

Pay Tables- Children's Services Award 2010

From 1 July 2025 to 30 November 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 (CSA)				
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 Jul 2025 – 30 Nov 2025	1 Jul 2025 – 30 Nov 2025	1 Jul 2025-30 Nov 2025
		\$	\$	\$
Support Worker				
Level 1.1	On commencement	24.95	27.45	2.50
Level 2.1	On commencement	25.71	28.28	2.57
Level 2.2	After 1 year*	26.56	29.22	2.66
Level 3.1	On commencement	28.12	30.93	2.81
Children's Services Employee				
Level 1.1	On commencement	24.95	27.45	2.50
Level 2.1	On commencement	25.71	28.28	2.57
Level 2.2	After 1 year*	26.56	29.22	2.66
Level 3A.1**	On commencement	27.68	30.45	2.77
Level 3A.2**	After 1 year	28.12	30.93	2.81
Level 3.1	On commencement	28.12	30.93	2.81
Level 3.2	After 1 year*	29.09	32.00	2.91
Level 3.3	After 2 years*	30.00	33.00	3.00
Level 3.4 (Diploma)		31.66	34.83	3.17
Level 4A.1	On commencement	30.00	33.00	3.00
Level 4A.2	After 1 year*	30.42	33.46	3.04
Level 4A.3	After 2 years*	30.83	33.91	3.08
Level 4A.4	After 3 years*	31.27	34.40	3.13
Level 4A.5	After 4 years*	31.68	34.85	3.17
Level 4.1	On commencement	33.12	36.43	3.31
Level 4.2	After 1 year*	33.63	36.99	3.36
Level 4.3	After 2 years*	34.13	37.54	3.41
Level 5A.1	On commencement	34.63	38.09	3.46
Level 5A.2	After 1 year*	35.14	38.65	3.51
Level 5A.3	After 2 years*	35.64	39.20	3.56
Level 5.1	On commencement	34.63	38.09	3.46
Level 5.2	After 1 year*	35.14	38.65	3.51
Level 5.3	After 2 years*	35.63	39.19	3.56
Level 5.4***		35.76	39.34	3.58
Level 6A.1	On commencement	39.94	43.93	3.99
Level 6A.2	After 1 year*	40.44	44.48	4.04
Level 6A.3	After 2 years*	40.93	45.02	4.09
Children's Services Employee—Director				
Level 6.1	On commencement	39.94	43.93	3.99
Level 6.2	After 1 year*	40.44	44.48	4.04
Level 6.3	After 2 years*	40.93	45.02	4.09
Level 6.4	On commencement	42.46	46.71	4.25
Level 6.5	After 1 year*	42.85	47.14	4.29
Level 6.6	After 2 years*	43.36	47.70	4.34
Level 6.7	On commencement	43.88	48.27	4.39
Level 6.8	After 1 year *	44.38	48.82	4.44
Level 6.9	After 2 years*	44.88	49.37	4.49

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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

