

Pay Tables- Children's Services Award 2010

2 December 2024 to 30 June 2025- Option 2



(Casual loading on base & WRP)

The following pay tables have been prepared by NOSHSA to support with the implementation of the ECEC Worker Retention Payment Grant

Table 1- For Eligible ECEC Workers covered by or undertaking duties covered by the Children's Services Award 2010				
Classification		Column 3 Current minimum hourly rate	Column 4 New minimum hourly rate	Column 5 Additional minimum hourly amount payable to staff
Full/Part Time		2 Dec 2024 – 30 Jun 2025	2 Dec 2024 – 30 Jun 2025	2 Dec 2024-30 Jun 2025
		\$	\$	\$
Support Worker				
Level 1.1****	On commencement	23.97	26.37	2.40
Level 2.1	On commencement	24.84	27.32	2.48
Level 2.2	After 1 year*	25.66	28.23	2.57
Level 3.1	On commencement	27.17	29.89	2.72
Children's Services Employee				
Level 1.1****	On commencement	23.97	26.37	2.40
Level 2.1	On commencement	24.84	27.32	2.48
Level 2.2	After 1 year*	25.66	28.23	2.57
Level 3A.1**	On commencement	26.75	29.43	2.68
Level 3A.2**	After 1 year	27.17	29.89	2.72
Level 3.1	On commencement	27.17	29.89	2.72
Level 3.2	After 1 year*	28.10	30.91	2.81
Level 3.3	After 2 years*	28.99	31.89	2.90
Level 3.4 (Diploma)		30.59	33.65	3.06
Level 4A.1	On commencement	28.99	31.89	2.90
Level 4A.2	After 1 year*	29.39	32.33	2.94
Level 4A.3	After 2 years*	29.79	32.77	2.98
Level 4A.4	After 3 years*	30.21	33.23	3.02
Level 4A.5	After 4 years*	30.61	33.67	3.06
Level 4.1	On commencement	32.00	35.20	3.20
Level 4.2	After 1 year*	32.49	35.74	3.25
Level 4.3	After 2 years*	32.97	36.27	3.30
Level 5A.1	On commencement	33.46	36.81	3.35
Level 5A.2	After 1 year*	33.95	37.35	3.40
Level 5A.3	After 2 years*	34.43	37.87	3.44
Level 5.1	On commencement	33.46	36.81	3.35
Level 5.2	After 1 year*	33.95	37.35	3.40
Level 5.3	After 2 years*	34.43	37.87	3.44
Level 5.4***		34.55	38.01	3.46
Level 6A.1	On commencement	38.59	42.45	3.86
Level 6A.2	After 1 year*	39.07	42.98	3.91
Level 6A.3	After 2 years*	39.55	43.51	3.96
Children's Services Employee—Director				
Level 6.1	On commencement	38.59	42.45	3.86
Level 6.2	After 1 year*	39.07	42.98	3.91
Level 6.3	After 2 years*	39.55	43.51	3.96
Level 6.4	On commencement	41.02	45.12	4.10
Level 6.5	After 1 year*	41.40	45.54	4.14
Level 6.6	After 2 years*	41.89	46.08	4.19
Level 6.7	On commencement	42.39	46.63	4.24
Level 6.8	After 1 year*	42.88	47.17	4.29
Level 6.9	After 2 years*	43.36	47.70	4.34

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* Reference to a year or years of service is to service in the industry

**Former Western Australian 'E' worker classification

***An Assistant Director who holds an Advanced Diploma (AQF 6/3 year qualified) must be paid no less than Level 5.4

**** Rates Applicable until 31 December 2024. See Table 2 for minimum rates as of 1 January 2025

Column 5 is the difference between the current minimum hourly rate in Column 3 and the new minimum hourly rate in

Column 4. This is the minimum dollar amount that all ECEC workers are to be provided as a pay increase (even those workers currently paid above Award) for a Provider to be eligible for funding. There is an ongoing obligation to pay at least 10 per cent above the applicable award rates and provide a further 5 per cent from 1 December 2025.

