

**Children's Services Award 2010
Pay and Allowances Summary**

Rates effective from the first full pay period on or after

1 July 2023

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| Day Workers | |
| Adults - Full time/Part time | 2 |
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The following information is based upon the Annual Wage Review decision of the Fair Work Commission published on 2 June 2023. 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.

Day Workers

Adult Minimum Wages

| Full time / Part time day workers (Clause 14.1) | | | | | |
|--------------------------------------------------|---------------|-------------|---------------------------|-----------------|-------------|
| Classification | Ordinary Time | | | Overtime | |
| | Weekly Rate | Hourly Rate | Public Holiday (Ordinary) | Time and a Half | Double Time |
| Support Workers | | | | | |
| Level 1.1 | \$ 878.00 | \$ 23.11 | \$ 57.76 | \$ 34.66 | \$ 46.21 |
| Level 2.1 | \$ 909.90 | \$ 23.94 | \$ 59.86 | \$ 35.92 | \$ 47.89 |
| Level 2.2 | \$ 939.80 | \$ 24.73 | \$ 61.83 | \$ 37.10 | \$ 49.46 |
| Level 3.1 | \$ 995.00 | \$ 26.18 | \$ 65.46 | \$ 39.28 | \$ 52.37 |
| Children's Services Employees | | | | | |
| Level 1.1 | \$ 878.00 | \$ 23.11 | \$ 57.76 | \$ 34.66 | \$ 46.21 |
| Level 2.1 | \$ 909.90 | \$ 23.94 | \$ 59.86 | \$ 35.92 | \$ 47.89 |
| Level 2.2 | \$ 939.80 | \$ 24.73 | \$ 61.83 | \$ 37.10 | \$ 49.46 |
| Level 3A.1 | \$ 979.70 | \$ 25.78 | \$ 64.45 | \$ 38.67 | \$ 51.56 |
| Level 3A.2 | \$ 995.00 | \$ 26.18 | \$ 65.46 | \$ 39.28 | \$ 52.37 |
| Level 3.1 | \$ 995.00 | \$ 26.18 | \$ 65.46 | \$ 39.28 | \$ 52.37 |
| Level 3.2 | \$ 1,029.30 | \$ 27.09 | \$ 67.72 | \$ 40.63 | \$ 54.17 |
| Level 3.3 | \$ 1,061.70 | \$ 27.94 | \$ 69.85 | \$ 41.91 | \$ 55.88 |
| Level 3.4 | \$ 1,120.40 | \$ 29.48 | \$ 73.71 | \$ 44.23 | \$ 58.97 |
| Level 4A.1 | \$ 1,061.70 | \$ 27.94 | \$ 69.85 | \$ 41.91 | \$ 55.88 |
| Level 4A.2 | \$ 1,076.50 | \$ 28.33 | \$ 70.82 | \$ 42.49 | \$ 56.66 |
| Level 4A.3 | \$ 1,091.20 | \$ 28.72 | \$ 71.79 | \$ 43.07 | \$ 57.43 |
| Level 4A.4 | \$ 1,106.50 | \$ 29.12 | \$ 72.80 | \$ 43.68 | \$ 58.24 |
| Level 4A.5 | \$ 1,121.30 | \$ 29.51 | \$ 73.77 | \$ 44.26 | \$ 59.02 |
| Level 4.1 | \$ 1,172.00 | \$ 30.84 | \$ 77.11 | \$ 46.26 | \$ 61.68 |
| Level 4.2 | \$ 1,190.00 | \$ 31.32 | \$ 78.29 | \$ 46.97 | \$ 62.63 |
| Level 4.3 | \$ 1,207.70 | \$ 31.78 | \$ 79.45 | \$ 47.67 | \$ 63.56 |
| Level 5A.1 | \$ 1,225.60 | \$ 32.25 | \$ 80.63 | \$ 48.38 | \$ 64.51 |
| Level 5A.2 | \$ 1,243.40 | \$ 32.72 | \$ 81.80 | \$ 49.08 | \$ 65.44 |
| Level 5A.3 | \$ 1,261.00 | \$ 33.18 | \$ 82.96 | \$ 49.78 | \$ 66.37 |
| Level 5.1 | \$ 1,225.60 | \$ 32.25 | \$ 80.63 | \$ 48.38 | \$ 64.51 |
| Level 5.2 | \$ 1,243.40 | \$ 32.72 | \$ 81.80 | \$ 49.08 | \$ 65.44 |
| Level 5.3 | \$ 1,261.00 | \$ 33.18 | \$ 82.96 | \$ 49.78 | \$ 66.37 |
| Level 5.4 | \$ 1,265.50 | \$ 33.30 | \$ 83.26 | \$ 49.95 | \$ 66.61 |
| Level 6A.1 | \$ 1,413.30 | \$ 37.19 | \$ 92.98 | \$ 55.79 | \$ 74.38 |
| Level 6A.2 | \$ 1,430.90 | \$ 37.66 | \$ 94.14 | \$ 56.48 | \$ 75.31 |
| Level 6A.3 | \$ 1,448.50 | \$ 38.12 | \$ 95.30 | \$ 57.18 | \$ 76.24 |
| Children's Services Employees - Directors | | | | | |
| Level 6.1 | \$ 1,413.30 | \$ 37.19 | \$ 92.98 | \$ 55.79 | \$ 74.38 |
| Level 6.2 | \$ 1,430.90 | \$ 37.66 | \$ 94.14 | \$ 56.48 | \$ 75.31 |
| Level 6.3 | \$ 1,448.50 | \$ 38.12 | \$ 95.30 | \$ 57.18 | \$ 76.24 |
| Level 6.4 | \$ 1,502.60 | \$ 39.54 | \$ 98.86 | \$ 59.31 | \$ 79.08 |
| Level 6.5 | \$ 1,516.30 | \$ 39.90 | \$ 99.76 | \$ 59.85 | \$ 79.81 |
| Level 6.6 | \$ 1,534.50 | \$ 40.38 | \$ 100.95 | \$ 60.57 | \$ 80.76 |
| Level 6.7 | \$ 1,552.80 | \$ 40.86 | \$ 102.16 | \$ 61.29 | \$ 81.73 |
| Level 6.8 | \$ 1,570.50 | \$ 41.33 | \$ 103.32 | \$ 61.99 | \$ 82.66 |
| Level 6.9 | \$ 1,588.20 | \$ 41.79 | \$ 104.49 | \$ 62.69 | \$ 83.59 |

