

OCCUPATIONAL THERAPISTS

Pay Report FY 26/27

August 2026

e4 PEOPLE



E4 People surveyed over 3000+ Occupational Therapists to build a clear picture of what OTs are paid in Australia in FY 26/27.

This report focuses on Australian respondents, combining reported salary bands with years of experience, location, and how recently pay was last reviewed.

The aim is simple: give employers and candidates an honest, current benchmark for occupational therapy pay.

1. What OTs are earning

Reported salaries span a wide range - from the high \$70,000s to well beyond \$130,000 - reflecting differences in seniority, setting, and location.

Salary bands (Australia)

- \$130,000+
- \$120,000 – \$130,000
- \$110,000 – \$120,000
- \$90,000 – \$110,000
- \$77,000 – \$90,000

The single most common band is \$90,000 – \$110,000, but earnings are spread fairly evenly across every band above it - a sign that OT pay is set less by a fixed scale and more by individual employers and negotiation.

The headline numbers

- 57% of OTs earn \$110,000 or more
- Around 1 in 4 earn above \$130,000
- 1 in 5 still earn under \$90,000
- Most common band: \$90,000 – \$110,000

▶ *Pay for the same role can differ by more than \$50,000 from one employer to the next.*

WHAT THIS MEANS

For a profession where most practitioners are highly experienced, pay is strikingly inconsistent. Employers who benchmark clearly and pay at the upper end will stand out in a competitive market.



2. How pay tracks with experience

Almost 9 in 10 respondents have five or more years' experience, so this is a senior workforce - yet pay varies widely even among them.

What the numbers show

Early career (0–3 yrs): typically \$77,000 – \$90,000

Mid-career (3–5 yrs): around \$90,000 – \$120,000

Senior (5 yrs +): spans \$105,000 to \$130,000+

Among seniors, roughly 3 in 10 earn \$130,000+

► *Experience lifts the floor, but it doesn't guarantee the ceiling.*



WHAT THIS MEANS

Years of experience alone don't set OT pay. For senior clinicians especially, the employer and the negotiation matter more than the tenure.

3. When OTs last had a pay rise

We asked when respondents last received a pay increase. The answers point to slow, uneven pay movement.

What respondents told us

Many report their last rise was two or more years ago

Some receive only fixed EBA increases (around 2% a year)

A number were unsure when they last had one

A minority had a fresh increase in 2026

► *"Haven't had one since being here for close to two years."*

WHAT THIS MEANS

When pay sits still for years, even well-paid OTs start to look elsewhere. Regular, visible reviews are a low-cost way to hold a team together.



4. Pay benchmarks

Based on reported pay, here are practical benchmark ranges employers can use when building an OT offer.

Typical ranges by experience:

Early career (Grad – 3 yrs): \$77,000 – \$90,000

Mid-career (3 – 5 yrs): \$90,000 – \$120,000

Senior / experienced (5 yrs +): \$110,000 – \$130,000+

What stands out:

Senior pay varies by more than \$50,000 for similar experience

Nearly 1 in 4 senior OTs earn \$130,000+

Yet some experienced OTs remain under \$90,000

▶ *"Annual 2% increase per EBA, otherwise not since 2021."*

WHAT THIS MEANS

Use these as a floor, not a ceiling. In a tight market, paying at the top of each band is often what wins and keeps good OTs.

Where OTs are based

Australian respondents by state:

- **QLD: 40% - the largest group**
- **NSW: 33% - the second-largest**
- **VIC: 14%**
- **WA, SA & other: the remaining 13%**

WHAT THIS MEANS

Queensland and New South Wales account for nearly three-quarters of respondents, so pay expectations in those states tend to set the pace.



What this means for employers

For employers competing for OT talent, the data points to a few clear actions:

- Benchmark salaries against current market bands, not last year's
- Review pay for experienced OTs sitting below market
- Make pay progression regular and visible, not ad hoc
- Lead job ads with real salary figures, not "competitive"

► *Transparent pay is now a baseline expectation.*

WHAT THIS MEANS

Pay transparency and regular reviews are among the most direct levers employers control to attract and keep experienced OTs.

SUMMARY

- Pay varies widely for similar experience
- More than half earn \$110,000+, yet 1 in 5 remain under \$90,000
- Many have waited two years or more for a rise

For employers, the message is clear: competitive, transparent pay is now central to attracting and keeping occupational therapists.

E4 People partners with healthcare and allied health providers across Australia to benchmark pay, shape compelling offers, and connect teams with the right OTs.

Talk to us at allied.health@e4people.com.au.

E4 People

Connecting people confidently.

