

Pay Guide - Children's Services Award

[MA000120]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 01 March 2026.

What is in this pay guide? It's a summary of the award rates. Go to the [award](#) for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our [Pay and Conditions Tool](#) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](#) also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Employees engaged as cooks who are required to hold, or be actively working towards an approved early childhood education and care (ECEC) qualification, and who may be required at any time to work directly with children to maintain educator-to-child ratios, must be paid the minimum rate for the Children's services employee classification applicable to their ECEC qualification.

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

Adult

Support worker - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Sunday	Public holiday	Early morning shift
Support worker level 1.1 on commencement	\$948.00	\$24.95	\$49.90	\$62.38	\$27.45
Support worker level 2.1 on commencement	\$977.00	\$25.71	\$51.42	\$64.28	\$28.28
Support worker level 2.2 after 1 year	\$1,009.10	\$26.56	\$53.12	\$66.40	\$29.22
Support worker level 3.1 on commencement	\$1,068.40	\$28.12	\$56.24	\$70.30	\$30.93

Table 2 of 3

Classification	Afternoon shift	Rotating night shift	Permanent night shift	Saturday - shiftworkers	Overtime - Monday to Friday - first 2 hours
Support worker level 1.1 on commencement	\$28.69	\$29.32	\$32.44	\$37.43	\$37.43
Support worker level 2.1 on commencement	\$29.57	\$30.21	\$33.42	\$38.57	\$38.57
Support worker level 2.2 after 1 year	\$30.54	\$31.21	\$34.53	\$39.84	\$39.84
Support worker level 3.1 on commencement	\$32.34	\$33.04	\$36.56	\$42.18	\$42.18

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Support worker level 1.1 on commencement	\$49.90	\$37.43	\$49.90	\$37.43	\$49.90
Support worker level 2.1 on commencement	\$51.42	\$38.57	\$51.42	\$38.57	\$51.42
Support worker level 2.2 after 1 year	\$53.12	\$39.84	\$53.12	\$39.84	\$53.12
Support worker level 3.1 on commencement	\$56.24	\$42.18	\$56.24	\$42.18	\$56.24

Children's services employee - Full-time & part-time

The pay rates in the table below should not be used for employees previously classified at the following classifications. Use [PACT](#) to calculate these pay rates.

- Children's services employee level 3A.1 or 3A.2 on 28 February 2026 who translated to Level 2 - Educator from 1 March 2026
- Children's services employee level 3.3 after 2 years on 28 February 2026 who translated to Level 3 - Qualified educator from 1 March 2026
- Children's services employee levels 4A.1 to 4A.5 on 28 February 2026 who translated to Level 6 - Room leader from 1 March 2026
- Children's services employee - Director - levels 6.4 to 6.9 on 28 February 2026 who translated to Level 8 - Director from 1 March 2026

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Sunday	Public holiday	Early morning shift
Level 1 - Introductory educator	\$995.40	\$26.19	\$52.38	\$65.48	\$28.81
Level 2 - Educator	\$1,025.90	\$27.00	\$54.00	\$67.50	\$29.70
Level 3 - Qualified educator	\$1,121.80	\$29.52	\$59.04	\$73.80	\$32.47
Level 4 - Experienced educator	\$1,197.10	\$31.50	\$63.00	\$78.75	\$34.65
Level 5 - Advanced educator	\$1,263.30	\$33.24	\$66.48	\$83.10	\$36.56
Level 6 - Room leader	\$1,321.50	\$34.78	\$69.56	\$86.95	\$38.26
Level 7 - Assistant director	\$1,381.90	\$36.37	\$72.74	\$90.93	\$40.01
Level 8 - Director	\$1,593.50	\$41.93	\$83.86	\$104.83	\$46.12

Table 2 of 3

Classification	Afternoon shift	Rotating night shift	Permanent night shift	Saturday - shiftworkers	Overtime - Monday to Friday - first 2 hours
Level 1 - Introductory educator	\$30.12	\$30.77	\$34.05	\$39.29	\$39.29
Level 2 - Educator	\$31.05	\$31.73	\$35.10	\$40.50	\$40.50
Level 3 - Qualified educator	\$33.95	\$34.69	\$38.38	\$44.28	\$44.28
Level 4 - Experienced educator	\$36.23	\$37.01	\$40.95	\$47.25	\$47.25
Level 5 - Advanced educator	\$38.23	\$39.06	\$43.21	\$49.86	\$49.86
Level 6 - Room leader	\$40.00	\$40.87	\$45.21	\$52.17	\$52.17
Level 7 - Assistant director	\$41.83	\$42.73	\$47.28	\$54.56	\$54.56
Level 8 - Director	\$48.22	\$49.27	\$54.51	\$62.90	\$62.90