| Casual day workers, inclusive of 25% casual loading (Clause 14.1) | | | | |
|--------------------------------------------------------------------------|---------------|---------------------------|-----------------|-------------|
| Classification | Ordinary Time | | Overtime | |
| | Hourly Rate | Public Holiday (Ordinary) | Time and a Half | Double Time |
| Support Workers | | | | |
| Level 1.1 | \$ 28.88 | \$ 63.54 | \$ 40.43 | \$ 51.99 |
| Level 2.1 | \$ 29.93 | \$ 65.85 | \$ 41.90 | \$ 53.88 |
| Level 2.2 | \$ 30.91 | \$ 68.01 | \$ 43.28 | \$ 55.65 |
| Level 3.1 | \$ 32.73 | \$ 72.01 | \$ 45.82 | \$ 58.91 |
| Children's Services Employees | | | | |
| Level 1.1 | \$ 28.88 | \$ 63.54 | \$ 40.43 | \$ 51.99 |
| Level 2.1 | \$ 29.93 | \$ 65.85 | \$ 41.90 | \$ 53.88 |
| Level 2.2 | \$ 30.91 | \$ 68.01 | \$ 43.28 | \$ 55.65 |
| Level 3A.1 | \$ 32.23 | \$ 70.90 | \$ 45.12 | \$ 58.01 |
| Level 3A.2 | \$ 32.73 | \$ 72.01 | \$ 45.82 | \$ 58.91 |
| Level 3.1 | \$ 32.73 | \$ 72.01 | \$ 45.82 | \$ 58.91 |
| Level 3.2 | \$ 33.86 | \$ 74.49 | \$ 47.40 | \$ 60.95 |
| Level 3.3 | \$ 34.92 | \$ 76.83 | \$ 48.89 | \$ 62.86 |
| Level 3.4 | \$ 36.86 | \$ 81.08 | \$ 51.60 | \$ 66.34 |
| Level 4A.1 | \$ 34.92 | \$ 76.83 | \$ 48.89 | \$ 62.86 |
| Level 4A.2 | \$ 35.41 | \$ 77.90 | \$ 49.58 | \$ 63.74 |
| Level 4A.3 | \$ 35.89 | \$ 78.97 | \$ 50.25 | \$ 64.61 |
| Level 4A.4 | \$ 36.40 | \$ 80.08 | \$ 50.96 | \$ 65.52 |
| Level 4A.5 | \$ 36.88 | \$ 81.15 | \$ 51.64 | \$ 66.39 |
| Level 4.1 | \$ 38.55 | \$ 84.82 | \$ 53.97 | \$ 69.39 |
| Level 4.2 | \$ 39.14 | \$ 86.12 | \$ 54.80 | \$ 70.46 |
| Level 4.3 | \$ 39.73 | \$ 87.40 | \$ 55.62 | \$ 71.51 |
| Level 5A.1 | \$ 40.32 | \$ 88.69 | \$ 56.44 | \$ 72.57 |
| Level 5A.2 | \$ 40.90 | \$ 89.98 | \$ 57.26 | \$ 73.62 |
| Level 5A.3 | \$ 41.48 | \$ 91.26 | \$ 58.07 | \$ 74.66 |
| Level 5.1 | \$ 40.32 | \$ 88.69 | \$ 56.44 | \$ 72.57 |
| Level 5.2 | \$ 40.90 | \$ 89.98 | \$ 57.26 | \$ 73.62 |
| Level 5.3 | \$ 41.48 | \$ 91.26 | \$ 58.07 | \$ 74.66 |
| Level 5.4 | \$ 41.63 | \$ 91.58 | \$ 58.28 | \$ 74.93 |
| Level 6A.1 | \$ 46.49 | \$ 102.28 | \$ 65.09 | \$ 83.68 |
| Level 6A.2 | \$ 47.07 | \$ 103.55 | \$ 65.90 | \$ 84.72 |
| Level 6A.3 | \$ 47.65 | \$ 104.83 | \$ 66.71 | \$ 85.77 |
| Children's Services Employees - Directors | | | | |
| Level 6.1 | \$ 46.49 | \$ 102.28 | \$ 65.09 | \$ 83.68 |
| Level 6.2 | \$ 47.07 | \$ 103.55 | \$ 65.90 | \$ 84.72 |
| Level 6.3 | \$ 47.65 | \$ 104.83 | \$ 66.71 | \$ 85.77 |
| Level 6.4 | \$ 49.43 | \$ 108.74 | \$ 69.20 | \$ 88.97 |
| Level 6.5 | \$ 49.88 | \$ 109.73 | \$ 69.83 | \$ 89.78 |
| Level 6.6 | \$ 50.48 | \$ 111.05 | \$ 70.67 | \$ 90.86 |
| Level 6.7 | \$ 51.08 | \$ 112.37 | \$ 71.51 | \$ 91.94 |
| Level 6.8 | \$ 51.66 | \$ 113.65 | \$ 72.33 | \$ 92.99 |
| Level 6.9 | \$ 52.24 | \$ 114.94 | \$ 73.14 | \$ 94.04 |

