

(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

		Column 3	Column 4	Column 5
CSA Classification		Current	New minimum	Additional
Full/ David Aires		minimum	hourly rate	minimum hourly
Full/ Part-time		hourly rate		amount payable to staff
		2 Dec 2024 - 30	2 Dec 2024 -	2 Dec 2024-30 Jun
		Jun 2025	30 Jun 2025	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 I	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***	2 jours	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 I		33.33	43.31	3.30
Level 6.1	On commencement	38.59	42.45	3.86
Level 6.2	After 1 year*	39.07	42.43	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		41.40	45.12	4.14
	After 1 years*	41.40	45.54 46.08	4.14 4.19
Level 6.6 Level 6.7	After 2 years* On commencement	41.89	46.63	4.19 4.24
			40.05	
Level 6.8	After 1 year *	42.88	47.17	4.29

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(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

- * 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) 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.

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 Full Time/Part Time Level 1.1 ECEC Workers covered by or undertaking duties covered by the Children's Services Award 2010- from 1 January 2025						
CSA Classification Full time/Part-Time		Column 3 Current minimum hourly rate	Column 4 New minimum hourly rate	Column 5 Additional minimum hourly amount payable		
		,		to staff		
		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 in Column 3 and the new 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 ECEC workers are to be provided 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.

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(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

