



Educational Services (Teachers) Award 2020 Pay and Allowances Summary

Rates effective from the first full pay period on or after

1 July 2024

Employees

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Children's/Early Childhood Services operating 48+ weeks/year

Adults - Full time/Part time/Casual

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Adults - Full time/Part time/Casual

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Allowances

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The following information is based upon the Annual Wage Review decision of the Fair Work Commission published on 01 July 2024. The calculations are considered to be consistent with those methods and the relevant legislation. While all due care has been taken in the preparation of this information, it is believed to be accurate but no warranty of accuracy or reliability is given and no liability is accepted for errors or omissions or loss or damage suffered as a result of a person acting in reliance thereon. This information is not legal advice. If a legal opinion is sought please contact your legal advisor.

Children's/Early Childhood Services operating 48+ weeks/year

A 4% loading applies to full time/part time employees working in a children's or early childhood service which usually provides services over a period of at least eight hours each day for 48 weeks or more. The full time/part time rates on the following two pages are inclusive of this loading. For all other employees refer to page 4.

Adult Minimum Wages

Full time / Part time employees (Clause 14.2)						
Classification	Ordinary Time				Overtime	
	Annual Salary	Fortnightly Rate	Weekly Rate	Hourly Rate	Time and a Half	Double Time
Level 1	\$ 72,847.00	\$ 2,792.20	\$ 1,396.10	\$ 36.74	\$ 55.11	\$ 73.48
Level 2	\$ 79,622.00	\$ 3,051.80	\$ 1,525.90	\$ 40.16	\$ 60.24	\$ 80.32
Level 3	\$ 86,681.00	\$ 3,322.40	\$ 1,661.20	\$ 43.72	\$ 65.58	\$ 87.44
Level 4	\$ 93,739.00	\$ 3,593.00	\$ 1,796.50	\$ 47.28	\$ 70.92	\$ 96.56
Level 5	\$ 100,796.00	\$ 3,863.40	\$ 1,931.70	\$ 50.83	\$ 76.25	\$ 101.66

Casual employees, inclusive of 25% casual loading (Clause 14.5)					
Classification	Ordinary Time			Overtime	
	Full Day	Up to 4 hours pay rate	Up to 2 hours pay rate	First 2 hours	After 3 hours
Level 1	\$ 349.03	\$ 183.72	\$ 91.86	\$ 68.90	\$ 91.86
Level 2	\$ 381.48	\$ 200.76	\$ 100.38	\$ 75.29	\$ 100.38
Level 3	\$ 415.30	\$ 218.56	\$ 109.28	\$ 81.96	\$ 109.28
Level 4	\$ 449.13	\$ 236.40	\$ 118.20	\$ 88.65	\$ 118.20
Level 5	\$ 482.93	\$ 254.16	\$ 127.08	\$ 95.31	\$ 127.08

Full time / Part time shiftworkers (Clause B.5.2)						
Classification	Ordinary Time					
	Early Morning Shift	Afternoon Shift	Rotating Night Shift	Non Rotating Night Shift	Saturday (Ordinary)	
Level 1	\$ 40.41	\$ 42.25	\$ 43.11	\$ 47.76	\$ 45.93	
Level 2	\$ 44.18	\$ 46.18	\$ 47.19	\$ 52.21	\$ 50.20	
Level 3	\$ 48.09	\$ 50.28	\$ 51.37	\$ 56.84	\$ 54.65	
Level 4	\$ 52.01	\$ 54.37	\$ 55.55	\$ 61.46	\$ 59.10	
Level 5	\$ 55.91	\$ 58.45	\$ 59.73	\$ 66.08	\$ 63.54	

Casual shiftworkers, inclusive of 25% casual loading (Clause B.1.1)						
Classification	Ordinary Time					
	Early Morning Shift	Afternoon Shift	Rotating Night Shift	Non Rotating Night Shift	Saturday (Ordinary)	
Level 1	\$ 50.52	\$ 52.82	\$ 53.97	\$ 59.71	\$ 57.41	
Level 2	\$ 55.21	\$ 57.72	\$ 58.97	\$ 65.25	\$ 62.74	
Level 3	\$ 60.10	\$ 62.84	\$ 64.20	\$ 71.03	\$ 68.30	
Level 4	\$ 65.01	\$ 67.97	\$ 69.44	\$ 76.83	\$ 73.88	
Level 5	\$ 69.89	\$ 73.07	\$ 74.66	\$ 82.60	\$ 79.43	

All others – Preschools

Adult Minimum Wages

Full time / Part time employees (Clause 17.1)				
Classification	Ordinary Time			
	Annual Salary	Fortnightly Rate	Weekly Rate	Hourly Rate
Level 1	\$ 70,045.00	\$ 2,684.80	\$ 1,342.40	\$ 35.33
Level 2	\$ 76,560.00	\$ 2,934.40	\$ 1,467.20	\$ 38.61
Level 3	\$ 83,347.00	\$ 3,194.60	\$ 1,597.30	\$ 42.03
Level 4	\$ 90,134.00	\$ 3,454.80	\$ 1,727.40	\$ 45.46
Level 5	\$ 96,919.00	\$ 3,714.80	\$ 1,857.40	\$ 48.88

Casual Employees (Clause 17.5)				
Classification	Ordinary Time			
	Full Day	Half day pay rate	Up to 4 hours pay rate	Up to 2 hours pay rate
Level 1	\$ 335.60	\$ 167.80	\$ 176.64	\$ 88.32
Level 2	\$ 366.80	\$ 183.40	\$ 193.04	\$ 96.52
Level 3	\$ 399.33	\$ 199.66	\$ 210.16	\$ 105.08
Level 4	\$ 431.85	\$ 215.93	\$ 227.28	\$ 113.64
Level 5	\$ 464.35	\$ 232.18	\$ 244.40	\$ 122.20

Allowances

Director's Allowance (clause 15.1)

Number of places	per annum	Hourly Rate
Level 1 (39 or less places)	\$ 8055.18	\$ 4.06
Level 2 (40-59 places)	\$ 9981.41	\$ 5.03
Level 3 (60 or more places)	\$ 12,117.79	\$ 6.11

Educational Leader Allowances	
5 days or more	\$4,412.84
4 days per week	\$3,530.28
3 days per week	\$2,647.71
2 days per week	\$1,765.14
1 day per week	\$882.57

Use of own vehicle (clause 15.3)

Car	\$ 0.99	per km
Motorcycle	\$ 0.33	per km

The award calculates a number of allowances as a percentage of a fixed amount known as the standard rate. The standard rate is the annual amount payable to a full time, adult Level 1 employee.