Unapprenticed Junior Wages

| Junior day workers, employed as Children's Services Employees Level 1 or 2 (Clause 14.3) | | | | | | |
|------------------------------------------------------------------------------------------|------------------------------|---------------|-------------|---------------------------|-----------------|-------------|
| Age of employee | Years of service in industry | Ordinary Time | | | Overtime | |
| | | Weekly Rate | Hourly Rate | Public Holiday (Ordinary) | Time and a Half | Double Time |
| Under 17 years | Less than 1 | \$ 636.93 | \$ 16.76 | \$ 41.90 | \$ 25.14 | \$ 33.52 |
| | After 1 year | \$ 657.86 | \$ 17.31 | \$ 43.28 | \$ 25.97 | \$ 34.62 |
| Under 18 years | Less than 1 | \$ 727.92 | \$ 19.16 | \$ 47.89 | \$ 28.73 | \$ 38.31 |
| | After 1 year | \$ 751.84 | \$ 19.79 | \$ 49.46 | \$ 29.68 | \$ 39.57 |
| Under 19 years | Less than 1 | \$ 818.91 | \$ 21.55 | \$ 53.88 | \$ 32.33 | \$ 43.10 |
| | After 1 year | \$ 845.82 | \$ 22.26 | \$ 55.65 | \$ 33.39 | \$ 44.52 |

| Casual junior day workers, employed as CSE Level 1 or 2, inclusive of 25% casual loading (Clause 14.3) | | | | | |
|--------------------------------------------------------------------------------------------------------|------------------------------|---------------|---------------------------|-----------------|-------------|
| Age of employee | Years of service in industry | Ordinary Time | | Overtime | |
| | | Hourly Rate | Public Holiday (Ordinary) | Time and a Half | Double Time |
| Under 17 years | Less than 1 | \$ 20.95 | \$ 46.09 | \$ 29.33 | \$ 37.71 |
| | After 1 year | \$ 21.64 | \$ 47.61 | \$ 30.30 | \$ 38.95 |
| Under 18 years | Less than 1 | \$ 23.94 | \$ 52.68 | \$ 33.52 | \$ 43.10 |
| | After 1 year | \$ 24.73 | \$ 54.41 | \$ 34.62 | \$ 44.52 |
| Under 19 years | Less than 1 | \$ 26.94 | \$ 59.26 | \$ 37.71 | \$ 48.49 |
| | After 1 year | \$ 27.82 | \$ 61.21 | \$ 38.95 | \$ 50.08 |

Apprentices

| Apprenticeships commencing on or after 1 January 2014, day workers (Clause 14.4) | | | | | | |
|----------------------------------------------------------------------------------|---------|---------------|-------------|---------------------------|-----------------|-------------|
| Highest Year of School Completed | Stage | Ordinary Time | | | Overtime | |
| | | Weekly Rate | Hourly Rate | Public Holiday (Ordinary) | Time and a Half | Double Time |
| Less than year 12 | Year 1 | \$ 454.95 | \$ 11.97 | \$ 29.93 | \$ 17.96 | \$ 23.94 |
| | Year 2+ | \$ 545.94 | \$ 14.37 | \$ 35.92 | \$ 21.55 | \$ 28.73 |
| Year 12 | Year 1 | \$ 500.45 | \$ 13.17 | \$ 32.92 | \$ 19.75 | \$ 26.34 |
| | Year 2+ | \$ 591.44 | \$ 15.56 | \$ 38.91 | \$ 23.35 | \$ 31.13 |
| Aged 21 at commencement | Year 1 | \$ 727.92 | \$ 19.16 | \$ 47.89 | \$ 28.73 | \$ 38.31 |
| | Year 2+ | \$ 878.00 | \$ 23.11 | \$ 57.76 | \$ 34.66 | \$ 46.21 |

NB: No apprentice is to be paid less than an unapprenticed junior of the same age.

