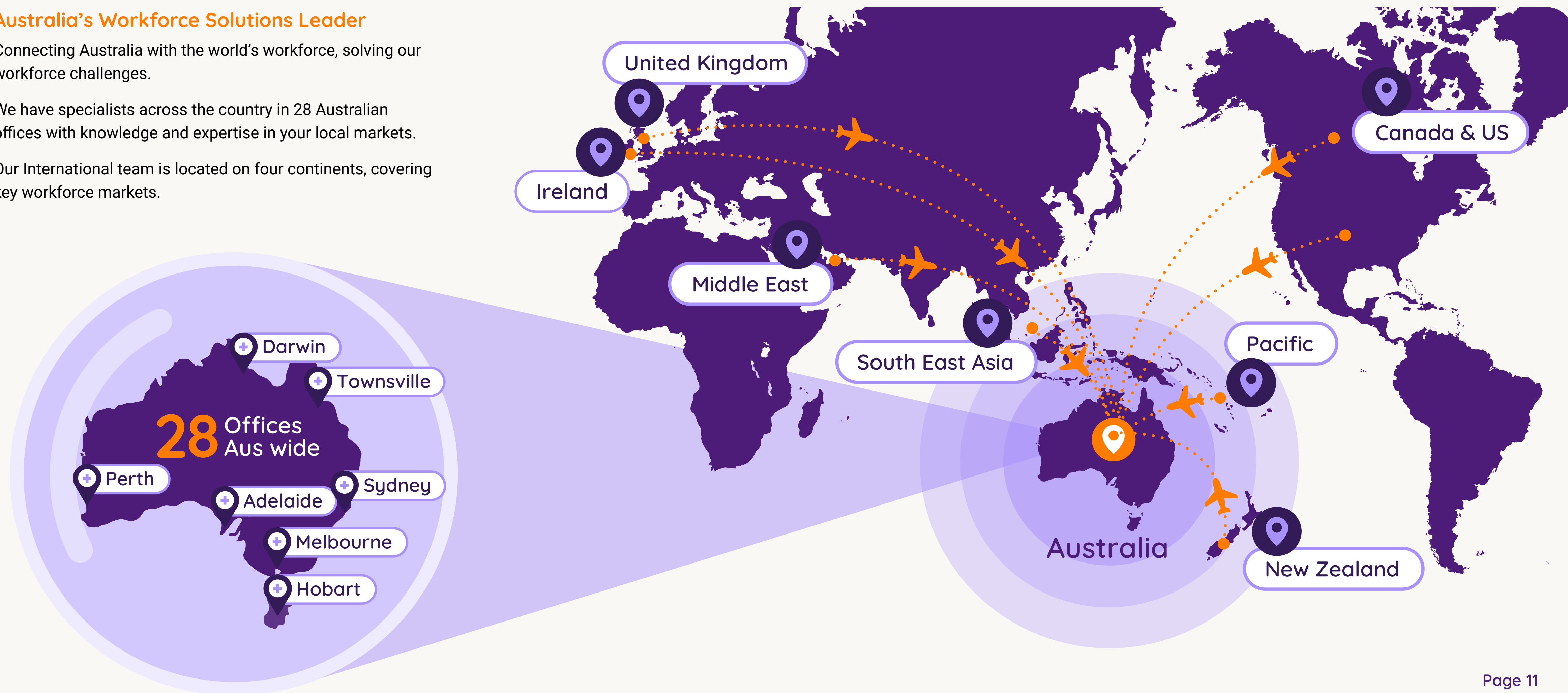
About Healthcare Australia (HCA)

Australia's Workforce Solutions Leader

Connecting Australia with the world's workforce, solving our workforce challenges.

We have specialists across the country in 28 Australian offices with knowledge and expertise in your local markets.

Our International team is located on four continents, covering key workforce markets.



Permanent Solutions

Our team are specialists in Nursing, Allied, Doctors, and Mental Health roles and know the market and candidates.

We have a deep understanding and experience in finding those hard to find roles and working through a unique solution for your specific needs.

[Find out about Permanent Solutions](#) >

Interim Solutions

Our interim solutions provide a bridge between your current needs and your future team while a permanent team member is sourced.

A range of interim solutions is available, including Allied & Doctors Locums, Nursing placements, and contract talent.

[Find out about Interim Solutions](#) >

Education Solutions

Our healthcare-focused LMS technology aims to support your teams through their learning journey.

We are a registered RTO and experienced trainer, and combine this with our range of healthcare curriculum to support and plan your organisation's unique learning needs or train your workforce.

[Find out about Education Solutions](#) >

International Recruitment

As Australian healthcare markets undergo a major shortfall, our teams have the global reach and networks to source international candidates individually or at scale.

Our teams are based in the UK, Ireland, NZ, South East Asia, and more, helping support local candidates through their journey to Australia.

[Find out about International Recruitment](#) >

Recruitment Process Outsourcing

Our Recruitment Process Outsourcing service enables you to access expert recruiters who specialise in scale-based recruitment that is cost-effective and reliable.

We focus on partnering with your organisation, acting as an extension of your team while bringing our unique attributes, such as international and local reach and healthcare understanding.

In-house or Skilled Support

Tailored end-to-end staffing solutions from sourcing and credentialing to onboarding and retention with an authentic Australian healthcare focus.

If you are seeking support in one area of your recruitment journey, our team is here to skillfully advise and support.

Master Vendor Solutions

Our suite of proprietary technology products can enable you to manage multiple suppliers in a single place. Manage compliance, and fill placements and shifts in one Place for many suppliers. Save your team's time and reduce shift-filling mayhem with a single system.

Our VMS solution is dedicated to solving difficult shift-based filling, ensuring you remain in control while the technology does the work for you.

Volume & Project Recruitment

Our team has vast experience in large-scale, volume-based recruitment.

Our model has been rolled out in a variety of sectors to solve for casual banks, new projects, sites, or completely new businesses.

[Learn more about Permanent Solutions](#) >

Our Recruitment Edge



Experts in Healthcare

- ✓ We only operate in Healthcare and know it exceptionally well.
- ✓ We receive more than 60,000 healthcare job applications from around the world every year.
- ✓ Our relationships within healthcare are unmatched, deep, and longstanding, meaning candidates can pick and choose where they work, and employers get the best candidates for roles.
- ✓ Extensive global pathways into Australian jobs.



Unrivalled Reach

- ✓ The largest digital presence of any Australian Workforce Solutions provider in healthcare.
- ✓ We have access to a database of over 120,000 healthcare professionals, making your search data-driven.
- ✓ Social media reach of over 100,000 followers. Our candidates know, like, and follow us, and we have great reach into the sector.



Technology Enabled

- ✓ Personalised Job Matching via our Search and Match capabilities in our candidate-rich database helps us find the best candidates for the roles.
- ✓ Proprietary systems, Rex & HCAre, power our recruitment engine from start to finish, expediting candidates' journeys.
- ✓ AI-enabled to speed up the process and enable scale-based recruitment.



Flexible & Friendly

- ✓ Our teams are flexible and great to work with. We'll go the extra mile to get a great outcome for you across any range of services you're seeking.

A one stop solution at any stage of your journey:

- ✓ Temporary solutions to plug the gaps before you find your perfect candidate.
- ✓ Permanent solutions for sustainable solutions.
- ✓ Training to build internal capability.



sourcr.
3x Agency of the Year
Healthcare



sourcr.
3x Best Agency
Healthcare, SA



sourcr.
2x Best Agency
Healthcare, QLD



sourcr.
Recruiter of the Year 2025
Healthcare



sourcr.
Agency of the Year 2025
Healthcare



sourcr.
Best Recruiter 2025
Healthcare, SA



2025
**BEST AGENCY
HEALTHCARE
SA**

sourcr.