Casual minimum hourly minimum hourly amount	Table 3 - For Eligible Casual ECEC Workers covered by or undertaking duties covered by the Children's Services Award 2010					
Support Worker			Current Casual minimum hourly rate	New Casual minimum hourly rate base	Additional minimum hourly amount payable (including casual loading)	
Support Worker Level 1.1****** On commencement 29.96 32.96 3.00						
Level 2.1 On commencement 29.96 32.96 3.00 Level 2.1 On commencement 31.05 34.16 3.11 Level 3.1 On commencement 32.08 35.29 3.21 Level 3.1 On commencement 39.96 37.36 3.40 Children's Services Employee 59.6 32.96 30.00 Level 1.1****** On commencement 31.05 34.15 3.10 Level 2.2 After 1 year* 32.08 35.29 3.21 Level 3.4 On commencement 33.44 36.78 3.34 Level 3A.1*** On commencement 33.96 37.36 3.40 Level 3.1 On commencement 33.96 37.36 3.40 Level 3.2 After 1 year* 35.13 38.64 3.51 Level 3.3 After 2 years* 36.24 39.86 3.62 Level 3.4 (Diploma) 38.24 42.06 3.82 Level 4A.1 On commencement 36.74 40.41 3.67			\$	\$	\$	
Level 2.1	Support Worker					
Level 2.2	Level 1.1****	On commencement				
Level 3.1						
Children's Services Employee Level 1.1***** On commencement 29.96 32.96 3.00 Level 2.1 On commencement 31.05 34.15 3.10 Level 2.2 After 1 year* 32.08 35.29 3.21 Level 3A.1** On commencement 33.44 36.78 3.34 Level 3A.2** After 1 year 33.96 37.36 3.40 Level 3.1 On commencement 33.96 37.36 3.40 Level 3.2 After 1 year* 35.13 38.64 3.51 Level 3.3 After 2 years* 36.24 39.86 3.62 Level 3.4 (Diploma) 38.24 42.06 3.82 Level 4A.1 On commencement 36.24 39.86 3.62 Level 4A.2 After 1 year* 36.74 40.41 3.67 Level 4A.3 After 2 years* 37.24 40.96 3.72 Level 4A.4 After 3 years* 37.24 40.96 3.72 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4.1 On commencement 40.00 44.00 4.00 Level 4.2 After 1 year* 40.61 44.67 4.06 Level 4.3 After 2 years* 41.21 45.33 4.12 Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 43.00 Level 5.4 After 1 year* 43.44 43.00 After 2 years* 43.04 47.34 43	Level 2.2	After 1 year*	32.08	35.29	3.21	
Level 1.1**** On commencement 29.96 32.96 3.00 Level 2.1 On commencement 31.05 34.15 3.10 Level 2.2 After 1 year* 32.08 35.29 3.21 Level 3A.1*** On commencement 33.44 36.78 3.34 Level 3A.2** After 1 year 33.96 37.36 3.40 Level 3.1 On commencement 33.96 37.36 3.40 Level 3.2 After 1 year* 35.13 38.64 3.51 Level 3.3 After 2 years* 36.24 39.86 3.62 Level 3.4 (Diploma) 38.24 42.06 3.82 Level 3.4 On commencement 36.24 39.86 3.62 Level 4A.1 On commencement 36.74 40.41 3.67 Level 4A.2 After 1 year* 36.74 40.41 3.67 Level 4A.3 After 2 years* 37.76 41.54 3.78 Level 4A.5 After 1 year* 40.61 44.00 40.00			33.96	37.36	3.40	
Level 2.1 On commencement 31.05 34.15 3.10 Level 2.2 After 1 year* 32.08 35.29 3.21 Level 3A 1*** On commencement 33.44 36.78 3.34 Level 3A 2*** After 1 year 33.96 37.36 3.40 Level 3.1 On commencement 33.96 37.36 3.40 Level 3.2 After 1 year* 35.13 38.64 3.51 Level 3.4 Quiploma 38.24 42.06 3.82 Level 3.4 On commencement 36.24 39.86 3.62 Level 3.4 On commencement 36.24 39.86 3.62 Level 4A.1 On commencement 36.24 39.86 3.62 Level 4A.2 After 1 year* 36.74 40.41 3.67 Level 4A.3 After 2 years* 37.24 40.96 3.72 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4A.5 After 4 years* 40.61 44.67 4.06		ces Employee				
Level 2.1 On commencement 31.05 34.15 3.10 Level 2.2 After 1 year* 32.08 35.29 3.21 Level 3A 1*** On commencement 33.44 36.78 3.34 Level 3A 2*** After 1 year 33.96 37.36 3.40 Level 3.1 On commencement 33.96 37.36 3.40 Level 3.2 After 1 year* 35.13 38.64 3.51 Level 3.4 Quiploma 38.24 42.06 3.82 Level 3.4 On commencement 36.24 39.86 3.62 Level 3.4 On commencement 36.24 39.86 3.62 Level 4A.1 On commencement 36.24 39.86 3.62 Level 4A.2 After 1 year* 36.74 40.41 3.67 Level 4A.3 After 2 years* 37.24 40.96 3.72 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4A.5 After 4 years* 40.61 44.67 4.06	Level 1.1****	On commencement	29.96	32.96	3.00	