Shiftworkers

Adult Minimum Wages

| Full time / Part time shiftworkers (Clause 21.3) | | | | | | | | |
|--------------------------------------------------|---------------------|-----------------|----------------------|--------------------------|---------------------|---------------------------|-----------------|-------------|
| Classification | Ordinary Time | | | | | | Overtime | |
| | Early Morning Shift | Afternoon Shift | Rotating Night Shift | Non Rotating Night Shift | Saturday (Ordinary) | Public Holiday (Ordinary) | Time and a Half | Double Time |
| Support Workers | | | | | | | | |
| Level 1.1 | \$ 25.42 | \$ 26.57 | \$ 27.15 | \$ 30.04 | \$ 34.66 | \$ 57.76 | \$ 34.66 | \$ 46.21 |
| Level 2.1 | \$ 26.34 | \$ 27.54 | \$ 28.14 | \$ 31.13 | \$ 35.92 | \$ 59.86 | \$ 35.92 | \$ 47.89 |
| Level 2.2 | \$ 27.20 | \$ 28.44 | \$ 29.06 | \$ 32.15 | \$ 37.10 | \$ 61.83 | \$ 37.10 | \$ 49.46 |
| Level 3.1 | \$ 28.80 | \$ 30.11 | \$ 30.77 | \$ 34.04 | \$ 39.28 | \$ 65.46 | \$ 39.28 | \$ 52.37 |
| Children's Services Employees | | | | | | | | |
| Level 1.1 | \$ 25.42 | \$ 26.57 | \$ 27.15 | \$ 30.04 | \$ 34.66 | \$ 57.76 | \$ 34.66 | \$ 46.21 |
| Level 2.1 | \$ 26.34 | \$ 27.54 | \$ 28.14 | \$ 31.13 | \$ 35.92 | \$ 59.86 | \$ 35.92 | \$ 47.89 |
| Level 2.2 | \$ 27.20 | \$ 28.44 | \$ 29.06 | \$ 32.15 | \$ 37.10 | \$ 61.83 | \$ 37.10 | \$ 49.46 |
| Level 3A.1 | \$ 28.36 | \$ 29.65 | \$ 30.29 | \$ 33.52 | \$ 38.67 | \$ 64.45 | \$ 38.67 | \$ 51.56 |
| Level 3A.2 | \$ 28.80 | \$ 30.11 | \$ 30.77 | \$ 34.04 | \$ 39.28 | \$ 65.46 | \$ 39.28 | \$ 52.37 |
| Level 3.1 | \$ 28.80 | \$ 30.11 | \$ 30.77 | \$ 34.04 | \$ 39.28 | \$ 65.46 | \$ 39.28 | \$ 52.37 |
| Level 3.2 | \$ 29.80 | \$ 31.15 | \$ 31.83 | \$ 35.21 | \$ 40.63 | \$ 67.72 | \$ 40.63 | \$ 54.17 |
| Level 3.3 | \$ 30.73 | \$ 32.13 | \$ 32.83 | \$ 36.32 | \$ 41.91 | \$ 69.85 | \$ 41.91 | \$ 55.88 |
| Level 3.4 | \$ 32.43 | \$ 33.91 | \$ 34.64 | \$ 38.33 | \$ 44.23 | \$ 73.71 | \$ 44.23 | \$ 58.97 |
| Level 4A.1 | \$ 30.73 | \$ 32.13 | \$ 32.83 | \$ 36.32 | \$ 41.91 | \$ 69.85 | \$ 41.91 | \$ 55.88 |
| Level 4A.2 | \$ 31.16 | \$ 32.58 | \$ 33.29 | \$ 36.83 | \$ 42.49 | \$ 70.82 | \$ 42.49 | \$ 56.66 |
| Level 4A.3 | \$ 31.59 | \$ 33.02 | \$ 33.74 | \$ 37.33 | \$ 43.07 | \$ 71.79 | \$ 43.07 | \$ 57.43 |
| Level 4A.4 | \$ 32.03 | \$ 33.49 | \$ 34.21 | \$ 37.85 | \$ 43.68 | \$ 72.80 | \$ 43.68 | \$ 58.24 |
| Level 4A.5 | \$ 32.46 | \$ 33.93 | \$ 34.67 | \$ 38.36 | \$ 44.26 | \$ 73.77 | \$ 44.26 | \$ 59.02 |
| Level 4.1 | \$ 33.93 | \$ 35.47 | \$ 36.24 | \$ 40.09 | \$ 46.26 | \$ 77.11 | \$ 46.26 | \$ 61.68 |
| Level 4.2 | \$ 34.45 | \$ 36.01 | \$ 36.80 | \$ 40.71 | \$ 46.97 | \$ 78.29 | \$ 46.97 | \$ 62.63 |
| Level 4.3 | \$ 34.96 | \$ 36.55 | \$ 37.34 | \$ 41.32 | \$ 47.67 | \$ 79.45 | \$ 47.67 | \$ 63.56 |
| Level 5A.1 | \$ 35.48 | \$ 37.09 | \$ 37.90 | \$ 41.93 | \$ 48.38 | \$ 80.63 | \$ 48.38 | \$ 64.51 |
| Level 5A.2 | \$ 35.99 | \$ 37.63 | \$ 38.45 | \$ 42.54 | \$ 49.08 | \$ 81.80 | \$ 49.08 | \$ 65.44 |
| Level 5A.3 | \$ 36.50 | \$ 38.16 | \$ 38.99 | \$ 43.14 | \$ 49.78 | \$ 82.96 | \$ 49.78 | \$ 66.37 |
| Level 5.1 | \$ 35.48 | \$ 37.09 | \$ 37.90 | \$ 41.93 | \$ 48.38 | \$ 80.63 | \$ 48.38 | \$ 64.51 |
| Level 5.2 | \$ 35.99 | \$ 37.63 | \$ 38.45 | \$ 42.54 | \$ 49.08 | \$ 81.80 | \$ 49.08 | \$ 65.44 |
| Level 5.3 | \$ 36.50 | \$ 38.16 | \$ 38.99 | \$ 43.14 | \$ 49.78 | \$ 82.96 | \$ 49.78 | \$ 66.37 |
| Level 5.4 | \$ 36.63 | \$ 38.30 | \$ 39.13 | \$ 43.29 | \$ 49.95 | \$ 83.26 | \$ 49.95 | \$ 66.61 |
| Level 6A.1 | \$ 40.91 | \$ 42.77 | \$ 43.70 | \$ 48.35 | \$ 55.79 | \$ 92.98 | \$ 55.79 | \$ 74.38 |
| Level 6A.2 | \$ 41.42 | \$ 43.30 | \$ 44.24 | \$ 48.95 | \$ 56.48 | \$ 94.14 | \$ 56.48 | \$ 75.31 |
| Level 6A.3 | \$ 41.93 | \$ 43.84 | \$ 44.79 | \$ 49.55 | \$ 57.18 | \$ 95.30 | \$ 57.18 | \$ 76.24 |
| Children's Services Employees - Directors | | | | | | | | |
| Level 6.1 | \$ 40.91 | \$ 42.77 | \$ 43.70 | \$ 48.35 | \$ 55.79 | \$ 92.98 | \$ 55.79 | \$ 74.38 |
| Level 6.2 | \$ 41.42 | \$ 43.30 | \$ 44.24 | \$ 48.95 | \$ 56.48 | \$ 94.14 | \$ 56.48 | \$ 75.31 |
| Level 6.3 | \$ 41.93 | \$ 43.84 | \$ 44.79 | \$ 49.55 | \$ 57.18 | \$ 95.30 | \$ 57.18 | \$ 76.24 |
| Level 6.4 | \$ 43.50 | \$ 45.47 | \$ 46.46 | \$ 51.40 | \$ 59.31 | \$ 98.86 | \$ 59.31 | \$ 79.08 |
| Level 6.5 | \$ 43.89 | \$ 45.89 | \$ 46.89 | \$ 51.87 | \$ 59.85 | \$ 99.76 | \$ 59.85 | \$ 79.81 |
| Level 6.6 | \$ 44.42 | \$ 46.44 | \$ 47.45 | \$ 52.50 | \$ 60.57 | \$ 100.95 | \$ 60.57 | \$ 80.76 |
| Level 6.7 | \$ 44.95 | \$ 46.99 | \$ 48.01 | \$ 53.12 | \$ 61.29 | \$ 102.16 | \$ 61.29 | \$ 81.73 |
| Level 6.8 | \$ 45.46 | \$ 47.53 | \$ 48.56 | \$ 53.73 | \$ 61.99 | \$ 103.32 | \$ 61.99 | \$ 82.66 |
| Level 6.9 | \$ 45.97 | \$ 48.06 | \$ 49.11 | \$ 54.33 | \$ 62.69 | \$ 104.49 | \$ 62.69 | \$ 83.59 |