2025
**BEST AGENCY
HEALTHCARE
QLD**

sourcr.



HCA Market Insights: Hear from our Team

Medical Practitioners

Shortages and churn persist despite new international pathways, providing options for many Medical Practitioners.

KEY THEMES INCLUDE:

- ✓ **Growing GP shortfall:** The forecast shortfall is playing out, meaning GPs have options due to shortages. The ESP has had substantial applications from GPs, which may play a part in solving the shortfall in coming years.
- ✓ **Rural & regional workforce churn:** High turnover rates in rural areas and difficulties attracting practitioners to remote areas also persist.
- ✓ **Regulatory bottlenecks for overseas-trained practitioners:** International medical graduates face delays due to overlapping regulations, supervisor shortages (especially in rural areas), and complex fellowship or registration processes.
- ✓ **New pathways & incentives being introduced:** The ESP is increasing registrations of overseas specialists, especially aimed at areas with identified shortages.
- ✓ **Career pathway pressures and retention risks:** Junior doctors report workplace culture problems like bullying, harassment, and discrimination that impact morale and intent to stay.
- ✓ **Specialty-specific gaps and mental health pressure:** Psychiatrist shortages are acute, with many resignations or potential resignations driven by inadequate pay, poor working conditions, and over-reliance on locum staff.



Aimie Greenfield
HCA Doctors

GET IN TOUCH >

Tips to increase your earnings

Explore mixed billing models

- ✓ Combining bulk billing with private billing can help increase overall income and having a higher private billing mix can boost earnings potential.

Choose a busy practice

- ✓ While obvious, higher billing, higher traffic practices that have a higher private mix are likely to generate better billings for the GP.

Find a subspecialty

- ✓ Qualifications in high demand areas such as dermatology, gynaecology, mental health, geriatrics, minor surgery or chronic disease management attract higher demand and remuneration.

Consider rural or remote practice

- ✓ Roles outside major cities may offer higher salaries, relocation incentives and unique lifestyles. A pathway via the advanced skills training (AST) may also lead you to a pathway of being a Rural specialist.

Engage with recruitment specialists

- ✓ Partnering with a medical recruitment agency can open access to exclusive roles, insights and career guidance.

Look into locum opportunities

- ✓ Locum work with HCA provides flexibility, variety of experience and often higher short-term earning potential.

HCA Market Insights: Hear from our Team

Aged Care

Aged care is experiencing significant workforce challenges. Opportunities lie with a growing focus on building a sustainable, skilled, and stable workforce. While the market has normalised, particularly as migration has returned, it remains a challenge.

KEY THEMES INCLUDE:

- ✓ **Targeted workforce growth** – Persistent shortages in nursing and care roles are being addressed through expanded training pathways and international recruitment initiatives like the PALM scheme and other volume recruitment solutions.
- ✓ **Reform** – Reforms are necessitating investment in workforce planning and optimised care models. Support at Home reforms are expected to drive up Care Manager client ratios and add complexity to Homecare operations as the sector adjusts from 1 November 2025 (if this happens). In Residential care, minute pressure persists.
- ✓ **Flexibility and stability** – A growing emphasis on flexible work is helping providers meet staff expectations while employers seek to transition staff from temporary roles into permanent positions and build casual pools to reduce costs.
- ✓ **Attracting and retaining talent** – Providers are offering competitive wages, sign-on incentives, and professional development opportunities to support career progression and staff retention.
- ✓ **Strengthening regional workforces** – Regional and rural areas are adopting innovative sourcing strategies, including international placements and high demand for Travel Nurses arriving from the UK, Ireland, and New Zealand.



Alex Valentini
Aged Care

GET IN TOUCH >

HCA Market Insights: Hear from our Team

Mental Health

Mental Health is undergoing a positive transformation with strong Government investment, new care models, and a renewed focus on workforce wellbeing and community-based support.

KEY THEMES INCLUDE:

- ✓ **Supply improvement, but issues remain** – Candidate shortages of 2023-2024 have somewhat improved, particularly in NSW, but shortages remain and are acute in areas including Psychiatry.
- ✓ **Early intervention schemes** – Growth in early intervention should reduce pressure on acute settings. The National Early Intervention Service (NEIS), a fully digital mental health service without referrals or gap fees, launches on January 1, 2026. It is likely to use Mental Health Nurses and, over time, assistants to support the increased need and may distort the market from 2026.
- ✓ **Flexible and digital service delivery** – Telehealth platforms are offering clinicians new ways to work and increasing workplace flexibility.
- ✓ **Expanding the workforce** – New education incentives and fast-tracked pathways are attracting professionals to mental health roles, supported by targeted recruitment both locally and internationally, such as the Expedited Specialist Pathway for Psychiatrists.
- ✓ **Prioritising clinician wellbeing** – Organisations that have embedded structured support and supervision, often free, have improved satisfaction and long-term retention.
- ✓ **Upskilling for inclusive care** – Training in high-demand areas, including ADHD and neurodiverse care, is emerging to meet substantial demand.

Tips to increase your earnings

Choose a busy practice in a good location

- ✓ Better locations with higher full fee-paying models tend to have higher earnings for Psychologists. Higher socio-economic areas also tend to be less impacted in economic downturns, when mental health services may be cut from budgets.

Negotiate a good contract split

- ✓ If you are a contractor, make sure Super is included and ask for a higher split of earnings as you progress in the practice.

Supervision included

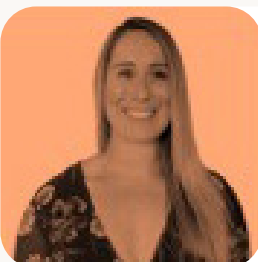
- ✓ Ask your practice if they will cover your supervision costs, or look at group supervision at lower costs.

Work across multiple settings

- ✓ Combining a mix of private practice and other work can provide income certainty and diversity of earnings and work, keeping you fresh and current.

Engage with locum and agency work

- ✓ Pick up additional shifts or hours with telehealth providers that work to your availability.



Jess Dermody
Mental Health

GET IN TOUCH >

HCA Market Insights: Hear from our Team

Acute Care

Acute Care is evolving rapidly to meet increased demand with targeted workforce and flexible strategies, career development and improved pay leading to sustainable improvements in hiring.

KEY THEMES INCLUDE:

- ✓ **Mobility and career variety:** Locum, travel, and cross-jurisdiction opportunities are offering clinicians diverse career pathways while addressing short-term demand surges meaning candidates have multiple options.
- ✓ **Workforce models are adapting:** Public and private providers are working together, expanding casual pools and resource sharing and making it easier to work in some hospitals.
- ✓ **Empowering clinical leadership:** There is a growing emphasis on nurturing clinical leaders who can drive quality improvements, mentor junior staff, and manage complex patient care.
- ✓ **Workforce flexibility in action:** Hospitals are adopting dynamic rostering systems and flexible contracts, creating better work-life balance while maintaining safe, high-quality care delivery.
- ✓ **Technology-enabled care:** Digital innovation including smart rostering, mobile EMRs and remote patient monitoring is streamlining care and empowering clinicians to focus on front-line services, not administration.
- ✓ **Strengthening clinical pathways:** New training pathways and advanced practice programs are equipping nurses and clinicians with critical care and perioperative skills to meet rising patient acuity.



Sharon Eden
Recruiter of the Year

GET IN TOUCH >

Tips to increase your earnings

Work in rural or remote areas

- ✓ Regional and remote roles often come with financial incentives, relocation assistance, and higher base rates of pay.

Pursue Agency or Contract Work

- ✓ Casual and Agency Shifts are a great way to boost earnings. Taking on after-hours, weekends, or Public Holiday shifts with HCA is a great option to boost your earnings potential.

