

Pay Tables- Parents and Citizens Association Award State 2016

OSHC and Vacation Care Stream

From 1 July 2025 to 30 November 2025



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/Permanent part-time P&C Award Employees - OSHC and VAC Care Stream - mapped to ECEC Workers undertaking duties covered by the Children's Services Award 2010					
P&C Classification Full/ Part-time	Children's Services Award Classification	Column 3 Current P&C Award min Hourly rate*	Column 4 Current Children's Services Award minimum hourly rate	Column 5 Additional minimum hourly amount payable to staff	Column 6 New P&C Award Rate (the higher of Column 3 or 4 plus Column 5)
			1 July 2025- 30 Nov 2025	1 July 2025- 30 Nov 2025	1 July 2025- 30 Nov 2025
			\$	\$	
Child Care Worker					
Level 1.1	Level 1.1	25.89	24.95	2.50	28.39
Level 2.1	Level 2.1	26.67	25.71	2.57	29.24
Level 2.2	Level 2.2	27.51	26.56	2.66	30.17
Level 3.1	Level 3.1	29.20	28.12	2.81	32.01
Level 3.2	Level 3.2	29.83	29.09	2.91	32.74
Level 3.3	Level 3.3	30.45	30.00	3.00	33.45
Child Care Educator (Qualified)					
Level 3.4 (Diploma)	Level 3.4	32.50	31.66	3.17	35.67
Level 4.1	Level 4.1	34.55	33.12	3.31	37.86
Level 4.2	Level 4.2	35.07	33.63	3.36	38.43
Level 4.3	Level 4.3	35.58	34.13	3.41	38.99
Level 4.4	Level 4.3	35.58	34.13	3.41	38.99
Assistant coordinator (Unqualified)					
Level 4A.1	Level 5A.1	34.55 **	34.63 **	3.46	38.09
Level 4A.2	Level 5A.2				
	Level 5A.3	35.07 **	35.64 **	3.56	39.20
Assistant Coordinator (Qualified)					
Level 5.1	Level 5.1	35.99	34.63	3.46	39.45
Level 5.2	Level 5.2				
	Level 5.3	36.38	35.63	3.56	39.94
Coordinator – Unqualified					
Level 5A.1	Level 6A.1	35.99 **	39.94 **	3.99	43.93
Level 5A.2	Level 6A.2	36.38 **	40.44 **	4.04	44.48
Level 5A.3	Level 6A.3	36.99 **	40.93 **	4.09	45.02
Coordinator/Director (Qualified) - Level 1					
Level 6.1	Level 6.1	37.63 **	39.94 **	3.99	43.93
Level 6.2	Level 6.2	38.43 **	40.44 **	4.04	44.48
Level 6.3	Level 6.3	39.26 **	40.93 **	4.09	45.02
Coordinator/Director (Qualified) - Level 2					
Level 6.4	Level 6.4	39.76 **	42.46 **	4.25	46.71
Level 6.5	Level 6.5	40.46 **	42.85 **	4.29	47.14
Level 6.6	Level 6.6	41.11 **	43.36 **	4.34	47.70

Pay Tables- Parents and Citizens Association Award State 2016

OSHC and Vacation Care Stream

From 1 July 2025 to 30 November 2025



The following pay tables have been prepared by NOSHSA to support with the implementation of the ECEC Worker Retention Payment Grant

Coordinator/Director (Qualified) - Level 3					
Level 6.7	Level 6.7	41.79 **	43.88 **	4.39	48.27
Level 6.8	Level 6.8	42.50 **	44.38 **	4.44	48.82
Level 6.9	Level 6.9	43.24 **	44.88 **	4.49	49.37
Manager					
Level 7.1	Level 6.7	51.03	43.88	4.39	55.42
Level 7.2	Level 6.8	52.49	44.38	4.44	56.93
Level 7.3	Level 6.9	53.93	44.88	4.49	58.42
Level 7.4	Level 6.9	55.37	44.88	4.49	59.86

*The P&C Association Award State -2016 is reviewed annually by the QIRC with new rates effective from 1 September each year, with the next review effective from the first full pay period after 1 September 2025. This Pay table will be updated at this time.

** Where the current P&C Association Award Rate (column 3) is below the equivalent Children's Services Award Rate (column 4), the Employer must pay the higher of these two rates. The employer is responsible for the gap between the current P&C Award rate and the CSA rate where the CSA is higher.

Column 3 is the current P&C Association Award Rate under OSHC and VC Stream

Column 4 is the current Children's Services Award Rates from 1 July 2025

Column 5 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 6 is the New P&C Award Rate, which is (the higher of Column 3 or Column 4) plus Column 5.