Children's Services Award 2010 - Pay and Allowances Summary

| Casual shiftworkers, inclusive of 25% casual loading (Clause 21.3) | | | | | | | | | |
|---------------------------------------------------------------------------|---------------------|-----------------|----------------------|--------------------------|---------------------|---------------------------|-----------------|-------------|--|
| Classification | Ordinary Time | | | | | | Overtime | | |
| | Early Morning Shift | Afternoon Shift | Rotating Night Shift | Non Rotating Night Shift | Saturday (Ordinary) | Public Holiday (Ordinary) | Time and a Half | Double Time | |
| Support Workers | | | | | | | | | |
| Level 1.1 | \$ 31.19 | \$ 32.35 | \$ 32.93 | \$ 35.81 | \$ 40.43 | \$ 63.54 | \$ 40.43 | \$ 51.99 | |
| Level 2.1 | \$ 32.33 | \$ 33.52 | \$ 34.12 | \$ 37.11 | \$ 41.90 | \$ 65.85 | \$ 41.90 | \$ 53.88 | |
| Level 2.2 | \$ 33.39 | \$ 34.62 | \$ 35.24 | \$ 38.33 | \$ 43.28 | \$ 68.01 | \$ 43.28 | \$ 55.65 | |
| Level 3.1 | \$ 35.35 | \$ 36.66 | \$ 37.31 | \$ 40.59 | \$ 45.82 | \$ 72.01 | \$ 45.82 | \$ 58.91 | |
| Children's Services Employees | | | | | | | | | |
| Level 1.1 | \$ 31.19 | \$ 32.35 | \$ 32.93 | \$ 35.81 | \$ 40.43 | \$ 63.54 | \$ 40.43 | \$ 51.99 | |
| Level 2.1 | \$ 32.33 | \$ 33.52 | \$ 34.12 | \$ 37.11 | \$ 41.90 | \$ 65.85 | \$ 41.90 | \$ 53.88 | |
| Level 2.2 | \$ 33.39 | \$ 34.62 | \$ 35.24 | \$ 38.33 | \$ 43.28 | \$ 68.01 | \$ 43.28 | \$ 55.65 | |
| Level 3A.1 | \$ 34.81 | \$ 36.09 | \$ 36.74 | \$ 39.96 | \$ 45.12 | \$ 70.90 | \$ 45.12 | \$ 58.01 | |
| Level 3A.2 | \$ 35.35 | \$ 36.66 | \$ 37.31 | \$ 40.59 | \$ 45.82 | \$ 72.01 | \$ 45.82 | \$ 58.91 | |
| Level 3.1 | \$ 35.35 | \$ 36.66 | \$ 37.31 | \$ 40.59 | \$ 45.82 | \$ 72.01 | \$ 45.82 | \$ 58.91 | |
| Level 3.2 | \$ 36.57 | \$ 37.92 | \$ 38.60 | \$ 41.98 | \$ 47.40 | \$ 74.49 | \$ 47.40 | \$ 60.95 | |
| Level 3.3 | \$ 37.72 | \$ 39.12 | \$ 39.81 | \$ 43.31 | \$ 48.89 | \$ 76.83 | \$ 48.89 | \$ 62.86 | |
| Level 3.4 | \$ 39.80 | \$ 41.28 | \$ 42.02 | \$ 45.70 | \$ 51.60 | \$ 81.08 | \$ 51.60 | \$ 66.34 | |
| Level 4A.1 | \$ 37.72 | \$ 39.12 | \$ 39.81 | \$ 43.31 | \$ 48.89 | \$ 76.83 | \$ 48.89 | \$ 62.86 | |
| Level 4A.2 | \$ 38.24 | \$ 39.66 | \$ 40.37 | \$ 43.91 | \$ 49.58 | \$ 77.90 | \$ 49.58 | \$ 63.74 | |
| Level 4A.3 | \$ 38.77 | \$ 40.20 | \$ 40.92 | \$ 44.51 | \$ 50.25 | \$ 78.97 | \$ 50.25 | \$ 64.61 | |
| Level 4A.4 | \$ 39.31 | \$ 40.77 | \$ 41.49 | \$ 45.13 | \$ 50.96 | \$ 80.08 | \$ 50.96 | \$ 65.52 | |