Give Travel Nursing a go

- ✓ Take on temporary placements in rural areas between permanent roles or where breaks exist. Travel Nursing with HCA builds a Nurse's capabilities and confidence for their future career and pays well, too.

Take on specialised training or certifications

- ✓ Expanding skills in demand specialty areas like critical care, anaesthetics, midwifery, or mental health nursing can open up higher pay and opportunities. HCA Education may be able to help you with its range of online and in-person courses.

Advance into leadership or education roles

- ✓ Progressing to roles such as Nurse Unit Manager, Clinical Nurse Specialist, or Nurse Educator can help you earn more and build your career.

HCA Market Insights: Hear from our Team

Allied Health

The allied health sector remains one of the fastest-growing and most dynamic areas of healthcare in Australia. Increasing demand for services is forcing providers and professionals to navigate workforce shortages, evolving funding models, and shifting patient expectations.

KEY THEMES INCLUDE:

- ✔ **Meeting Rising Demand** – Services such as physiotherapy, occupational therapy, and speech pathology are in short supply and therefore high demand. Probably more than any other area of healthcare, many allied health candidates have choices, driving up wages and employer demands.
- ✔ **Enhancing Pay & Conditions** – Competitive rates are one lever, but long-term retention centres on employers prioritising professional development, career progression pathways, and genuine work-life balance initiatives to strengthen engagement.
- ✔ **Scope of practice flexibility** – New flexibilities are also proposed, embracing telehealth further and adjusting to shortfalls in new ways.
- ✔ **Addressing Workforce Shortages** – While experienced staff remain in high demand, solutions include structured graduate programs, enhanced supervision models, and investment in leadership development. These are attempting to build capability and future-proof the workforce pipeline.
- ✔ **Telehealth Growth** – Virtual consults are now embedded in care delivery in podiatry, mental health, and dietetics to support these shortages. Organisations adopting hybrid service models can extend reach, improve accessibility, and attract clinicians seeking flexibility.

Tips to increase your earnings

Expand your scope of practice

- ✔ Additional training in areas such as aged care, mental health, or rehabilitation can increase demand for your services and boost earning potential.

Work across multiple settings

- ✔ Combining private practice, community care, and hospital work provides both income diversity and broader career opportunities.

Consider rural and regional placements

- ✔ Allied health professionals are in high demand outside major cities, with higher salaries, relocation support and government incentive programs often available.

Offer specialised or niche services

- ✔ Skills in paediatrics, disability support, or advanced therapy techniques can help you attract clients and secure premium rates.

Engage with locum and agency work

- ✔ Temporary contracts and agency placements with HCA can provide flexibility, competitive pay, and valuable exposure to different workplaces.



Darienne Anandappa
Allied Health

GET IN TOUCH >

2025 Salary Benchmark

How to navigate our Salary Benchmark

- ✓ Typical salaries are displayed centrally with the range (low to high) in brackets ().

Area	Role Type
NSW	\$90,000 (\$65k–\$120k)

TYPICAL SALARY
RANGE, LOW TO HIGH

- ✓ Salaries are in '000 (k), all salaries are exclusive of superannuation.
- ✓ From July 1 2025 Superannuation ("super") in Australia is 12%, up from 11.5% in the previous year.
- ✓ As this is a mid financial year report for some organisations, candidates can likely expect an increase of around 3-3.5% on these ranges from July 2026.
- ✓ Some roles, including Nurses, may be eligible for allowances that are not included in the base salaries. These allowances may include Shift Loadings, Laundry, Meal, On-call, Vehicle and Uniform allowances plus potentially travel costs.
- ✓ Non-profit organisations also may support staff with salary packaging benefits.

International Candidates

- ✓ **International candidates** should familiarise themselves with how Australian salaries are typically presented in job ads. Typically this is:

Base Salary + Superannuation (12%) + Additional Benefits

- ✓ It is important to ask if the salary is inclusive or exclusive of superannuation if it is not clear.
- ✓ **Regional variances** are common, and the rates presented may vary due to regional variations or specific employers paying higher rates to attract staff.
- ✓ Candidates should also consider referring to public rates and awards as an important reference point. This is particularly relevant recently, as **Award changes** in many healthcare settings have increased considerably. Australia has very strict labour laws and employers are required to pay at or above the award.
- ✓ Specific employers may, however, have different instruments and structures within their payment on account of them operating under **Enterprise Bargaining Agreements** ("EBA's") which are typical for larger healthcare employers.

! Please use this Salary Benchmark as a reference and seek tailored advice where needed.



Sources of Information

The sources of our salary benchmark are based on HCA market research and may differ from other sources available. HCA has conducted workforce surveys alongside detailed research to support the findings of this report. Salary data provided is based on our understanding of specific markets and roles.

Nursing: Registered Nurse & Midwifery

Area	Aged Care (Residential)		Mental Health	Acute					Mental Health			
Role Type	RN1-4	RN5+	RN (excl grads)	RN1-4	RN5+	Clinical Nurse Specialist	NUM	DON	Graduate Midwife	Registered Midwife	Clinical Mid-wifery Special-ist (CMS)	Clinical Midwife Educator
ACT	\$87,000 (\$83k–\$95k)	\$100,000 (\$72k–\$128k+)	\$100,000 (\$86k–\$124k)	\$80,000 (\$74k–\$87k)	\$98,000 (\$91k–\$104k)	\$120,000 (\$113k–\$130k)	\$130,000 (\$125k–\$150k)	\$169,000 (\$155k–\$175k)	\$81,000+ (\$81k–\$107k)	\$94,000 (\$83k–\$110k)	\$111,000 (\$107k–\$120k)	\$115,000 (\$100k–\$154k)
NSW	\$85,000 (\$74k–\$90k)	\$105,000 (\$91k–\$125k+)	\$103,000 (\$88k–\$120k+)	\$80,000 (\$74k–\$87k)	\$98,000 (\$91k–\$104k)	\$120,000 (\$113k–\$130k)	\$145,000 (\$125k–\$150k)	\$165,000 (\$155k–\$185k)	\$75,000+ (\$70k–\$80k)	\$92,000 (\$80k–\$113k)	\$117,000 (\$100k–\$140k)	\$115,000 (\$105k–\$125k)
NT	\$83,000 (\$72k–\$94k)	\$100,000 (\$95k–\$125k+)	\$106,000 (\$87k–\$124k+)	\$85,000 (\$72k–\$94k)	\$102,000 (\$95k–\$108k)	\$148,000 (\$140k–\$160k)	\$170,000 (\$145k–\$185k)	\$178,000 (\$155k–\$195k)	\$81,000+ (\$81k–\$91k)	\$115,000 (\$110k–\$120k)	\$149,000 (\$145k–\$156k)	\$145,000 (\$141k–\$147k)
QLD	\$92,000 (\$79k–\$105k)	\$105,000 (\$95k–\$125k+)	\$94,000 (\$80k–\$108k+)	\$92,000 (\$86k–\$98k)	\$108,000 (\$104k–\$112k)	\$128,000 (\$115k–\$135k)	\$140,000 (\$125k–\$150k)	\$168,000 (\$155k–\$175k)	\$83,000+ (\$83k–\$88k)	\$92,000 (\$82k–\$105k)	\$113,000 (\$92k–\$141k)	\$111,000 (\$97k–\$125k)
SA	\$82,000 (\$75k–\$85k)	\$95,000 (\$85k–\$125k+)	\$90,000 (\$77k–\$105k+)	\$80,000 (\$77k–\$84k)	\$95,000 (\$87k–\$102k)	\$122,000 (\$114k–\$130k)	\$135,000 (\$125k–\$150k)	\$162,000 (\$155k–\$175k)	\$75,000+ (\$75k–\$85k)	\$88,000 (\$75k–\$102k)	\$100,000 (\$85k–\$115k)	\$105,000 (\$75k–\$110k)
TAS	\$88,000 (\$78k–\$100k)	\$110,000 (\$100k–\$125k+)	\$86,000 (\$78k–\$100k+)	\$79,000 (\$59k–\$88k)	\$98,000 (\$105k–\$121k+)	\$114,000 (\$107k–\$122k)	\$128,000 (\$125k–\$135k)	\$148,000 (\$140k–\$175k)	\$68,000+ (\$68k–\$78k)	\$91,000 (\$78k–\$107k)	\$110,000 (\$107k–\$115k)	\$128,000 (\$114k–\$132k)
VIC	\$86,000 (\$66k–\$97k)	\$108,000 (\$98k–\$125k+)	\$99,000 (\$85k–\$115k+)	\$88,000 (\$66k–\$97k)	\$103,000 (\$97k–\$120k)	\$125,000 (\$120k–\$130k)	\$140,000 (\$125k–\$150k)	\$165,000 (\$155k–\$175k)	\$75,000 (\$70k–\$80k)	\$94,000 (\$80k–\$110k)	\$111,000 (\$105k–\$120k)	\$111,000 (\$89k–\$132k)
WA	\$89,000 (\$83k–\$95k)	\$103,000 (\$95k–\$125k+)	\$98,000 (\$87k–\$124k+)	\$85,000 (\$83k–\$89k)	\$103,000 (\$95k–\$110k+)	\$128,000 (\$118k–\$135k)	\$130,000 (\$125k–\$150k)	\$165,000 (\$155k–\$175k)	\$80,000+ (\$80k–\$102k)	\$90,000 (\$77k–\$102k)	\$109,000 (\$94k–\$124k)	\$106,000 (\$86k–\$125k)