Junior Employees – see Table 3 and 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 (the higher of the P&C Award or Children's Services Award), plus the amount specified in Column 5.

Pay Tables- Parents and Citizens Association Award State 2016

OSHC and Vacation Care Stream

From 1 July 2025 to 30 November 2025



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 P&C Award Employees - OSHC and VAC Care Stream -mapped to ECEC Workers undertaking duties covered by the Children's Services Award 2010					
P&C Classification	Children's Services Award Classification	Column 3 Current P&C Casual minimum hourly rate*	Column 4 Current Children's Services Award min hourly rate –	Column 5 Additional minimum hourly amount payable including casual loading	Column 6 New P&C Award Rates (the higher of Column 3 or 4 plus Column 5)
Casual		1 Jul 2025- 30 Nov 2025	1 Jul 2025- 30 Nov 2025	1 Jul 2025- 30 Nov 2025	1 Jul 2025- 30 Nov 2025
		\$	\$	\$	
Childcare Worker					
Level 1.1	Level 1.1	32.36	31.19	3.12	35.48
Level 2.1	Level 2.1	33.34	32.14	3.21	36.55
Level 2.2	Level 2.2	34.39	33.20	3.32	37.71
Level 3.1	Level 3.1	36.50	35.15	3.52	40.02
Level 3.2	Level 3.2	37.29	36.36	3.64	40.93
Level 3.3	Level 3.3	38.06	37.51	3.75	41.81
Childcare Worker (Qualified)					
Level 3.4 (Diploma)	Level 3.4	40.63	39.58	3.96	44.59
Level 4.1	Level 4.1	43.19	41.40	4.14	47.33
Level 4.2	Level 4.2	43.84	42.03	4.20	48.04
Level 4.3	Level 4.3	44.48	42.66	4.27	48.75
Level 4.4	Level 4.3	44.48	42.66	4.27	48.75
Assistant Coordinator (Unqualified)					
Level 4A.1	Level 5A.1	43.19 **	43.29 **	4.33	47.62
Level 4A.2	Level 5A.2 Level 5A.3	43.84 **	44.54 **	4.45	48.99
Assistant Coordinator (Qualified)					
Level 5.1	Level 5.1	44.99	43.29	4.33	49.32
Level 5.2	Level 5.2 Level 5.3	45.48	44.54	4.45	49.93
Coordinator (Unqualified)					
Level 5A.1	Level 6A.1	44.99 **	49.93 **	4.99	54.92
Level 5A.2	Level 6A.2	45.48 **	50.55 **	5.06	55.61
Level 5A.3	Level 6A.3	46.24 **	51.17 **	5.12	56.29
Coordinator/Director (Qualified) Level 1					
Level 6.1	Level 6.1	47.04 **	49.93 **	4.99	54.92
Level 6.2	Level 6.2	48.04 **	50.55 **	5.06	55.61
Level 6.3	Level 6.3	49.08 **	51.17 **	5.12	56.29
Coordinator/Director (Qualified) Level 2					
Level 6.4	Level 6.4	49.70 **	53.07 **	5.31	58.38
Level 6.5	Level 6.5	50.58 **	53.56 **	5.36	58.92

Pay Tables- Parents and Citizens Association Award State 2016

OSHC and Vacation Care Stream

From 1 July 2025 to 30 November 2025



The following pay tables have been prepared by NOSHSA to support with the implementation of the ECEC Worker Retention Payment Grant

Level 6.6	Level 6.6	51.39 **	54.20 **	5.42	59.62
Level 6.7	Level 6.7	52.24 **	54.85 **	5.49	60.34
Level 6.8	Level 6.8	53.13 **	55.48 **	5.55	61.03
Level 6.9	Level 6.9	54.05 **	56.10 **	5.61	61.71
Manager					
Level 7.1	Level 6.7	63.79	54.85	5.49	69.28
Level 7.2	Level 6.8	65.61	55.48	5.55	71.16
Level 7.3	Level 6.9	67.41	56.10	5.61	73.02
Level 7.4	Level 6.9	69.21	56.10	5.61	74.82

*The P&C Association Award State -2016 is reviewed annually by the QIRC with new rates effective from 1 September each year, with the next review effective from the first full pay period after 1 September 2025. This Pay table will be updated at this time.

** Where the current P&C Association Award Rate (column 3) is below the equivalent Children's Services Award Rate (column 4), the Employer must pay the higher of these two rates. The employer is responsible for the gap between the current P&C Award rate and the CSA, rate, where the CSA is higher.