| Level 4A.5 | \$ 39.84 | \$ 41.31 | \$ 42.05 | \$ 45.74 | \$ 51.64 | \$ 81.15 | \$ 51.64 | \$ 66.39 | |
| Level 4.1 | \$ 41.64 | \$ 43.18 | \$ 43.95 | \$ 47.81 | \$ 53.97 | \$ 84.82 | \$ 53.97 | \$ 69.39 | |
| Level 4.2 | \$ 42.28 | \$ 43.84 | \$ 44.63 | \$ 48.54 | \$ 54.80 | \$ 86.12 | \$ 54.80 | \$ 70.46 | |
| Level 4.3 | \$ 42.91 | \$ 44.49 | \$ 45.29 | \$ 49.26 | \$ 55.62 | \$ 87.40 | \$ 55.62 | \$ 71.51 | |
| Level 5A.1 | \$ 43.54 | \$ 45.15 | \$ 45.96 | \$ 49.99 | \$ 56.44 | \$ 88.69 | \$ 56.44 | \$ 72.57 | |
| Level 5A.2 | \$ 44.17 | \$ 45.81 | \$ 46.63 | \$ 50.72 | \$ 57.26 | \$ 89.98 | \$ 57.26 | \$ 73.62 | |
| Level 5A.3 | \$ 44.80 | \$ 46.46 | \$ 47.29 | \$ 51.44 | \$ 58.07 | \$ 91.26 | \$ 58.07 | \$ 74.66 | |
| Level 5.1 | \$ 43.54 | \$ 45.15 | \$ 45.96 | \$ 49.99 | \$ 56.44 | \$ 88.69 | \$ 56.44 | \$ 72.57 | |
| Level 5.2 | \$ 44.17 | \$ 45.81 | \$ 46.63 | \$ 50.72 | \$ 57.26 | \$ 89.98 | \$ 57.26 | \$ 73.62 | |
| Level 5.3 | \$ 44.80 | \$ 46.46 | \$ 47.29 | \$ 51.44 | \$ 58.07 | \$ 91.26 | \$ 58.07 | \$ 74.66 | |
| Level 5.4 | \$ 44.96 | \$ 46.62 | \$ 47.46 | \$ 51.62 | \$ 58.28 | \$ 91.58 | \$ 58.28 | \$ 74.93 | |
| Level 6A.1 | \$ 50.21 | \$ 52.07 | \$ 53.00 | \$ 57.65 | \$ 65.09 | \$ 102.28 | \$ 65.09 | \$ 83.68 | |
| Level 6A.2 | \$ 50.83 | \$ 52.72 | \$ 53.66 | \$ 58.37 | \$ 65.90 | \$ 103.55 | \$ 65.90 | \$ 84.72 | |
| Level 6A.3 | \$ 51.46 | \$ 53.37 | \$ 54.32 | \$ 59.08 | \$ 66.71 | \$ 104.83 | \$ 66.71 | \$ 85.77 | |
| Children's Services Employees - Directors | | | | | | | | | |
| Level 6.1 | \$ 50.21 | \$ 52.07 | \$ 53.00 | \$ 57.65 | \$ 65.09 | \$ 102.28 | \$ 65.09 | \$ 83.68 | |
| Level 6.2 | \$ 50.83 | \$ 52.72 | \$ 53.66 | \$ 58.37 | \$ 65.90 | \$ 103.55 | \$ 65.90 | \$ 84.72 | |
| Level 6.3 | \$ 51.46 | \$ 53.37 | \$ 54.32 | \$ 59.08 | \$ 66.71 | \$ 104.83 | \$ 66.71 | \$ 85.77 | |
| Level 6.4 | \$ 53.38 | \$ 55.36 | \$ 56.35 | \$ 61.29 | \$ 69.20 | \$ 108.74 | \$ 69.20 | \$ 88.97 | |
| Level 6.5 | \$ 53.87 | \$ 55.86 | \$ 56.86 | \$ 61.85 | \$ 69.83 | \$ 109.73 | \$ 69.83 | \$ 89.78 | |
| Level 6.6 | \$ 54.52 | \$ 56.53 | \$ 57.54 | \$ 62.59 | \$ 70.67 | \$ 111.05 | \$ 70.67 | \$ 90.86 | |
| Level 6.7 | \$ 55.17 | \$ 57.21 | \$ 58.23 | \$ 63.34 | \$ 71.51 | \$ 112.37 | \$ 71.51 | \$ 91.94 | |
| Level 6.8 | \$ 55.79 | \$ 57.86 | \$ 58.89 | \$ 64.06 | \$ 72.33 | \$ 113.65 | \$ 72.33 | \$ 92.99 | |
| Level 6.9 | \$ 56.42 | \$ 58.51 | \$ 59.56 | \$ 64.78 | \$ 73.14 | \$ 114.94 | \$ 73.14 | \$ 94.04 | |