Nurses may be eligible for allowances that may boost total take home pay. These allowances may include Shift Loadings, Laundry, Meal, On-call, Vehicle and Uniform allowances. Pay may be subject to change to align with award changes.

Community Nursing Salaries can be found on the Community page

Nursing: Assistant in Nursing, Enrolled Nurse

Area	AIN	Acute		Aged Care (Residential)	Community	Mental Health	
Role Type		EN1-4	EN5+	EN	EN	EN1-4	EN5+
ACT	\$66,000 (\$65K–\$67K)	\$78,000 (\$76K–\$79K)	\$81,000 (\$80K–\$81K)	\$85,000 (\$70K–\$100K)	\$90,000 (\$80K–\$100K)	\$78,000 (\$76K–\$79K)	\$81,000 (\$80K–\$81K)
NSW	\$56,000 (\$53K–\$59K)	\$72,000 (\$67K–\$75K)	\$75,000 (\$73K–\$80K)	\$85,000 (\$66K–\$100K)	\$88,000 (\$66K–\$100K)	\$72,000 (\$67K–\$75K)	\$75,000 (\$73K–\$80K)
NT	\$55,000 (\$53K–\$60K)	\$74,000 (\$71K–\$76K)	\$79,000 (78K–\$81K)	\$80,000 (\$65K–\$90K)	\$80,000 (\$65K–\$90K)	\$74,000 (\$71K–\$76K)	\$79,000 (\$78K–\$81K)
QLD	\$60,000 (\$66K–\$72K)	\$73,000 (\$71K–\$75K)	\$83,000 (\$76K–\$85K)	\$83,000 (\$70K–\$90K)	\$85,000 (\$75K–\$90K)	\$73,000 (\$71K–\$75K)	\$83,000 (\$76K–\$85K)
SA	\$60,000 (\$59K–\$60K)	\$69,000 (\$66K–\$72K)	\$75,000 (\$73K–\$76K)	\$75,000 (\$70K–\$80K)	\$83,000 (\$75K–\$90K)	\$69,000 (\$66K–\$72K)	\$75,000 (\$73K–\$76K)
TAS	\$68,000 (\$65K–\$71K)	\$74,000 (\$71K–\$78K)	\$82,000 (\$81K–\$84K)	\$83,000 (\$80K–\$90K)	\$81,000 (\$75K–\$88K)	\$74,000 (\$71K–\$78K)	\$82,000 (\$81K–\$84K)
VIC	\$57,000 (\$54K–\$59K)	\$75,000 (\$73K–\$77K)	\$84,000 (\$72K–\$93K)	\$83,000 (\$70K–\$100K)	\$85,000 (\$75K–\$98K)	\$75,000 (\$73K–\$77K)	\$84,000 (\$72K–\$93K)
WA	\$58,000 (\$54K–\$60K)	\$75,000 (\$73K–\$77K)	\$79,000 (\$79K–\$80K)	\$88,000 (\$68K–\$98K)	\$85,000 (\$80K–\$105K)	\$75,000 (\$73K–\$77K)	\$79,000 (\$79K–\$80K)

Nurses may be eligible for allowances that may boost total take home pay. These allowances may include Shift Loadings, Laundry, Meal, On-call, Vehicle and Uniform allowances. Pay may be subject to change to align with award changes.

Community: Home Care & NDIS

Area	Care/Case Manager (Non-clinical, Home Care)		Clinical Care Manager		Disability		Home Care	
		Certificate 3+	EN	RN	EN	RN	EN	RN
ACT	\$85,000 (\$78K–\$95K)	\$88,000 (\$80K–\$100K)	\$90,000 (\$80K–\$100K)	\$93,000 (\$80K–\$110K)	\$90,000 (\$80K–\$100K)	\$93,000 (\$80K–\$110K)	\$90,000 (\$80K–\$100K)	\$93,000 (\$80K–\$110K)
NSW	\$80,000 (\$75K–\$90K)	\$85,000 (\$78K–\$100K)	\$88,000 (78K–\$100K)	\$92,000 (\$78K–\$110K)	\$88,000 (\$78K–\$100K)	\$92,000 (\$78K–\$110K)	\$88,000 (\$78K–\$100K)	\$92,000 (\$78K–\$110K)
QLD	\$75,000 (\$73K–\$85K)	\$83,000 (\$75K–\$90K)	\$85,000 (\$75K–\$90K)	\$89,000 (\$75K–\$100K)	\$85,000 (\$75K–\$90K)	\$89,000 (\$75K–\$100K)	\$85,000 (\$75K–\$90K)	\$89,000 (\$75K–\$100K)
SA	\$78,000 (\$75K–\$85K)	\$81,000 (\$75K–\$90K)	\$83,000 (\$75K–\$90K)	\$86,000 (\$75K–\$95K)	\$83,000 (\$75K–\$90K)	\$86,000 (\$75K–\$95K)	\$83,000 (\$75K–\$90K)	\$86,000 (\$75K–\$95K)
TAS	\$73,000 (\$70K–\$85K)	\$79,000 (\$75K–\$88K)	\$81,000 (\$75K–\$88K)	\$84,000 (\$75K–\$90K)	\$81,000 (\$75K–\$88K)	\$84,000 (\$75K–\$105K)	\$81,000 (\$75K–\$88K)	\$84,000 (\$75K–\$105K)
VIC	\$78,000 (\$75K–\$85K)	\$83,000 (\$75K–\$98K)	\$85,000 (\$75K–\$98K)	\$88,000 (\$75K–\$105K)	\$85,000 (\$75K–\$98K)	\$88,000 (\$75K–\$105K)	\$85,000 (\$75K–\$98K)	\$88,000 (\$75K–\$105K)
WA	\$85,000 (\$78K–\$95K)	\$88,000 (\$80K–\$105K)	\$90,000 (\$80K–\$105K)	\$93,000 (\$80K–\$110K)	\$90,000 (\$80K–\$105K)	\$93,000 (\$80K–\$110K)	\$90,000 (\$80K–\$105K)	\$93,000 (\$80K–\$110K)

Community Nurses may be eligible for allowances that may boost total take home pay. These allowances may include Shift Loadings, Laundry, Meal, On-call, Vehicle and Uniform allowances. Community Nurses typically also receive travel reimbursements for travel between clients. Pay may be subject to change to align with award changes.

