

# Conversion Pay Tables- Educational Services (Schools) General Staff Award 2020

## From 1 July 2025 to 30 November 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 - FULL TIME AND PART TIME EMPLOYEES – For Eligible ECEC Workers covered by or undertaking duties covered by the Children’s Services Award 2010 – **Conversion Table for Educational Services (Schools) General Staff Award 2020 (ESSGSA) to the Children’s Services Award 2010 (CSA)**

Column 1 ESSGSA Classification  Full/Part -Time	Column 2 CSA Classification	Column 3	Column 4 Current minimum hourly base rate ESSGSA	Column 5 Current minimum hourly base rate (For equivalent classification under CSA)	Column 6 Additional ECEC Worker Retention Payment – additional min base hourly amount	Column 7 New minimum hourly base rate (the higher of Column 4 and 5, plus Column 6)
			1 Jul 2025 – 30 Nov 2025	1 Jul 2025 – 30 Nov 2025	1 Jul 2025 – 30 Nov 2025	1 Jul 2025 – 30 Nov 2025
			\$	\$	\$	\$
<b>Preschool/childcare services grade 1 OSHC Assistant/Child Care Worker</b>						
Level 1.3	Level 1.1***	On commencement	26.76	24.95	2.50	29.26
<b>Preschool/childcare services grade 2</b>						
Level 2.1	Level 2.1	On commencement	26.96	25.71	2.57	29.53
Level 2.2	Level 2.2	After 1 year*	27.79	26.56	2.66	30.45
<b>Preschool/childcare services grade 3</b>						
Level 3.1	Level 3.1	On commencement	28.13	28.12	2.81	30.94
Level 3.2	Level 3.2	After 1 year*	28.64	29.09**	2.91	32.00
	Level 3.3	After 2 years*	28.64	30.00**	3.00	33.00

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<b>Preschool/childcare services grade 3A</b>						
<b>Preschool/childcare services grade 4</b>						
Level 4.1	Level 3.4		29.70	31.66**	3.17	34.83
	Level 4.1	On commencement	29.70	33.12**	3.31	36.43
Level 4.2	Level 4.2	After 1 year*	31.19	33.63**	3.36	36.99
Level 5.1	Level 4.3	After 2 years*	32.20	34.13**	3.41	37.54
Level 5.2	Level 4.3	After 2 years*	33.74	34.13**	3.41	37.54
<b>Preschool/childcare services grade 5</b>						
Level 6.1	Level 5.1	On commencement	34.95	34.63	3.46	38.41
Level 6.2	Level 5.2	After 1 year*	37.33	35.14	3.51	40.84
	Level 5.3	After 2 years*	37.33	35.63	3.56	40.89
	Level 5.4***		37.33	35.76	3.58	40.91
<b>Preschool/childcare services grade 6</b>						
Level 7.2 (1 – 39 places)	Level 6.1	On commencement	39.66	39.94**	3.99	43.93
Level 7.3 (1 – 39 places)	Level 6.2	After 1 year*	40.88	40.44	4.04	44.92
	Level 6.3	After 2 years*	40.88	40.93**	4.09	45.02

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Level 7.3 (40 – 59 places)	Level 6.4	On commencement	40.88	42.46**	4.25	46.71
	Level 6.5	After 1 year*	40.88	42.85**	4.29	47.14
	Level 6.6	After 2 years*	40.88	43.36**	4.34	47.70
<b>Preschool/childcare services grade 6 (60 or more places)</b>						
Level 8 (60 or more places)	Level 6.7	On commencement	44.52	43.88	4.39	48.91
	Level 6.8	After 1 year *	44.52	44.38	4.44	48.96
	Level 6.9	After 2 years*	44.52	44.88**	4.49	49.37

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

\*\* Where the current Educational Services (Schools) General Staff Award (ESSGSA) (column 4) is below the equivalent Children's Services Award (CSA) Rate (column 5), the employer must pay the higher of these two rates. The employer is responsible for the gap between the current ESSGSA and the CSA rate where the CSA is higher. The WRP is then paid on top of this higher rate to ensure that the New pay rate equals column 7.

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

Column 6 is the applicable ECEC Worker Retention Payment (WRP) and the difference between the higher of Column 4 and Column 5 and the new minimum base hourly rate in Column 7 for the equivalent classification under the Educational Services (Schools) General Staff Award 2020. 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

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, plus the amount specified in Column 6.