Unapprenticed Junior Wages

| Full time/Part time junior shiftworkers, employed as Children's Services Employees Level 1 or 2 (Clause 14.3) | | | | | | | | | |
|---------------------------------------------------------------------------------------------------------------|------------------------------|---------------------|-----------------|----------------------|--------------------------|---------------------|---------------------------|-----------------|-------------|
| Age of employee | Years of service in industry | Ordinary Time | | | | | | Overtime | |
| | | Early Morning Shift | Afternoon Shift | Rotating Night Shift | Non Rotating Night Shift | Saturday (Ordinary) | Public Holiday (Ordinary) | Time and a Half | Double Time |
| Under 17 years | Less than 1 | \$ 18.44 | \$ 19.28 | \$ 19.69 | \$ 21.79 | \$ 25.14 | \$ 41.90 | \$ 25.14 | \$ 33.52 |
| | After 1 year | \$ 19.04 | \$ 19.91 | \$ 20.34 | \$ 22.51 | \$ 25.97 | \$ 43.28 | \$ 25.97 | \$ 34.62 |
| Under 18 years | Less than 1 | \$ 21.07 | \$ 22.03 | \$ 22.51 | \$ 24.90 | \$ 28.73 | \$ 47.89 | \$ 28.73 | \$ 38.31 |
| | After 1 year | \$ 21.76 | \$ 22.75 | \$ 23.25 | \$ 25.72 | \$ 29.68 | \$ 49.46 | \$ 29.68 | \$ 39.57 |
| Under 19 years | Less than 1 | \$ 23.71 | \$ 24.78 | \$ 25.32 | \$ 28.02 | \$ 32.33 | \$ 53.88 | \$ 32.33 | \$ 43.10 |
| | After 1 year | \$ 24.48 | \$ 25.60 | \$ 26.15 | \$ 28.94 | \$ 33.39 | \$ 55.65 | \$ 33.39 | \$ 44.52 |