Allied Health: Physiotherapy

Area	Physiotherapist (Graduate)	Acute		Community		Residential Aged Care		Private Practice	
Role Type		Physiotherapist	Senior Physiotherapist	Physiotherapist	Senior Physiotherapist	Physiotherapist	Senior Physiotherapist	Physiotherapist	Senior Physiotherapist
ACT	\$75,000 (\$70k–\$85k)	\$100,000 (\$80k–\$111k)	\$115,000 (\$112k–\$120k)	\$95,000 (\$75k–\$120k)	\$105,000 (\$80k–\$135k)	\$100,000 (\$90k–\$120k)	\$110,000 (\$77k–\$130k)	\$100,000 (\$85k–\$105k)	\$115,000 (\$90k–\$125k)
NSW	\$82,000 (\$75k–\$90k)	\$105,000 (\$75k–\$140k)	\$115,000 (\$100k–\$150k)	\$100,000 (\$80k–\$120k)	\$110,000 (\$85k–\$130k)	\$100,000 (\$80k–\$120k)	\$110,000 (\$85k–\$130k)	\$105,000 (\$85k–\$140k)	\$120,000 (\$90k–\$150k)
NT	\$70,000 (\$68k–\$76k)	\$95,000 (\$90k–\$115k)	\$110,000 (\$100k–\$140k)	\$95,000 (\$90k–\$115k)	\$110,000 (\$100k–\$140k)	\$95,000 (\$90k–\$115k)	\$110,000 (\$100k–\$140k)	\$95,000 (\$90k–\$115k)	\$110,000 (\$100k–\$140k)
QLD	\$85,000 (\$75k–\$92k)	\$100,000 (\$75k–\$125k)	\$120,000 (\$100k–\$160k)	\$100,000 (\$92k–\$105k)	\$115,000 (\$86k–\$150k)	\$100,000 (\$92k–\$105k)	\$115,000 (\$86k–\$150k)	\$108,000 (\$85k–\$140k)	\$120,000 (\$90k–\$150k)
SA	\$75,000 (\$68k–\$78k)	\$90,000 (\$80k–\$100k)	\$110,000 (\$100k–\$130k)	\$90,000 (\$80k–\$100k)	\$100,000 (\$80k–\$120k)	\$90,000 (\$80k–\$100k)	\$100,000 (\$90k–120k)	\$90,000 (\$80k–\$100k)	\$105,000 (\$80k–\$120k)
TAS	\$76,000 (\$73k–\$82k)	\$85,000 (\$79k–\$100k)	\$100,000 (\$80k–\$120k)	\$75,000 (\$80k–\$100k)	\$98,000 (\$80k–\$120k)	\$85,000 (\$79k–\$100k)	\$98,000 (\$80k–\$120k)	\$75,000 (\$80k–\$90k)	\$100,000 (\$80k–\$120k)
VIC	\$80,000 (\$75k–\$90k)	\$100,000 (\$85k–\$130k)	\$110,000 (\$100k–\$140k+)	\$98,000 (\$85k–\$125k)	\$110,000 (\$88k–\$132k)	\$100,000 (\$85k–\$130k)	\$110,000 (\$88k–\$132k)	\$100,000 (\$85k–\$130k)	\$110,000 (\$90k–\$135k)
WA	\$85,000 (\$75k–\$92k)	\$100,000 (\$85k–\$120k)	\$115,000 (\$100k–\$140k)	\$90,000 (\$85k–\$105k)	\$105,000 (\$90k–\$120k)	\$93,000 (\$85k–\$110k)	\$110,000 (\$90k–\$120k)	\$100,000 (\$85k–\$120k)	\$120,000 (\$100k–\$150k)

Allied Health: Occupational Therapy

Area	Occupational Therapist (Graduate)	Acute		Community		Residential Aged Care		Private Practice	
Role Type		Occupational Therapist	Senior Occupational Therapist	Occupational Therapist	Senior Occupational Therapist	Occupational Therapist	Senior Occupational Therapist	Occupational Therapist	Senior Occupational Therapist
ACT	\$78,000 (\$70k–\$100k)	\$105,000 (\$85k–\$120k)	\$125,000 (\$100k–\$150k)	\$100,000 (\$85k–\$120k)	\$125,000 (\$100k–\$140k)	\$105,000 (\$85k–\$120k)	\$125,000 (\$100k–\$140k)	\$105,000 (\$85k–\$120k)	\$125,000 (\$100k–\$140k)
NSW	\$78,000 (\$70k–\$100k)	\$105,000 (\$85k–\$120k)	\$125,000 (\$100k–\$140k)	\$100,000 (\$85k–\$120k)	\$125,000 (\$100k–\$140k)	\$105,000 (\$85k–\$120k)	\$125,000 (\$100k–\$140k)	\$105,000 (\$85k–\$120k)	\$125,000 (\$100k–\$140k)
NT	\$76,000 (\$70k–\$100k)	\$103,000 (\$80k–\$110k)	\$120,000 (\$100k–\$148k)	\$100,000 (\$80k–\$110k)	\$115,000 (\$100k–\$148k)	\$100,000 (\$80k–\$110k)	\$115,000 (\$100k–\$148k)	\$100,000 (\$80k–\$110k)	\$115,000 (\$100k–\$148k)
QLD	\$75,000 (\$70k–\$100k)	\$103,000 (\$85k–\$110k)	\$117,000 (\$105k–\$140k)	\$100,000 (\$85k–\$110k)	\$115,000 (\$90k–\$135k)	\$98,000 (\$85k–\$110k)	\$115,000 (\$90k–\$135k)	\$103,000 (\$75k–\$130k)	\$115,000 (\$90k–\$135k)
SA	\$76,000 (\$70k–\$100k)	\$98,000 (\$80k–\$105k)	\$112,000 (\$100k–\$120k)	\$95,000 (\$80k–\$100k)	\$105,000 (\$90k–\$120k)	\$90,000 (\$80k–\$110k)	\$100,000 (\$90k–\$120k)	\$100,000 (\$80k–\$110k)	\$115,000 (\$100k–\$125k)
TAS	\$74,000 (\$70k–\$100k)	\$86,000 (\$75k–\$97k)	\$97,000 (\$74k–\$120k)	\$84,000 (\$70k–\$97k)	\$97,000 (\$74k–\$120k+)	\$86,000 (\$75k–\$97k)	\$97,000 (\$74k–\$120k)	\$81,000 (\$65k–\$97k)	\$97,000 (\$80k–\$120k)
VIC	\$78,000 (\$70k–\$100k)	\$100,000 (\$90k–\$110k)	\$110,000 (\$82k–\$120k)	\$98,000 (\$85k–\$105k)	\$108,000 (\$82k–\$125k)	\$98,000 (\$85k–\$105k)	\$108,000 (\$82k–\$125k)	\$100,000 (\$90k–\$110k)	\$112,000 (\$90k–\$135k)
WA	\$80,000 (\$70k–\$100k)	\$100,000 (\$90k–\$112k)	\$110,000 (\$90k–\$120k)	\$100,000 (\$90k–\$112k)	\$112,000 (\$90k–\$120k)	\$100,000 (\$90k–\$112k)	\$112,000 (\$90k–\$120k)	\$100,000 (\$90k–\$112k)	\$115,000 (\$90k–\$130k)