Level 2.2 After 1 year* 32.08 35.29 3.21 Level 3A.1** On commencement 33.44 36.78 3.34 Level 3A.2** After 1 year 33.96 37.36 3.40 Level 3.1 On commencement 33.96 37.36 3.40 Level 3.2 After 1 year* 35.13 38.64 3.51 Level 3.3 After 2 years* 36.24 39.86 3.62 Level 3.4 (Diploma) 38.24 42.06 3.82 Level 4A.1 On commencement 36.24 39.86 3.62 Level 4A.2 After 1 year* 36.74 40.41 3.67 Level 4A.2 After 2 years* 37.24 40.96 3.72 Level 4A.3 After 3 years* 37.76 41.54 3.78 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4.1 On commencement 40.00 44.00 4.00 Level 4.2 After 1 year* 40.61 44.67 4.06 </td <td></td> <td>On commencement</td> <td></td> <td></td> <td>3.10</td>		On commencement			3.10	
Level 3A.2** After 1 year 33.96 37.36 3.40 Level 3.1 On commencement 33.96 37.36 3.40 Level 3.2 After 1 year* 35.13 38.64 3.51 Level 3.3 After 2 years* 36.24 39.86 3.62 Level 3.4 (Diploma) 38.24 42.06 3.82 Level 4A.1 On commencement 36.24 39.86 3.62 Level 4A.2 After 1 year* 36.74 40.41 3.67 Level 4A.3 After 2 years* 37.24 40.96 3.72 Level 4A.5 After 3 years* 37.76 41.54 3.78 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4A.1 On commencement 40.00 4.00 4.00 Level 4A.5 After 1 year* 40.61 44.67 4.06 Level 4.2 After 1 year* 40.61 44.67 4.06 Level 5A.1 On commencement 41.83 46.01 4.18 <td>Level 2.2</td> <td></td> <td>32.08</td> <td>35.29</td> <td>3.21</td>	Level 2.2		32.08	35.29	3.21	
Level 3A.2** After 1 year 33.96 37.36 3.40 Level 3.1 On commencement 33.96 37.36 3.40 Level 3.2 After 1 year* 35.13 38.64 3.51 Level 3.3 After 2 years* 36.24 39.86 3.62 Level 3.4 (Diploma) 38.24 42.06 3.82 Level 4A.1 On commencement 36.24 39.86 3.62 Level 4A.2 After 1 year* 36.74 40.41 3.67 Level 4A.3 After 2 years* 37.24 40.96 3.72 Level 4A.5 After 3 years* 37.76 41.54 3.78 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4A.1 On commencement 40.00 4.00 4.00 Level 4A.5 After 1 year* 40.61 44.67 4.06 Level 4.2 After 1 year* 40.61 44.67 4.06 Level 5A.1 On commencement 41.83 46.01 4.18 <td>Level 3A.1**</td> <td>On commencement</td> <td>33.44</td> <td>36.78</td> <td>3.34</td>	Level 3A.1**	On commencement	33.44	36.78	3.34	
Level 3.1 On commencement 33.96 37.36 3.40 Level 3.2 After 1 year* 35.13 38.64 3.51 Level 3.3 After 2 years* 36.24 39.86 3.62 Level 3.4 (Diploma) 38.24 42.06 3.82 Level 4A.1 On commencement 36.24 39.86 3.62 Level 4A.2 After 1 year* 36.74 40.41 3.67 Level 4A.3 After 2 years* 37.24 40.96 3.72 Level 4A.4 After 3 years* 37.76 41.54 3.78 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4A.1 On commencement 40.00 44.00 4.00 Level 4A.5 After 4 years* 40.61 44.67 4.06 Level 4A.5 After 1 year* 40.61 44.67 4.06 Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 <	Level 3A.2**	After 1 year	33.96	37.36	3.40	
Level 3.2 After 1 year* 35.13 38.64 3.51 Level 3.3 After 2 years* 36.24 39.86 3.62 Level 3.4 (Diploma) 38.24 42.06 3.82 Level 4A.1 On commencement 36.24 39.86 3.62 Level 4A.2 After 1 year* 36.74 40.41 3.67 Level 4A.3 After 2 years* 37.24 40.96 3.72 Level 4A.3 After 3 years* 37.76 41.54 3.78 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4A.5 After 4 years* 40.61 44.67 4.06 Level 4.2 After 1 year* 40.61 44.67 4.06 Level 4.3 After 2 years* 41.21 45.33 4.12 Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 <td>Level 3.1</td> <td></td> <td>33.96</td> <td>37.36</td> <td>3.40</td>	Level 3.1		33.96	37.36	3.40	
Level 3.4 (Diploma) 38.24 42.06 3.82	Level 3.2		35.13		3.51	
Level 3.4 (Diploma) 38.24 42.06 3.82	Level 3.3	After 2 years*	36.24	39.86	3.62	
Level 4A.1 On commencement 36.24 39.86 3.62 Level 4A.2 After 1 year* 36.74 40.41 3.67 Level 4A.3 After 2 years* 37.24 40.96 3.72 Level 4A.4 After 3 years* 37.76 41.54 3.78 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4.1 On commencement 40.00 44.00 4.00 Level 4.2 After 1 year* 40.61 44.67 4.06 Level 4.3 After 2 years* 41.21 45.33 4.12 Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30	Level 3.4					
Level 4A.2 After 1 year* 36.74 40.41 3.67 Level 4A.3 After 2 years* 37.24 40.96 3.72 Level 4A.4 After 3 years* 37.76 41.54 3.78 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4.1 On commencement 40.00 44.00 4.00 Level 4.2 After 1 year* 40.61 44.67 4.06 Level 4.3 After 2 years* 41.21 45.33 4.12 Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 6A.1 On commencement 48.24 53.06 4.82	(Diploma)		38.24	42.06	3.82	