| Casual junior shiftworkers, employed as Children's Services Employees Level 1 or 2, inclusive of 25% casual loading (Clause 14.3) | | | | | | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------|------------------------------|---------------------|-----------------|----------------------|--------------------------|---------------------|---------------------------|-----------------|-------------|
| Age of employee | Years of service in industry | Ordinary Time | | | | | | Overtime | |
| | | Early Morning Shift | Afternoon Shift | Rotating Night Shift | Non Rotating Night Shift | Saturday (Ordinary) | Public Holiday (Ordinary) | Time and a Half | Double Time |
| Under 17 years | Less than 1 | \$ 22.63 | \$ 23.47 | \$ 23.88 | \$ 25.98 | \$ 29.33 | \$ 46.09 | \$ 29.33 | \$ 37.71 |
| | After 1 year | \$ 23.37 | \$ 24.24 | \$ 24.67 | \$ 26.83 | \$ 30.30 | \$ 47.61 | \$ 30.30 | \$ 38.95 |
| Under 18 years | Less than 1 | \$ 25.86 | \$ 26.82 | \$ 27.30 | \$ 29.69 | \$ 33.52 | \$ 52.68 | \$ 33.52 | \$ 43.10 |
| | After 1 year | \$ 26.71 | \$ 27.70 | \$ 28.19 | \$ 30.67 | \$ 34.62 | \$ 54.41 | \$ 34.62 | \$ 44.52 |
| Under 19 years | Less than 1 | \$ 29.09 | \$ 30.17 | \$ 30.71 | \$ 33.40 | \$ 37.71 | \$ 59.26 | \$ 37.71 | \$ 48.49 |
| | After 1 year | \$ 30.05 | \$ 31.16 | \$ 31.72 | \$ 34.50 | \$ 38.95 | \$ 61.21 | \$ 38.95 | \$ 50.08 |

Apprentices

| Apprenticeships commencing on or after 1 January 2014, shiftworkers (Clause 14.4) | | | | | | | | | |
|-----------------------------------------------------------------------------------|---------|---------------------|-----------------|----------------------|--------------------------|---------------------|---------------------------|-----------------|-------------|
| Highest Year of School Completed | Stage | Ordinary Time | | | | | | Overtime | |
| | | Early Morning Shift | Afternoon Shift | Rotating Night Shift | Non Rotating Night Shift | Saturday (Ordinary) | Public Holiday (Ordinary) | Time and a Half | Double Time |
| Less than year 12 | Year 1 | \$ 13.17 | \$ 13.77 | \$ 14.07 | \$ 15.56 | \$ 17.96 | \$ 29.93 | \$ 17.96 | \$ 23.94 |
| | Year 2+ | \$ 15.80 | \$ 16.52 | \$ 16.88 | \$ 18.68 | \$ 21.55 | \$ 35.92 | \$ 21.55 | \$ 28.73 |
| Year 12 | Year 1 | \$ 14.49 | \$ 15.15 | \$ 15.47 | \$ 17.12 | \$ 19.75 | \$ 32.92 | \$ 19.75 | \$ 26.34 |
| | Year 2+ | \$ 17.12 | \$ 17.90 | \$ 18.29 | \$ 20.23 | \$ 23.35 | \$ 38.91 | \$ 23.35 | \$ 31.13 |
| Aged 21 at commencement | Year 1 | \$ 21.07 | \$ 22.03 | \$ 22.51 | \$ 24.90 | \$ 28.73 | \$ 47.89 | \$ 28.73 | \$ 38.31 |
| | Year 2+ | \$ 25.42 | \$ 26.57 | \$ 27.15 | \$ 30.04 | \$ 34.66 | \$ 57.76 | \$ 34.66 | \$ 46.21 |

NB: No apprentice is to be paid less than an unapprenticed junior of the same age.

Allowances

| Allowance | Amount |
|-----------------------------------------------------------------------------------------------------|----------------------------------------|
| Broken shift (clause 15.1) | \$ 19.00 per day |
| Special clothing (clause 15.2) Where clothing requires ironing | \$ 9.49 per week or \$ 1.90 per day |
| Where clothing does not requires ironing | \$ 5.98 per week or \$ 1.20 per day |
| Excess fares (clause 15.3) | \$ 16.28 per day |
| Appointed first aider, classified below Level 3 (clause 15.4) In out-of-school hours care | \$ 1.49 per hour |
| All others | \$ 11.24 per day |
| Meal (clause 15.5) | \$ 14.16 per meal |
| Qualifications (clause 15.6) | \$ 1.67 hourly (all purpose) |
| Use of own vehicle (clause 15.7) Car | \$ 0.96 per km |
| Motorcycle | \$ 0.32 per km |
| Educational leader (clause 15.8) | \$ 4,253.32 per annum |

The award calculates a number of allowances as a percentage of a fixed amount known as the standard rate. The standard rate is the weekly amount payable to a full time, adult Children's Services Employee Level 3.1. The standard rate used to calculate the above allowances is \$995.00.