Allied Health: Podiatry

Area	Acute	Community	Residential Aged Care	Private Practice
Role Type	Podiatrist			
ACT	\$110,000 (\$75k–\$135k)	\$105,000 (\$75k–\$135k)	\$105,000 (\$75k–\$135k)	\$110,000 (\$75k–\$135k)
NSW	\$105,000 (\$85k–\$135k)	\$110,000 (\$82k–\$125k)	\$110,000 (\$82k–\$125k)	\$110,000 (\$76k–\$135k)
NT	\$100,000 (\$74k–\$135k)	\$101,000 (\$74k–\$135k)	\$101,000 (\$74k–\$135k)	\$100,000 (\$60k–\$135k)
QLD	\$103,000 (\$86k–\$135k)	\$108,000 (\$75k–\$135k)	\$108,000 (\$75k–\$135k)	\$105,000 (\$75k–\$135k)
SA	\$95,000 (\$71k–\$120k)	\$99,000 (\$71k–\$120k)	\$99,000 (\$71k–\$120k)	\$105,000 (\$80k–\$130k)
TAS	\$95,000 (\$69k–\$120k)	\$95,000 (\$69k–\$120k)	\$95,000 (\$69k–\$120k)	\$95,000 (\$69k–\$120k)
VIC	\$104,000 (\$78k–\$120k)	\$115,000 (\$80k–\$140k)	\$115,000 (\$80k–\$140k)	\$110,000 (\$80k–\$140k)
WA	\$105,000 (\$85k–\$120k)	\$110,000 (\$85k–\$135k)	\$110,000 (\$85k–\$135k)	\$115,000 (\$80k–\$145k)

Allied Health: Speech Pathology

Area	Speech Pathologist (Graduate)	Acute		Community		Residential Aged Care		Private Practice	
Role Type		Speech Pathologist	Senior Speech Pathologist	Speech Pathologist	Senior Speech Pathologist	Speech Pathologist	Senior Speech Pathologist	Speech Pathologist	Senior Speech Pathologist
ACT	\$75,000 (\$70K–\$95K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$90K–\$130K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$90K–\$130K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$90K–\$130K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$90K–\$130K)
NSW	\$80,000 (\$70K–\$95K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$90K–\$130K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$90K–\$130K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$90K–\$130K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$90K–\$130K)
NT	\$82,000 (\$79K–\$90K)	\$90,000 (\$80K–\$110K)	\$110,000 (\$90K–\$127K)	\$90,000 (\$80K–\$110K)	\$110,000 (\$90K–\$127K)	\$90,000 (\$80K–\$110K)	\$110,000 (\$90K–\$127K)	\$90,000 (\$80K–\$110K)	\$110,000 (\$90K–\$127K)
QLD	\$82,000 (\$77K–\$95K)	\$100,000 (\$80K–\$120K)	\$115,000 (\$90K–\$140K)	\$100,000 (\$80K–\$110K)	\$115,000 (\$90K–\$140K)	\$100,000 (\$80K–\$120K)	\$115,000 (\$90K–\$140K)	\$100,000 (\$80K–\$120K)	\$115,000 (\$90K–\$140K)
SA	\$80,000 (\$77K–\$95K)	\$90,000 (\$80K–\$110K)	\$100,000 (\$90K–\$125K)	\$90,000 (\$80K–\$110K)	\$100,000 (\$90K–\$125K)	\$90,000 (\$80K–\$110K)	\$100,000 (\$90K–\$125K)	\$90,000 (\$80K–\$110K)	\$100,000 (\$90K–\$125K)
TAS	\$79,000 (\$77K–\$90K)	\$90,000 (\$80K–\$110K)	\$110,000 (\$90K–\$127K)	\$90,000 (\$80K–\$110K)	\$110,000 (\$90K–\$127K+)	\$90,000 (\$80K–\$110K)	\$110,000 (\$90K–\$127K)	\$90,000 (\$80K–\$110K)	\$110,000 (\$90K–\$127K)
VIC	\$85,000 (\$75K–\$105K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$86K–\$130K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$86K–\$130K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$86K–\$130K)	\$105,000 (\$80K–\$120K)	\$115,000 (\$86K–\$130K)
WA	\$85,000 (\$80K–\$100K)	\$100,000 (\$80K–\$125K)	\$115,000 (\$86K–\$130K)	\$100,000 (\$80K–\$125K)	\$115,000 (\$86K–\$130K)	\$100,000 (\$80K–\$125K)	\$115,000 (\$86K–\$130K)	\$100,000 (\$80K–\$125K)	\$115,000 (\$86K–\$130K)

Medical Imaging: Radiography, Mammography and Sonography

Area	Radiographer				Mammography		Sonographer	
Role Type	1-3 years	3-5 years	5-10 years	10+ years	1-4 years	5-10+ years	1-4 years	5-10+ years
ACT	\$95,000 (\$69k–\$110k)	\$100,000 (\$71k–\$120k)	\$109,000 (\$88k–\$130k)	\$129,000 (\$120k–\$153k)	\$100,000 (\$75k–\$118k)	\$128,000 (\$100k–\$180k+)	\$132,000 (\$90k–\$150k)	\$145,000 (\$110k–\$180k+)
NSW	\$95,000 (\$69k–\$110k)	\$100,000 (\$71k–\$120k)	\$111,000 (\$83k–\$138k)	\$140,000 (\$120k–\$185k)	\$103,000 (\$70k–\$120k)	\$128,000 (\$100k–\$180k+)	\$132,000 (\$90k–\$150k)	\$147,000 (\$110k–\$180k+)
NT	\$86,000 (\$69k–\$110k)	\$91,000 (\$71k–\$110k)	\$109,000 (\$83k–\$135k)	\$139,000 (\$110k–\$167k)	\$98,000 (\$70k–\$115k)	\$125,000 (\$100k–\$180k+)	\$135,000 (\$95k–\$150k)	\$150,000 (\$110k–\$180k+)
QLD	\$83,000 (\$69k–\$110k)	\$101,000 (\$71k–\$120k)	\$111,000 (\$83k–\$138k)	\$135,000 (\$115k–\$171k)	\$100,000 (\$70k–\$115k)	\$127,000 (\$100k–\$180k+)	\$133,000 (\$90k–\$145k)	\$140,000 (\$110k–\$180k+)
SA	\$83,000 (\$71k–\$100k)	\$91,000 (\$71k–\$110k)	\$105,000 (\$83k–\$130k)	\$131,000 (\$110k–\$151k)	\$100,000 (\$70k–\$115k)	\$125,000 (\$100k–\$180k+)	\$118,000 (\$107k–\$140k)	\$141,000 (\$110k–\$180k+)
TAS	\$86,000 (\$74k–\$100k)	\$91,000 (\$71k–\$110k)	\$105,000 (\$83k–\$130k)	\$127,000 (\$104k–\$150k+)	\$99,000 (\$70k–\$115k)	\$125,000 (\$100k–\$180k+)	\$120,000 (\$85k–\$130k)	\$138,000 (\$110k–\$180k+)
VIC	\$90,000 (\$68k–\$105k)	\$102,000 (\$71k–\$132k)	\$108,000 (\$83k–\$132k)	\$129,000 (\$110k–\$159k)	\$100,000 (\$70k–\$120k)	\$128,000 (\$100k–\$180k+)	\$123,000 (\$87k–\$140k)	\$145,000 (\$110k–\$180k+)
WA	\$90,000 (\$70k–\$100k)	\$91,000 (\$71k–\$110k)	\$107,000 (\$83k–\$130k)	\$136,000 (\$110k–\$161k)	\$102,000 (\$72k–\$120k)	\$130,000 (\$100k–\$180k+)	\$128,000 (\$90k–\$145k)	\$145,000 (\$110k–\$180k+)