Junior Employees - see table 5&6

Junior employees employed as or undertaking duties equivalent to Children's Services Employees Level 3,4 and 5 must be paid at or above the applicable adult rate stipulated above. Junior employees employed as or undertaking duties equivalent to Children's Services Employee Level 1 or Children's Services Employee Level 2 must be paid at or above the applicable junior rate in accordance with the Award (no less than % of corresponding Level 2 rate), plus the amount specified in Column 5 (10% of the adult rate).

Trainees

Trainees must be paid at a minimum the hourly rate applicable to their classification as set out under the relevant award plus 10% from 2 December 2024, increased by a further 5% in December 2025.

Table 2 – For Eligible Level 1.1 ECEC Workers covered by or undertaking duties covered by the Children's Services Award 2010- from 1 January 2025				
Classification		Column 3 Current minimum hourly rate	Column 4 New minimum hourly rate	Column 5 Additional minimum hourly amount payable to staff
Full/ Part Time		1 Jan 2025 – 30 Jun 2025	1 Jan 2025 – 30 Jun 2025	1 Jan 2025-30 Jun 2025
		\$	\$	\$
Support Worker				
Level 1.1	On commencement	24.10	26.51	2.41
Children's Services Employee				
Level 1.1	On commencement	24.10	26.51	2.41

Column 5 is the difference between the current minimum hourly rate for Level 1.1 in Column 3 and the new minimum hourly rate in Column 4 for the period 1 January 2025 to 30 June 2025. This is the minimum dollar amount that all ECEC workers are to be provided as a pay increase (even those workers currently paid above Award) for a Provider to be eligible for funding. There is an ongoing obligation to pay at least 10 per cent above the applicable award rates and provide a further 5 per cent from 1 December 2025.

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The following pay tables have been prepared by NOSHSA to support with the implementation of the ECEC Worker Retention Payment Grant

Table 3 - For Eligible Casual ECEC Workers covered by or undertaking duties covered by the Children's Services Award 2010				
Classification		Column 3	Column 4	Column 5
Casual		Current casual base minimum hourly rate	New Casual minimum hour rate including casual loading on base hourly rate only	Additional minimum hourly amount payable (no casual loading)
		2 Dec 2024 – 30 Jun 2025	2 Dec 2024 -30 Jun 2025	2 Dec 2024-30 Jun 2025
		\$		\$
Support Worker				
Level 1.1****	On commencement	29.96	32.36	2.40
Level 2.1	On commencement	31.05	33.53	2.48
Level 2.2	After 1 year*	32.08	34.65	2.57
Level 3.1	On commencement	33.96	36.68	2.72
Children's Services Employee				
Level 1.1****	On commencement	29.96	32.36	2.40
Level 2.1	On commencement	31.05	33.53	2.48
Level 2.2	After 1 year*	32.08	34.65	2.57
Level 3A.1**	On commencement	33.44	36.12	2.68
Level 3A.2**	After 1 year	33.96	36.68	2.72
Level 3.1	On commencement	33.96	36.68	2.72
Level 3.2	After 1 year*	35.12	37.93	2.81
Level 3.3	After 2 years*	36.24	39.14	2.90
Level 3.4 (Diploma)	On Commencement	38.24	41.30	3.06
Level 4A.1	On commencement	36.24	39.14	2.90
Level 4A.2	After 1 year*	36.74	39.68	2.94
Level 4A.3	After 2 years*	37.24	40.22	2.98
Level 4A.4	After 3 years*	37.76	40.78	3.02
Level 4A.5	After 4 years*	38.26	41.32	3.06
Level 4.1	On commencement	40.00	43.20	3.20
Level 4.2	After 1 year*	40.61	43.86	3.25
Level 4.3	After 2 years*	41.21	44.51	3.30
Level 5A.1	On commencement	41.83	45.18	3.35
Level 5A.2	After 1 year*	42.44	45.84	3.40
Level 5A.3	After 2 years*	43.04	46.48	3.44
Level 5.1	On commencement	41.83	45.18	3.35
Level 5.2	After 1 year*	42.44	45.84	3.40
Level 5.3	After 2 years*	43.04	46.48	3.44
Level 5.4***		43.19	46.65	3.46
Level 6A.1	On commencement	48.24	52.10	3.86
Level 6A.2	After 1 year*	48.84	52.75	3.91
Level 6A.3	After 2 years*	49.44	53.40	3.96
Children's Services Employee—Director				
Level 6.1	On commencement	48.24	52.10	3.86
Level 6.2	After 1 year*	48.84	52.75	3.91
Level 6.3	After 2 years*	49.44	53.40	3.96

