

Pay Tables- Children's Services Award 2010

From 1 July 2025 to 30 November 2025- Option 1

(Casual loading on base & WRP)



The following pay tables have been prepared by NOSHA 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
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*	35.63	39.19	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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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

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 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 or undertaking duties covered by the Children's Services Award 2010 (CSA)				
CSA 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)
		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	34.31	3.12
Level 2.1	On commencement	32.14	35.35	3.21
Level 2.2	After 1 year*	33.20	36.52	3.32
Level 3.1	On commencement	35.15	38.67	3.52
Children's Services Employee				
Level 1.1	On commencement	31.19	34.31	3.12
Level 2.1	On commencement	32.14	35.35	3.21
Level 2.2	After 1 year*	33.20	36.52	3.32
Level 3A.1**	On commencement	34.60	38.06	3.46
Level 3A.2**	After 1 year	35.15	38.67	3.52
Level 3.1	On commencement	35.15	38.67	3.52
Level 3.2	After 1 year*	36.36	40.00	3.64
Level 3.3	After 2 years*	37.50	41.25	3.75
Level 3.4 (Diploma)		39.58	43.54	3.96
Level 4A.1	On commencement	37.50	41.25	3.75
Level 4A.2	After 1 year*	38.03	41.83	3.80
Level 4A.3	After 2 years*	38.54	42.39	3.85
Level 4A.4	After 3 years*	39.09	43.00	3.91
Level 4A.5	After 4 years*	39.60	43.56	3.96
Level 4.1	On commencement	41.40	45.54	4.14
Level 4.2	After 1 year*	42.03	46.23	4.20
Level 4.3	After 2 years*	42.66	46.93	4.27
Level 5A.1	On commencement	43.29	47.62	4.33
Level 5A.2	After 1 year*	43.93	48.32	4.39
Level 5A.3	After 2 years*	44.54	48.99	4.45
Level 5.1	On commencement	43.29	47.62	4.33
Level 5.2	After 1 year*	43.93	48.32	4.39
Level 5.3	After 2 years*	44.54	48.99	4.45
Level 5.4***		44.70	49.17	4.47
Level 6A.1	On commencement	49.93	54.92	4.99
Level 6A.2	After 1 year*	50.55	55.61	5.06
Level 6A.3	After 2 years*	51.16	56.28	5.12
Children's Services Employee— Director				
Level 6.1	On commencement	49.93	54.92	4.99
Level 6.2	After 1 year*	50.55	55.61	5.06

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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	56.28	5.12
Level 6.4	On commencement	53.08	58.39	5.31
Level 6.5	After 1 year*	53.56	58.92	5.36
Level 6.6	After 2 years*	54.20	59.62	5.42
Level 6.7	On commencement	54.85	60.34	5.49
Level 6.8	After 1 year *	55.48	61.03	5.55
Level 6.9	After 2 years*	56.10	61.71	5.61

* 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 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 allowance.

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)				
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

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)

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				
		1 Jul 2025– 30 Nov 2025	1 Jul 2025 – 30 Nov 2025	1 Jul 2025-30 Nov 2025
		\$	\$	\$
Support Worker and Children's Services Employee				
Level 1.1				
Under 17 years	70%	22.50	25.62	3.12
Under 18 years	80%	25.71	28.83	3.12
Under 19 years	90%	28.93	32.05	3.12
Level 2.1				
Under 17 years	70%	22.50	25.71	3.21
Under 18 years	80%	25.71	28.92	3.21
Under 19 years	90%	28.93	32.14	3.21
Level 2.2				
Under 17 years	70%	23.24	26.56	3.32
Under 18 years	80%	26.56	29.88	3.32
Under 19 years	90%	29.88	33.20	3.32

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).