

**RATE A** (While the Worker Retention Payment is not received and ineligible staff)

Schedule 2: Wages														
Classification		Step/ Unit	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		
				4% increase	4% increase	4% 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	39.50	
			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)**

**Table 3: applies from 1 December 2025 to the first full pay period from March 2026.**

Schedule 2: Wages								
Classification			Base Hourly rate without EWRP	WRP hourly amount payable to staff from 1 Dec 2025	New Minimum EWRP Hourly Rate from 1 december 2025	Casual EWRP hourly Rate	Comparative Award and Classification Level	
		Step/ Unit						
Untrained Support Worker			1	26.97	3.98	30.95	38.69	CS Level 2.2
Cook			1	30.47	4.50	34.97	43.71	CS Level 3.3
Qualified Cook			1	32.15	4.75	36.90	46.13	CS Level 3.4
Trainee - Certificate III in Education and Care Services	1st	Year out of school	1	14.44	2.13	16.57	20.71	Miscellaneous award 2020 MA2020 Year 12 school leaver Plus 1 Plus 2 Plus 3
	2nd		2	16.82	2.49	19.31	24.14	
	3rd		3	19.57	2.85	22.42	28.03	
	4th		4	22.40	3.31	25.71	32.14	
Certificate 111 in Education and Care Services			1	28.70	4.22	32.92	41.15	CS L3.1
			2	29.60	4.36	33.96	42.45	CS L3.2
			3	30.50	4.50	35.00	43.75	CS 3.3
			4	32.25	4.75	37.00	46.25	CS L4A.5
Diploma trained in certificate three role			1	33.00	4.75	37.75	47.19	CS L3.4
Diploma in Education and Care Services			1	33.75	4.97	38.72	48.40	CS L4.1
			2	34.25	5.04	39.29	49.11	CS 4.2
			3	35.00	5.12	40.12	50.15	CS 4.3
			4	36.19	5.34	41.53	51.92	CS 5A.3
Early Childhood Teacher			1	39.71	5.71	45.42	56.78	ESTA - LDC level 1
			2	43.20	6.23	49.43	61.79	ESTA - LDC level 2
			3	46.69	6.79	53.48	66.85	ESTA - LDC level 3
			4	50.19	7.34	57.53	71.91	ESTA - LDC level 4
Highly accomplished Lead Teacher accreditation			5	53.72	7.90	61.62	77.03	ESTA - LDC level 5