

RATE A (While the Worker Retention Payment is not received)

Schedule 2: Wages													
Classification			BASE RATE TO APPLY FROM RATIFICATION	Effective from the first full pay period commencing 1/8/2025			Effective from the first full pay period commencing after 1/8/2026			Effective from the first full pay period commencing after 1/8/2027			
				Annual Salary	Hourly Rate	Casual hourly Rate	Annual Salary	Hourly Rate	Casual hourly Rate	Annual Salary	Hourly Rate	Casual hourly Rate	
	Step/ Unit			4% increase	4% increase	4% increase	3% increase	3% increase	3% increase	3% increase	3% increase	3% increase	
Untrained Support Worker		1	26.97	55,615	28.05	35.06	57,283	28.89	36.11	59,002	29.76	37.20	
Cook		1	30.47	62,832	31.69	39.61	64,717	32.64	40.80	66,658	33.62	42.02	
Qualified Cook		1	32.15	66,296	33.44	41.80	68,285	34.44	43.05	70,334	35.47	44.34	
Administrative Support Worker		L1	1	26.30	54,233	27.35	34.19	55,860	28.17	35.22	57,536	29.02	36.27
			L2	1	28.64	59,058	29.79	37.23	60,830	30.68	38.35	62,655	31.60
		2		29.15	60,118	30.32	37.90	61,922	31.23	39.04	63,780	32.17	40.21
		3		30.15	62,172	31.36	39.20	64,037	32.30	40.37	65,958	33.27	41.58
		L3	1	32.06	66,110	33.34	41.68	68,093	34.34	42.93	70,136	35.37	44.22
Trainee - Certificate III in Education and Care Services	1st	Year out of school	1	14.44	29,777	15.02	18.77	30,670	15.47	19.34	31,590	15.93	19.92
	2nd		2	16.82	34,684	17.49	21.87	35,725	18.02	22.52	36,797	18.56	23.20
	3rd		3	19.57	40,355	20.35	25.44	41,566	20.96	26.20	42,813	21.59	26.99
	4th		4	22.40	46,191	23.30	29.12	47,577	24.00	30.00	49,004	24.72	30.90
Certificate 111 in Education and Care Services			1	28.70	59,180	29.85	37.31	60,956	30.74	38.43	62,784	31.66	39.58
			2	29.60	61,035	30.78	38.48	62,866	31.71	39.63	64,752	32.66	40.82
			3	30.50	62,894	31.72	39.65	64,781	32.67	40.84	66,724	33.65	42.06
			4	32.25	66,502	33.54	41.93	68,497	34.55	43.18	70,552	35.58	44.48
Diploma trained in certificate three role			1	33.00	68,049	34.32	42.90	70,090	35.35	44.19	72,193	36.41	45.51
Diploma in Education and Care Services			1	33.75	69,596	35.10	43.88	71,683	36.15	45.19	73,834	37.24	46.55
			2	34.25	70,627	35.62	44.53	72,745	36.69	45.86	74,928	37.79	47.24
			3	35.00	72,171	36.40	45.50	74,336	37.49	46.86	76,566	38.62	48.27
			4	36.19	74,634	37.64	47.05	76,873	38.77	48.46	79,179	39.93	49.92
Early Childhood Teacher			1	39.71	81,886	41.30	51.62	84,342	42.54	53.17	86,872	43.81	54.77
			2	43.20	89,082	44.93	56.16	91,755	46.28	57.84	94,507	47.66	59.58
			3	46.69	96,279	48.56	60.70	99,167	50.01	62.52	102,142	51.51	64.39
			4	50.19	103,496	52.20	65.25	106,601	53.76	67.20	109,799	55.38	69.22
Highly accomplished Lead Teacher accreditation			5	53.72	110,781	55.87	69.84	114,105	57.55	71.93	117,528	59.27	74.09

RATE B (While the Worker Retention Payment is received)

Schedule 2: Wages								
Classification				Wage rate from 2 Ratification (subject to clause 3 below)				Comparative Award and Classification Level
				Base Hourly rate without EWRP	Additional Minimum hourly amount increase payable to staff from first full pay period July 2025	New Minimum EWRP Hourly Rate from first full pay period July 2025	Casual EWRP hourly Rate	
			Step/ Unit					
Untrained Support Worker			1	26.97	2.66	29.63	37.04	CS Level 2.2
Cook			1	30.47	3.00	33.47	41.84	CS Level 3.3
Qualified Cook			1	32.15	3.17	35.32	44.15	CS Level 3.4
Trainee - Certificate III in Education and Care Services	1st	Year out of school	1	14.44	1.42	15.86	19.83	Miscellaneous award 2020 MA2020 Year 12 school leaver Plus 1 Plus 2 Plus 3
	2nd		2	16.82	1.66	18.48	23.10	
	3rd		3	19.57	1.93	21.50	26.88	
	4th		4	22.40	2.21	24.61	30.76	
Certificate 111 in Education and Care Services			1	28.70	2.81	31.51	39.39	CS L3.1
			2	29.60	2.91	32.51	40.64	CS L3.2
			3	30.50	3.00	33.50	41.88	CS 3.3
			4	32.25	3.17	35.42	44.28	CS L4A.5
Diploma trained in certificate three role			1	33.00	3.17	36.17	45.21	CS L3.4
Diploma in Education and Care Services			1	33.75	3.31	37.06	46.33	CS L4.1
			2	34.25	3.36	37.61	47.01	CS 4.2
			3	35.00	3.41	38.41	48.01	CS 4.3
			4	36.19	3.56	39.75	49.69	CS 5A.3
Early Childhood Teacher			1	39.71	3.81	43.52	54.40	ESTA - LDC level 1
			2	43.20	4.16	47.36	59.20	ESTA - LDC level 2
			3	46.69	4.53	51.22	64.03	ESTA - LDC level 3
			4	50.19	4.89	55.08	68.85	ESTA - LDC level 4
Highly accomplished Lead Teacher accreditation			5	53.72	5.26	58.98	73.73	ESTA - LDC level 5