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 3 & 4

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 2 – For Eligible Casual ECEC Workers covered by our undertaking duties covered by the Children's Services Award 2010 (CSA)				
Classification		Column 3 Current casual base minimum hourly rate	New Casual minimum hour rate including casual loading on base hourly rate only - payable to staff	Column 5 Additional minimum hourly amount payable on base to staff (no casual loading)
Casual		1 Jul 2025 – 30 Nov 2025	1 Jul 2025 -30 Nov 2025	1 Jul 2025-30 Nov 2025
		\$		\$
Support Worker				
Level 1.1	On commencement	31.19	33.69	2.50
Level 2.1	On commencement	32.14	34.71	2.57
Level 2.2	After 1 year*	33.20	35.86	2.66
Level 3.1	On commencement	35.15	37.96	2.81
Children's Services Employee				
Level 1.1	On commencement	31.19	33.69	2.50
Level 2.1	On commencement	32.14	34.71	2.57
Level 2.2	After 1 year*	33.20	35.86	2.66
Level 3A.1**	On commencement	34.60	37.37	2.77
Level 3A.2**	After 1 year	35.15	37.96	2.81
Level 3.1	On commencement	35.15	37.96	2.81
Level 3.2	After 1 year*	36.36	39.27	2.91
Level 3.3	After 2 years*	37.50	40.50	3.00
Level 3.4 (Diploma)	On Commencement	39.58	42.75	3.17
Level 4A.1	On commencement	37.50	40.50	3.00
Level 4A.2	After 1 year*	38.03	41.07	3.04
Level 4A.3	After 2 years*	38.54	41.62	3.08
Level 4A.4	After 3 years*	39.09	42.22	3.13
Level 4A.5	After 4 years*	39.60	42.77	3.17
Level 4.1	On commencement	41.40	44.71	3.31
Level 4.2	After 1 year*	42.03	45.39	3.36
Level 4.3	After 2 years*	42.66	46.07	3.41
Level 5A.1	On commencement	43.29	46.75	3.46
Level 5A.2	After 1 year*	43.93	47.44	3.51
Level 5A.3	After 2 years*	44.54	48.10	3.56
Level 5.1	On commencement	43.29	46.75	3.46
Level 5.2	After 1 year*	43.93	47.44	3.51
Level 5.3	After 2 years*	44.54	48.10	3.56
Level 5.4***		44.70	48.28	3.58
Level 6A.1	On commencement	49.93	53.92	3.99
Level 6A.2	After 1 year*	50.55	54.59	4.04
Level 6A.3	After 2 years*	51.16	55.25	4.09
Children's Services Employee— Director				
Level 6.1	On commencement	49.93	53.92	3.99
Level 6.2	After 1 year*	50.55	54.59	4.04

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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 6.3	After 2 years*	51.16	55.25	4.09
Level 6.4	On commencement	53.08	57.33	4.25
Level 6.5	After 1 year*	53.56	57.85	4.29
Level 6.6	After 2 years*	54.20	58.54	4.34
Level 6.7	On commencement	54.85	59.24	4.39
Level 6.8	After 1 year *	55.48	59.92	4.44
Level 6.9	After 2 years*	56.10	60.59	4.49

* 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

Junior Employees - see table 3 & 4

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 3 – For Eligible Junior Permanent ECEC Workers covered by our undertaking duties covered by the Children's Services Award 2010 (CSA)				
CSA 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
		1 Jul 2025– 30 Nov 2025	1 Jul 2025 – 30 Nov 2025	1 Jul 2025-30 Nov 2025
		\$	\$	\$
Child Care Worker				
Level 1.1				
Under 17 years	70%	18.00	20.50	2.50
Under 18 years	80%	20.57	23.07	2.50
Under 19 years	90%	23.14	25.64	2.50
Level 2.1				
Under 17 years	70%	18.00	20.57	2.57
Under 18 years	80%	20.57	23.14	2.57
Under 19 years	90%	23.14	25.71	2.57
Level 2.2				
Under 17 years	70%	18.59	21.25	2.66
Under 18 years	80%	21.25	23.91	2.66
Under 19 years	90%	23.90	26.56	2.66

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 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 4 – For Eligible Junior Casual ECEC Workers covered by our undertaking duties covered by the Children's Services Award 2010 (CSA)				
CSA 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		1 Jul 2025– 30 Nov 2025	1 Jul 2025 – 30 Nov 2025	1 Jul 2025-30 Nov 2025
		\$	\$	\$
Child Care Worker				
Level 1.1				
Under 17 years	70%	22.50	25.00	2.50
Under 18 years	80%	25.71	28.21	2.50
Under 19 years	90%	28.93	31.43	2.50
Level 2.1				
Under 17 years	70%	22.50	25.07	2.57
Under 18 years	80%	25.71	28.28	2.57
Under 19 years	90%	28.93	31.50	2.57
Level 2.2		-		
Under 17 years	70%	23.24	25.90	2.66
Under 18 years	80%	26.56	29.22	2.66
Under 19 years	90%	29.88	32.54	2.66

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 rate with the casual loading applied to the base hourly rate only – 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).