Doctors: General Practice

Area	General Practice		
Role Type	0-3 years	3-8 years	8+ years
ACT	\$295,000 (\$200k–\$320k)	\$320,000 (\$260k–\$350k)	\$350,000 (\$300k–\$400k+)
NSW	\$295,000 (\$208k–\$320k)	\$320,000 (\$260k–\$350k)	\$370,000 (\$320k–\$450k+)
NT	\$250,000 (\$200k–\$290k)	\$275,000 (\$230k–\$350k)	\$320,000 (\$260k–\$400k+)
QLD	\$285,000 (\$220k–\$290k)	\$330,000 (\$71k–\$120k)	\$370,000 (\$300k–\$400k+)
SA	\$230,000 (\$220k–\$270k)	\$290,000 (\$250k–\$350k)	\$350,000 (\$300k–\$400k+)
TAS	\$230,000 (\$210k–\$250k)	\$280,000 (\$230k–\$350k)	\$360,000 (\$260k–\$400k+)
VIC	\$245,000 (\$220k–\$270k)	\$300,000 (\$230k–\$350k)	\$390,000 (\$320k–\$470k+)
WA	\$255,000 (\$230k–\$300k)	\$320,000 (\$260k–\$350k)	\$400,000 (\$300k–\$500k+)

GP salaries are impacted by a range of factors including practice (practice volumes) and billing mix (bulk billing vs private) and employment arrangement (employee vs contractor) and location. GP’s may earn more in rural and regional locations in a Public setting albeit in private practice, this may be less.

Specialist Doctors

For the same reasons, we have chosen not to publish other Doctors roles, which may vary significantly due to a range of issues including billings, private-public mix and so on.



Talk to our Doctors Recruitment Team Today

If you are a Specialist Doctor seeking more information about salary ranges or market insights, our team is available upon request to discuss these with you. Please contact us to book a consultation.

BOOK A CONSULTATION >

Mental Health: Psychology

Area	Private				Public			
Role Type	Psychologist (Graduate)	Psychologist	Clinical Psychologist	Senior Psychologist	Psychologist (Graduate)	Psychologist	Clinical Psychologist	Senior Psychologist
ACT	\$88,000 (\$78 _K –\$99 _K)	\$115,000 (\$100 _K –\$150 _K)	\$130,000 (\$100 _K –\$160 _K)	\$145,000 (\$110 _K –\$180 _K)	\$79,000	\$110,000 (\$90 _K –\$120 _K)	\$125,000 (\$120 _K –\$131 _K)	\$139,000 (\$130 _K –\$139 _{K+})
NSW	\$78,000 (\$70 _K –\$85 _K)	\$115,000 (\$90 _K –\$150 _K)	\$130,000 (\$100 _K –\$160 _K)	\$145,000 (\$110 _K –\$180 _K)	\$78,000	\$110,000 (\$96 _K –\$116 _K)	\$125,000 (\$105 _K –\$133 _K)	\$143,000 (\$139 _K –\$148 _K)
NT	\$83,000 (\$65 _K –\$95 _K)	\$110,000 (\$90 _K –\$130 _K)	\$125,000 (\$100 _K –\$155 _K)	\$150,000 (\$115 _K –\$180 _K)				
QLD	\$85,000 (\$75 _K –\$92 _K)	\$110,000 (\$95 _K –\$130 _K)	\$125,000 (\$100 _K –\$155 _K)	\$150,000 (\$115 _K –\$180 _K)	\$77,000	\$108,000 (\$88 _K –\$120 _K)	\$128,000 (\$126 _K –\$155 _K)	\$165,000 (\$140 _K –\$200 _{K+})
SA	\$70,000 (\$65 _K –\$75 _K)	\$105,000 (\$80 _K –\$120 _K)	\$115,000 (\$100 _K –\$150 _K)	\$140,000 (\$115 _K –\$160 _K)	\$80,000	\$92,000 (\$82 _K –\$106 _K)	\$110,000 (\$87 _K –\$116 _K)	\$140,000 (\$97 _K –\$150 _{K+})
TAS	\$70,000 (\$67 _K –\$75 _K)	\$110,000 (\$80 _K –\$120 _K)	\$118,000 (\$100 _K –\$140 _K)	\$130,000 (\$120 _K –\$160 _K)	\$72,000	\$115,000 (\$110 _K –\$121 _K)	\$115,000 (\$110 _K –\$121 _K)	\$115,000 (\$110 _K –\$121 _{K+})
VIC	\$88,000 (\$80 _K –\$94 _K)	\$110,000 (\$95 _K –\$150 _K)	\$126,000 (\$100 _K –\$155 _K)	\$140,000 (\$115 _K –\$160 _K)	\$77,000	\$105,000 (\$79 _K –\$112 _K)	\$109,000 (\$93 _K –\$124 _K)	\$126,000 (\$103 _K –\$149 _{K+})
WA	\$90,000 (\$65 _K –\$115 _K)	\$120,000 (\$90 _K –\$140 _K)	\$135,000 (\$105 _K –\$155 _K)	\$145,000 (\$115 _K –\$180 _K)	\$76,000	\$115,000 (\$93 _K –\$130 _K)	\$110,000 (\$93 _K –\$130 _K)	\$141,000 (\$114 _K –\$168 _{K+})

Psychology pay may vary based on a range of factors including type of practice, location, billing types and mix of out-of-pocket payment, experience, hours and work arrangements (e.g. including supervision). Other factors may drive variances in pay including specialisation.

Mental Health: Mental Health Nursing, Counselling & Social Work

Area	Mental Health			
Role Type	Case Worker	Counsellor	MH Nurse (excluding grads)	MH Social Worker
ACT	\$84,000 (\$70 _K –\$95 _K)	\$88,000 (\$70 _K –\$108 _K)	\$100,000 (\$86 _K –\$124 _K)	\$88,000 (\$72 _K –\$109 _K)
NSW	\$88,000 (\$75 _K –\$95 _K)	\$95,000 (\$72 _K –\$118 _K)	\$103,000 (\$88 _K –\$120 _K)	\$95,000 (\$72 _K –\$110 _K)
NT	\$78,000 (\$72 _K –\$90 _K)	\$100,000 (\$72 _K –\$118 _K)	\$106,000 (\$87 _K –\$124 _{K+})	\$85,000 (\$74 _K –\$112 _K)
QLD	\$85,000 (\$76 _K –\$98 _K)	\$93,000 (\$71 _K –\$119 _K)	\$94,000 (\$80 _K –\$108 _{K+})	\$105,000 (\$73 _K –\$132 _K)
SA	\$80,000 (\$76 _K –\$98 _K)	\$89,000 (\$70 _K –\$110 _K)	\$90,000 (\$77 _K –\$105 _{K+})	\$100,000 (\$95 _K –\$108 _K)
TAS	\$83,000 (\$73 _K –\$93 _K)	\$71,000 (\$70 _K –\$83 _K)	\$86,000 (\$75 _K –\$98 _{K+})	\$85,000 (\$74 _K –\$112 _K)
VIC	\$85,000 (\$70 _K –\$105 _K)	\$93,000 (\$80 _K –\$115 _K)	\$99,000 (\$85 _K –\$115 _{K+})	\$100,000 (\$90 _K –\$121 _K)
WA	\$89,000 (\$70 _K –\$95 _K)	\$98,000 (\$71 _K –\$118 _K)	\$98,000 (\$87 _K –\$124 _{K+})	\$104,000 (\$85 _K –\$120 _K)