Level 4A.3 After 2 years* 37.24 40.96 3.72 Level 4A.4 After 3 years* 37.76 41.54 3.78 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4.1 On commencement 40.00 44.00 4.00 Level 4.2 After 1 year* 40.61 44.67 4.06 Level 4.3 After 2 years* 41.21 45.33 4.12 Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4**** 43.04 47.34 4.30 Level 6A.1 On commencement 48.24 53.06 4.82 <td< td=""><td>Level 4A.1</td><td>On commencement</td><td>36.24</td><td>39.86</td><td>3.62</td></td<>	Level 4A.1	On commencement	36.24	39.86	3.62	
Level 4A.4 After 3 years* 37.76 41.54 3.78 Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4.1 On commencement 40.00 44.00 4.00 Level 4.2 After 1 year* 40.61 44.67 4.06 Level 4.3 After 2 years* 41.21 45.33 4.12 Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4**** 43.04 47.34 4.30 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88	Level 4A.2	After 1 year*	36.74	40.41	3.67	
Level 4A.5 After 4 years* 38.26 42.09 3.83 Level 4.1 On commencement 40.00 44.00 4.00 Level 4.2 After 1 year* 40.61 44.67 4.06 Level 4.3 After 2 years* 41.21 45.33 4.12 Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94	Level 4A.3	After 2 years*	37.24	40.96	3.72	
Level 4.1 On commencement 40.00 44.00 4.00 Level 4.2 After 1 year* 40.61 44.67 4.06 Level 4.3 After 2 years* 41.21 45.33 4.12 Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94	Level 4A.4	After 3 years*	37.76	41.54	3.78	
Level 4.1 On commencement 40.00 44.00 4.00 Level 4.2 After 1 year* 40.61 44.67 4.06 Level 4.3 After 2 years* 41.21 45.33 4.12 Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94	Level 4A.5	After 4 years*	38.26	42.09	3.83	
Level 4.3 After 2 years* 41.21 45.33 4.12 Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4**** 43.19 47.51 4.32 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94 Children's Services Employee— Director 54.38 4.94	Level 4.1	On commencement	40.00	44.00	4.00	
Level 5A.1 On commencement 41.83 46.01 4.18 Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4*** 43.19 47.51 4.32 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94 Children's Services Employee— Director 54.38 4.94	Level 4.2	After 1 year*	40.61	44.67	4.06	
Level 5A.2 After 1 year* 42.44 46.68 4.24 Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4*** 43.19 47.51 4.32 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94 Children's Services Employee—Director Director 54.38 4.94	Level 4.3	After 2 years*	41.21	45.33	4.12	
Level 5A.3 After 2 years* 43.04 47.34 4.30 Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4*** 43.19 47.51 4.32 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94 Children's Services Employee— Director 54.38 4.94	Level 5A.1	On commencement	41.83	46.01	4.18	
Level 5.1 On commencement 41.83 46.01 4.18 Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4*** 43.19 47.51 4.32 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94 Children's Services Employee—Director Director 0.00	Level 5A.2	After 1 year*	42.44	46.68	4.24	
Level 5.2 After 1 year* 42.44 46.68 4.24 Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4*** 43.19 47.51 4.32 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94 Children's Services Employee—Director Director 6.68 4.24	Level 5A.3	After 2 years*	43.04	47.34	4.30	
Level 5.3 After 2 years* 43.04 47.34 4.30 Level 5.4*** 43.19 47.51 4.32 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94 Children's Services Employee—Director Director 6.4.3	Level 5.1	On commencement	41.83	46.01	4.18	
Level 5.4*** 43.19 47.51 4.32 Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94 Children's Services Employee—Director Director		After 1 year*				
Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94 Children's Services Employee— Director Director		After 2 years*				
Level 6A.1 On commencement 48.24 53.06 4.82 Level 6A.2 After 1 year* 48.84 53.72 4.88 Level 6A.3 After 2 years* 49.44 54.38 4.94 Children's Services Employee— Director Director	Level 5.4***			47.51	4.32	
Level 6A.3 After 2 years* 49.44 54.38 4.94 Children's Services Employee— Director	Level 6A.1	On commencement	48.24		4.82	
Children's Services Employee— Director	Level 6A.2	After 1 year*	48.84	53.72	4.88	
Director			49.44	54.38	4.94	
		On commencement	48.24	53.06	4.82	
Level 6.2 After 1 year* 48.84 53.72 4.88						
Level 6.3 After 2 years* 49.44 54.39 4.95		-				
Level 6.4 On commencement 51.28 56.41 5.13						
Level 6.5 After 1 year* 51.75 56.93 5.18						