Column 3 is the current P&C Association Award Rate under OSHC and VC Stream

Column 4 is the current Children's Services Award Rates from 1 July 2025

Column 5 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 6 is the New P&C Award Rate, which is (the higher of Column 3 or Column 4) plus Column 5.

Junior Employees – see Table 3 and 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 (the higher of the P&C Award or Children's Services Award), plus the amount specified in Column 5.

Pay Tables- Parents and Citizens Association Award State 2016

OSHC and Vacation Care Stream

From 1 July 2025 to 30 November 2025



The following pay tables have been prepared by NOSHS to support with the implementation of the ECEC Worker Retention Payment Grant

Table 3 – For Eligible Junior P&C Award Permanent OSHC and Vac Stream Workers covered by our undertaking duties covered by the Children’s Services Award 2010					
P&C Classification	% of Rate under P&C Award	Column 3 P&C Award current minimum hourly rate for Junior employees*	Column 4 Children’s Services minimum hourly rate for Junior employees	Column 5 Additional minimum hourly amount payable to Junior employees	Column 6 New P&C Award min hourly rate for Junior
Junior – Permanent/Part-time		1 Jul 2025- 30 Nov 2025	1 Jul 2025- 30 Nov 2025	1 Jul 2025- 30 Nov 2025	1 Jul 2025- 30 Nov 2025
		\$	\$	\$	
Child Care Worker					
Level 1.1*					
17 years and under	70%	18.12 **	20.57 **	2.50	23.07
18 years	80%	20.71 **	23.14 **	2.50	25.64
19 years	90%	23.30 **	24.95 **	2.50	27.45
Level 2.1					
17 years and under	70%	18.67 **	20.57 **	2.57	23.14
18 years	80%	21.34 **	23.14 **	2.57	25.71
19 years	90%	24.00 **	25.71 **	2.57	28.28
Level 2.2					
17 years and under	70%	19.26 **	21.25**	2.66	23.91
18 years	80%	22.01 **	23.90 **	2.66	26.56
19 years	90%	24.76 **	26.56 **	2.66	29.22

*The P&C Association Award State -2016 is reviewed annually by the QIRC with new rates effective from 1 September each year, with the next review effective from the first full pay period after 1 September 2025. This Pay table will be updated at this time.

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 (the higher of the P&C Award or Children’s Services Award), plus the amount specified in Column 5, which is 10% of the adult rate.

** Where the current P&C Association Award Rate (column 3) is below the equivalent Children’s Services Award Rate (column 4), the Employer must pay the higher of these two rates. The employer is responsible for the gap between the current P&C Award rate and the CSA rate where the CSA is higher.

Pay Tables- Parents and Citizens Association Award State 2016

OSHC and Vacation Care Stream

From 1 July 2025 to 30 November 2025



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 P&C Award OSHC and Vac Care Stream workers covered by our undertaking duties covered by the Children's Services Award 2010					
P&C Classification	% of Rate under P&C Award	Column 3 P&C Award casual current minimum hourly rate for Junior employees*	Column 4 Children's Services minimum hourly rate for Junior employees	Column 5 Additional minimum hourly amount payable to Junior employees	Column 6 New P&C Award min hourly rate for Junior
Junior – Casual		1Jul 2025- 30 Nov 2025	1Jul 2025- 30 Nov 2025	1Jul 2025- 30 Nov 2025	1Jul 2025- 30 Nov 2025
		\$	\$	\$	
Support Worker and Children's Services Employee					
Level 1.1					
17 years and under	70%	22.65 **	25.71**	3.12	28.83
18 years	80%	25.89 **	28.93 **	3.12	32.05
19 years	90%	29.12 **	31.19 **	3.12	34.31
Level 2.1					
17 years and under	70%	23.34**	25.71 **	3.21	28.92
18 years	80%	26.67**	28.93 **	3.21	32.14
19 years	90%	30.01**	32.14 **	3.21	35.35
Level 2.2					
17 years and under	70%	24.07**	26.56 **	3.32	29.88
18 years	80%	27.51**	29.88 **	3.32	33.20
19 years	90%	30.95**	33.20 **	3.32	36.52

*The P&C Association Award State -2016 is reviewed annually by the QIRC with new rates effective from 1 September each year, with the next review effective from the first full pay period after 1 September 2025. This Pay table will be updated at this time.

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 (the higher of the P&C Award or Children's Services Award), plus the amount specified in Column 5, which is 10% of the adult rate plus casual loading.

** Where the current P&C Association Award Rate (column 3) is below the equivalent Children's Services Award Rate (column 4), the Employer must pay the higher of these two rates. The employer is responsible for the gap between the current P&C Award rate and the CSA rate where the CSA is higher.