Dental: Sector Wide

Area	Dental Receptionist	Dental Assistant/Nurse	Practice Manager	Oral Health/ Dental Hygienist	Dental (Graduate)	Dentist (2-5 years)	Senior Dentist	Orthodontist
Role Type								
ACT	\$60,000 (\$51K–\$70K)	\$70,000 (\$61K–\$78K)	\$90,000 (\$65K–\$115K)	\$127,000 (\$110K–\$150K)	\$128,000 (\$105K–\$149K)	\$180,000 (\$145K–\$220K)	\$215,000 (\$170K–\$300K+)	\$308,000 (\$220K–\$400K+)
NSW	\$67,000 (\$60K–\$75K)	\$70,000 (\$63K–\$78K)	\$95,000 (\$75K–\$120K)	\$127,000 (\$110K–\$150K)	\$150,000 (\$110K–\$170K)	\$185,000 (\$150K–\$220K)	\$230,000 (\$200K–\$300K+)	\$293,000 (\$220K–\$400K+)
QLD	\$59,000 (\$51K–\$68K)	\$65,000 (\$59K–\$74K)	\$90,000 (\$80K–\$115K)	\$115,000 (\$98K–\$125K)	\$145,000 (\$120K–\$160K)	\$177,000 (\$127K–\$226K)	\$183,000 (\$127K–\$239K)	\$290,000 (\$220K–\$400K+)
SA	\$57,000 (\$51K–\$65K)	\$69,000 (\$59K–\$78K)	\$80,000 (\$70K–\$90K)	\$118,000 (\$105K–\$135K)	\$135,000 (\$110K–\$150K)	\$182,000 (\$145K–\$220K)	\$215,000 (\$180K–\$230K)	\$285,000 (\$220K–\$400K+)
TAS	\$57,000 (\$51K–\$65K)	\$68,000 (\$59K–\$78K)	\$97,000 (\$76K–\$118K)	\$115,000 (\$105K–\$135K)	\$135,000 (\$110K–\$150K)	\$180,000 (\$160K–\$200K)	\$200,000 (\$180K–\$220K)	\$285,000 (\$220K–\$400K+)
VIC	\$64,000 (\$55K–\$70K)	\$70,000 (\$63K–\$75K)	\$105,000 (\$85K–\$133K)	\$125,000 (\$98K–\$145K)	\$140,000 (\$110K–\$160K)	\$190,000 (\$150K–\$230K)	\$235,000 (\$230K–\$350K+)	\$303,000 (\$220K–\$400K+)
WA	\$67,000 (\$60K–\$75K)	\$69,000 (\$59K–\$78K)	\$100,000 (\$80K–\$135K)	\$127,000 (\$112K–\$141K)	\$140,000 (\$115K–\$165K)	\$185,000 (\$145K–\$225K)	\$220,000 (\$200K–\$320K+)	\$300,000 (\$220K–\$400K+)

Healthcare Leadership: Aged, Community & Primary Care

Area	Aged Care (Residential)				Community Care (Home Care/NDIS)				Primary Care			
Role Type	Executive/ C-suite	Operations Manager	Facility Manager	Care Manager	Executive/ C-suite	Operations Manager	Regional Manager	Manager	Executive/ C-suite	Division/ Operations Manager	Nurse Unit Manager	Practice Manager
ACT	\$260,000 (\$180K–\$400K+)	\$190,000 (\$160K–\$250K)	\$145,000 (\$130K–\$180K)	\$128,000 (\$120K–\$150K)	\$240,000 (\$170K–\$350K+)	\$180,000 (\$160K–\$250K)	\$160,000 (\$120K–\$180K)	\$135,000 (\$120K–\$150K)	\$260,000 (\$180K–\$400K+)	\$190,000 (\$160K–\$250K)	\$130,000 (\$125K–\$150K)	\$110,000 (\$80K–\$150K)
NSW	\$260,000 (\$180K–\$400K+)	\$190,000 (\$160K–\$280K)	\$160,000 (\$130K–\$180K)	\$138,000 (\$120K–\$150K)	\$260,000 (\$170K–\$350K+)	\$180,000 (\$160K–\$280K)	\$160,000 (\$120K–\$180K)	\$140,000 (\$120K–\$150K)	\$260,000 (\$180K–\$400K+)	\$190,000 (\$160K–\$280K)	\$145,000 (\$125K–\$150K)	\$110,000 (\$90K–\$150K)
NT	\$210,000 (\$180K–\$400K+)	\$150,000 (\$160K–\$250K)	\$140,000 (\$130K–\$180K)	\$113,000 (\$105K–\$140K)	\$220,000 (\$170K–\$350K+)	\$140,000 (\$160K–\$250K)	\$140,000 (\$120K–\$180K)	\$130,000 (\$120K–\$150K)	\$210,000 (\$180K–\$400K+)	\$150,000 (\$160K–\$250K)	\$170,000 (\$125K–\$180K)	\$130,000 (\$120K–\$150K)
QLD	\$230,000 (\$180K–\$400K+)	\$180,000 (\$160K–\$230K)	\$150,000 (\$130K–\$180K)	\$133,000 (\$120K–\$150K)	\$240,000 (\$180K–\$350K+)	\$150,000 (\$160K–\$230K)	\$150,000 (\$120K–\$180K)	\$135,000 (\$120K–\$150K)	\$230,000 (\$180K–\$400K+)	\$150,000 (\$160K–\$230K)	\$140,000 (\$125K–\$150K)	\$135,000 (\$120K–\$150K)
SA	\$210,000 (\$180K–\$400K+)	\$140,000 (\$130K–\$230K)	\$140,000 (\$130K–\$180K)	\$115,000 (\$105K–\$140K)	\$220,000 (\$180K–\$320K+)	\$140,000 (\$130K–\$230K)	\$150,000 (\$120K–\$180K)	\$130,000 (\$120K–\$150K)	\$210,000 (\$180K–\$400K+)	\$140,000 (\$130K–\$230K)	\$135,000 (\$125K–\$150K)	\$120,000 (\$100K–\$140K)
TAS	\$210,000 (\$160K–\$400K+)	\$140,000 (\$130K–\$230K)	\$140,000 (\$130K–\$180K)	\$130,000 (\$120K–\$150K)	\$220,000 (\$160K–\$320K+)	\$140,000 (\$130K–\$230K)	\$130,000 (\$120K–\$160K)	\$130,000 (\$120K–\$150K)	\$210,000 (\$160K–\$300K+)	\$140,000 (\$130K–\$230K)	\$128,000 (\$125K–\$135K)	\$115,000 (\$90K–\$130K)
VIC	\$245,000 (\$170K–\$400K+)	\$180,000 (\$150K–\$270K)	\$150,000 (\$130K–\$180K)	\$135,000 (\$120K–\$145K)	\$250,000 (\$170K–\$400K+)	\$170,000 (\$150K–\$270K)	\$150,000 (\$120K–\$180K)	\$135,000 (\$120K–\$150K)	\$245,000 (\$170K–\$400K+)	\$180,000 (\$150K–\$270K)	\$140,000 (\$125K–\$150K)	\$135,000 (\$120K–\$150K)
WA	\$250,000 (\$180K–\$400K+)	\$180,000 (\$160K–\$260K)	\$145,000 (\$130K–\$180K)	\$115,000 (\$105K–\$140K)	\$250,000 (\$180K–\$400K+)	\$180,000 (\$160K–\$260K)	\$160,000 (\$120K–\$180K)	\$135,000 (\$120K–\$150K)	\$250,000 (\$180K–\$400K+)	\$180,000 (\$160K–\$260K)	\$130,000 (\$125K–\$150K)	\$135,000 (\$120K–\$150K)

Where care begins.

 1300 422 247

 salaryguide@healthcareaustralia.com.au

 healthcareaustralia.com.au

HCA
Healthcare Australia

Visit our website