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(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**

Level 6.6	After 2 years*	52.36	57.60	5.24
Level 6.7	On commencement	52.99	58.29	5.30
Level 6.8	After 1 year *	53.60	58.96	5.36
Level 6.9	After 2 years*	54.20	59.63	5.43

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

Column 5 is the difference between the current casual minimum hourly rate in Column 3 and the new casual minimum casual hourly rate in Column 4. This is the minimum dollar amount that all ECEC workers are to be provided as a pay increase including casual loading (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 and the additional WRP amount.

Junior Employees - see table 5&6

Junior employees employeed 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 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 casual minimum hourly rate	New casual minimum hourly rate	Additional minimum hourly amount payable (including casual loading)	
		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	30.13	33.14	3.01	
Children's Service	es Employee				
Level 1.1	On commencement	30.13	33.14	3.01	

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 and the additional WRP amount for a Level 1.1 from 1 January 2025 to 30 June 2025.

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^{**}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 casual rates as of 1 January 2025.

(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 5 – For Eligible Junior Permanent ECEC Workers covered by our undertaking duties covered by the Children's Services Award 2010					
Classification Junior – Permanent/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	

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 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 6 – For Eligible Junior Casual ECEC Workers covered by our undertaking duties covered by the Children's Services Award 2010					
Classification Junior – Casual	% of Rate	Column 3 Current casual minimum hourly rate for Junior employees	Column 4 New casual minimum hourly rate for Junior employees	Column 5 Additional minimum hourly amount payable to Junior employees (including casual loading)	
		2 Dec 2024- 30 Jun 2025	2 Dec 2024 – 30 Jun 2025	2 Dec 2024-30 Jun 2025	
		\$	\$	\$	
Support Worker and Ch Services Employee	ildren's				
Level 1.1					
Under 17 years	70%	21.74	24.75	3.01	
Under 18 years	80%	24.84	27.85	3.01	
Under 19 years	90%	27.95	30.96	3.01	
Level 2.1					
Under 17 years	70%	21.74	24.85	3.11	
Under 18 years	80%	24.84	27.95	3.11	
Under 19 years	90%	27.95	31.06	3.11	
Level 2.2					
Under 17 years	70%	22.45	25.66	3.21	
Under 18 years	80%	25.66	28.87	3.21	
Under 19 years	90%	28.86	32.07	3.21	

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).