

Pay Tables- Children's Services Award 2010

2 December 2024 to 30 June 2025- Option 1

(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 Full time/Part- Time ECEC Workers covered by or undertaking duties covered by the Children's Services Award 2010 (CSA)				
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				
		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) 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		Column 3 Current minimum hourly rate	Column 4 New minimum hourly rate	Column 5 Additional minimum hourly amount payable to staff
Full time/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 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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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 Current Casual minimum hourly rate	Column 4 New Casual minimum hourly rate base	Column 5 Additional minimum hourly amount payable (including casual loading)
Casual		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	32.96	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 3.1	On commencement	33.96	37.36	3.40
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*	37.76	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***		43.19	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				
Level 6.1	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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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

**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.

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 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 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 Current casual minimum hourly rate	Column 4 New casual minimum hourly rate	Column 5 Additional minimum hourly amount payable (including casual loading)
Casual				
		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 Services 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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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	% 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
Junior – Permanent/Part-time		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).

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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	Column 4 New casual minimum hourly rate for Junior employees	Column 5 Additional minimum hourly amount payable to Junior employees (including casual loading)
Junior – Casual				
		2 Dec 2024– 30 Jun 2025	2 Dec 2024 – 30 Jun 2025	2 Dec 2024-30 Jun 2025
		\$	\$	\$
Support Worker and Children's Services Employee				
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).