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The following pay tables have been prepared by NOSHSA to support with the implementation of the ECEC Worker Retention Payment Grant

Level 6.4	On commencement	51.28	55.38	4.10
Level 6.5	After 1 year*	51.75	55.89	4.14
Level 6.6	After 2 years*	52.36	56.55	4.19
Level 6.7	On commencement	52.99	57.23	4.24
Level 6.8	After 1 year *	53.60	57.89	4.29
Level 6.9	After 2 years*	54.20	58.54	4.34

* Reference to a year or years of service is to service in the industry

**Former Western Australian 'E' worker classification

***An Assistant Director who holds an Advanced Diploma (AQF 6/3 year qualified) must be paid no less than Level 5.4

**** Rates Applicable until 31 December 2024. See Table 4 for minimum rates as of 1 January 2025

Column 5 is the difference between the current casual minimum hourly rate in Column 3 and the new casual minimum hourly rate in Column 4 is the new casual minimum hourly rate, with casual loading applied to the total of the base hourly rate only.

There is an ongoing obligation to pay at least 10 per cent above the applicable award rates and provide a further 5 per cent from 1 December 2025.

Junior Employees - see table 5&6

Junior employees employed as or undertaking duties equivalent to Children's Services Employees Level 3,4 and 5 must be paid at or above the applicable adult rate stipulated above. Junior employees employed as or undertaking duties equivalent to Children's Services Employee Level 1 or Children's Services Employee Level 2 must be paid at or above the applicable junior rate in accordance with the Award (no less than % of corresponding Level 2 rate), plus the amount specified in Column 5 (10% of the adult rate).

Trainees

Trainees must be paid at a minimum the hourly rate applicable to their classification as set out under the relevant award plus 10% from 2 December 2024, increased by a further 5% in December 2025.

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The following pay tables have been prepared by NOSHSA to support with the implementation of the ECEC Worker Retention Payment Grant

Table 4 – For Eligible Casual Level 1.1 ECEC Workers covered by or undertaking duties covered by the Children's Services Award 2010- from 1 January 2025				
Classification		Column 3	Column 4	Column 5
Casual		Current minimum casual hourly rate	New Casual minimum hour rate incl casual loading on base hourly rate only	Additional minimum hourly amount payable to staff (no casual loading)
		1 Jan 2025 – 30 Jun 2025	1 Jan 2025-30 Jun 2025	1 Jan 2025 to 30 Jun 2025
		\$	\$	\$
Support Worker				
Level 1.1	On commencement	30.13	32.54	2.41
Children's Services Employee				
Level 1.1	On commencement	30.13	32.54	2.41

Column 5 is the difference between the current casual minimum hourly rate in Column 3 and the new casual minimum hourly rate in Column 4 for a Level 1.1 from 1 January 2025 to 30 June 2025. This is the minimum dollar amount that all casual ECEC workers are to be provided (including casual loading) as a pay increase (even those workers currently paid above Award) in order for a Provider to be eligible for funding.

There is an ongoing obligation to pay at least 10 per cent above the applicable award rates and provide a further 5 per cent from 1 December 2025.

Column 4 is the new casual minimum hourly rate, with casual loading applied to the total of the base hourly rate only for a Level 1.1 from 1 January 2025 to 30 June 2025.

Casual employees

The increase for casual employees will be provided as an additional amount on top of the base hourly rate, with the casual loading applied to the base hourly rate only.