### 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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## From 1 July 2025 to 30 November 2025- Option 1

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Table 2 - MINIMUM RATES – CASUAL EMPLOYEES – For Eligible ECEC Workers covered by or undertaking duties covered by the Children's Services Award 2010 – **Conversion Table for Educational Services (Schools) General Staff Award 2020 (ESSGSA) to the Children's Services Award 2010 (CSA)**

Column 1  ESSGSA Classification  Casual	Column 2  CSA classification	Column 3	Column 4  Current casual minimum hourly rate ESSGSA	Column 5  Current casual minimum hourly rate (For equivalent classification under the CSA)	Column 6  Additional ECEC Worker Retention Payment - plus casual loading payable on total	Column 7  New Casual minimum hourly rate including casual loading on total –  (the higher of Column 4 and 5, plus Column 6)
			1 Jul 2025 – 30 Nov 2025	1 Jul 2025 – 30 Nov 2025	1 Jul 2025 – 30 Nov 2025	1 Jul 2025 – 30 Nov 2025
			\$	\$	\$	\$
<b>Preschool/childcare services grade 1 OSHC Assistant/Child Care Worker</b>						
Level 1.3	Level 1.1	On commencement	33.45	31.19	3.12	36.57
<b>Preschool/childcare services grade 2</b>						
Level 2.1	Level 2.1	On commencement	33.70	32.14	3.21	36.91
Level 2.2	Level 2.2	After 1 year*	34.74	33.20	3.32	38.06
<b>Preschool/childcare services grade 3</b>						
Level 3.1	Level 3.1	On commencement	35.16	35.15	3.52	38.68
Level 3.2	Level 3.2	After 1 year*	35.80	36.36**	3.64	40.00
	Level 3.3	After 2 years*	35.80	37.50**	3.75	41.25

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Preschool/childcare services grade 3A						
Preschool/childcare services grade 4						
Level 4.1	Level 3.4		37.13	39.58**	3.96	43.54
	Level 4.1	On commencement	37.13	41.40***	4.14	45.54
Level 4.2	Level 4.2	After 1 year*	38.99	42.03**	4.20	46.23
Level 5.1	Level 4.3	After 2 years*	40.25	42.66**	4.27	46.93
Level 5.2	Level 4.3	After 2 years*	42.18	42.66**	4.27	46.93
Preschool/childcare services grade 5						
Level 6.1	Level 5.1	On commencement	43.69	43.29	4.33	48.02
Level 6.2	Level 5.2	After 1 year*	46.66	43.92	4.39	51.05
	Level 5.3	After 2 years*	46.66	44.54	4.45	51.11
	Level 5.4***		46.66	44.70	4.47	51.13
Preschool/childcare services grade 6						
Level 7.2 (1 – 39 places)	Level 6.1	On commencement	49.58	49.93**	4.99	54.92
Level 7.3 (1 – 39 places)	Level 6.2	After 1 year*	51.10	50.55	5.06	56.16
	Level 6.3	After 2 years*	51.10	51.16**	5.12	56.28
Level 7.3 (40 – 59 places)	Level 6.4	On commencement	51.10	53.08**	5.31	58.39

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	Level 6.5	After 1 year*	51.10	53.56**	5.36	58.92
	Level 6.6	After 2 years*	51.10	54.20**	5.42	59.62
<b>Preschool/childcare services grade 6 (60 or more places)</b>						
Level 8 (60 or more places)	Level 6.7	On commencement	55.65	54.85	5.49	61.14
	Level 6.8	After 1 year*	55.65	55.48	5.55	61.20
	Level 6.9	After 2 years*	55.65	56.10**	5.61	61.71

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

\*\* Where the current Educational Services (Schools) General Staff Award (ESSGSA) (column 4) is below the equivalent Children's Services Award (CSA) Rate (column 5), the employer must pay the higher of these two rates. The employer is responsible for the gap between the current ESSGSA and the CSA rate where the CSA is higher.

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

Column 6 is the applicable ECEC Worker Retention Payment (WRP) and the difference between the higher of Column 4 and Column 5 and the new minimum casual hourly rate in Column 7 for the equivalent classification under the Educational Services (Schools) General Staff Award 2020. 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.

Column 7 is the new minimum casual hourly rate with the casual loading applied to the total of the base hourly rate and the additional WRP allowance.

### 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, plus the amount specified in Column 6.

### 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.