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The following pay tables have been prepared by NOSHSA to support with the implementation of the ECEC Worker Retention Payment Grant

Table 5 – For Eligible Junior Permanent ECEC Workers covered by our undertaking duties covered by the Children's Services Award 2010				
Classification Junior – Full/ Part-time	% of Rate	Column 3 Current minimum hourly rate for Junior employees	Column 4 New minimum hourly rate for Junior employees	Column 5 Additional minimum hourly amount payable to Junior employees
		2 Dec 2024– 30 Jun 2025	2 Dec 2024 – 30 Jun 2025	2 Dec 2024-30 Jun 2025
		\$	\$	\$
Child Care Worker				
Level 1.1				
Under 17 years	70%	17.39	19.80	2.41
Under 18 years	80%	19.87	22.28	2.41
Under 19 years	90%	22.36	24.77	2.41
Level 2.1				
Under 17 years	70%	17.39	19.87	2.48
Under 18 years	80%	19.87	22.35	2.48
Under 19 years	90%	22.36	24.84	2.48
Level 2.2				
Under 17 years	70%	17.96	20.53	2.57
Under 18 years	80%	20.53	23.10	2.57
Under 19 years	90%	23.09	25.66	2.57

Column 5 is the difference between Column 3 and Column 4 and is the minimum hourly rate payable under the Grant.. This is the minimum dollar amount that all ECEC workers are to be provided as a pay increase (even those workers currently paid above Award) for a Provider to be eligible for funding. There is an ongoing obligation to pay at least 10 per cent above the applicable award rates and provide a further 5 per cent from 1 December 2025.

Column 4 is the new minimum Junior rates – the addition of Column 3 and to Column 5.

Junior Employees

Junior employees employed as or undertaking duties equivalent to Children's Services Employees Level 3,4 and 5 must be paid at or above the applicable adult rate stipulated above. Junior employees employed as or undertaking duties equivalent to Children's Services Employee Level 1 or Children's Services Employee Level 2 must be paid at or above the applicable junior rate in accordance with the Award (no less than % of corresponding Level 2 rate), plus the amount specified in Column 5 (10% of the adult rate).

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The following pay tables have been prepared by NOSHSA to support with the implementation of the ECEC Worker Retention Payment Grant

Table 6 – For Eligible Junior Casual ECEC Workers covered by our undertaking duties covered by the Children's Services Award 2010				
Classification	% of Rate	Column 3 Current casual minimum hourly rate for Junior employees including casual loading	Column 4 New casual minimum hourly rate for Junior employees	Column 5 Additional minimum hourly amount payable to Junior employees (no casual loading)
Junior – Casual		2 Dec 2024– 30 Jun 2025	2 Dec 2024 – 30 Jun 2025	2 Dec 2024-30 Jun 2025
		\$	\$	\$
Child Care Worker				
Level 1.1				
Under 17 years	70%	21.74	24.15	2.41
Under 18 years	80%	24.84	27.25	2.41
Under 19 years	90%	27.95	30.36	2.41
Level 2.1				
Under 17 years	70%	21.74	24.22	2.48
Under 18 years	80%	24.84	27.32	2.48
Under 19 years	90%	27.95	30.43	2.48
Level 2.2				
Under 17 years	70%	22.45	25.02	2.57
Under 18 years	80%	25.66	28.23	2.57
Under 19 years	90%	28.86	31.43	2.57

Column 5 is the difference between Column 3 and Column 4 and is the minimum hourly rate payable under the Grant, which is not subject to casual loading. This is the minimum dollar amount that all ECEC workers are to be provided as a pay increase (even those workers currently paid above Award) for a Provider to be eligible for funding.

There is an ongoing obligation to pay at least 10 per cent above the applicable award rates and provide a further 5 per cent from 1 December 2025.

Column 4 is the new minimum casual junior rates with the casual loading applied to the base hourly rate only – the additional of Column 3 and to Column 5.

Junior Employees

Junior employees employed as or undertaking duties equivalent to Children's Services Employees Level 3,4 and 5 must be paid at or above the applicable adult rate stipulated above. Junior employees employed as or undertaking duties equivalent to Children's Services Employee Level 1 or Children's Services Employee Level 2 must be paid at or above the applicable junior rate in accordance with the Award (no less than % of corresponding Level 2 rate), plus the amount specified in Column 5 (10% of the adult rate).

Casual employees

The increase for casual employees will be provided as an additional amount on top of the base hourly rate, with the casual loading applied to the base hourly rate only.