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Level 1 - Introductory educator	\$52.38	\$39.29	\$52.38	\$39.29	\$52.38
Level 2 - Educator	\$54.00	\$40.50	\$54.00	\$40.50	\$54.00
Level 3 - Qualified educator	\$59.04	\$44.28	\$59.04	\$44.28	\$59.04
Level 4 - Experienced educator	\$63.00	\$47.25	\$63.00	\$47.25	\$63.00
Level 5 - Advanced educator	\$66.48	\$49.86	\$66.48	\$49.86	\$66.48
Level 6 - Room leader	\$69.56	\$52.17	\$69.56	\$52.17	\$69.56
Level 7 - Assistant director	\$72.74	\$54.56	\$72.74	\$54.56	\$72.74
Level 8 - Director	\$83.86	\$62.90	\$83.86	\$62.90	\$83.86

Support worker - Casual

Table 1 of 2

Classification	Hourly pay rate	Early morning shift	Afternoon shift
Support worker level 1.1 on commencement	\$31.19	\$33.68	\$34.93
Support worker level 2.1 on commencement	\$32.14	\$34.71	\$35.99
Support worker level 2.2 after 1 year	\$33.20	\$35.86	\$37.18
Support worker level 3.1 on commencement	\$35.15	\$37.96	\$39.37

Table 2 of 2

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Support worker level 1.1 on commencement	\$35.55	\$38.67	\$43.66	\$56.14
Support worker level 2.1 on commencement	\$36.64	\$39.85	\$44.99	\$57.85
Support worker level 2.2 after 1 year	\$37.85	\$41.17	\$46.48	\$59.76
Support worker level 3.1 on commencement	\$40.07	\$43.59	\$49.21	\$63.27

Children's services employee - Casual

The pay rates in the table below should not be used for employees previously classified at the following classifications. Use [PACT](#) to calculate these pay rates.

- Children's services employee level 3A.1 or 3A.2 on 28 February 2026 who translated to Level 2 - Educator from 1 March 2026
- Children's services employee level 3.3 after 2 years on 28 February 2026 who translated to Level 3 - Qualified educator from 1 March 2026
- Children's services employee levels 4A.1 to 4A.5 on 28 February 2026 who translated to Level 6 - Room leader from 1 March 2026
- Children's services employee - Director - levels 6.4 to 6.9 on 28 February 2026 who translated to Level 8 - Director from 1 March 2026

Table 1 of 2

Classification	Hourly pay rate	Early morning shift	Afternoon shift
Level 1 - Introductory educator	\$32.74	\$35.36	\$36.67
Level 2 - Educator	\$33.75	\$36.45	\$37.80
Level 3 - Qualified educator	\$36.90	\$39.85	\$41.33
Level 4 - Experienced educator	\$39.38	\$42.53	\$44.10
Level 5 - Advanced educator	\$41.55	\$44.87	\$46.54
Level 6 - Room leader	\$43.48	\$46.95	\$48.69
Level 7 - Assistant director	\$45.46	\$49.10	\$50.92
Level 8 - Director	\$52.41	\$56.61	\$58.70

Table 2 of 2

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1 - Introductory educator	\$37.32	\$40.59	\$45.83	\$58.93
Level 2 - Educator	\$38.48	\$41.85	\$47.25	\$60.75
Level 3 - Qualified educator	\$42.07	\$45.76	\$51.66	\$66.42
Level 4 - Experienced educator	\$44.89	\$48.83	\$55.13	\$70.88
Level 5 - Advanced educator	\$47.37	\$51.52	\$58.17	\$74.79
Level 6 - Room leader	\$49.56	\$53.91	\$60.87	\$78.26
Level 7 - Assistant director	\$51.83	\$56.37	\$63.65	\$81.83
Level 8 - Director	\$59.75	\$64.99	\$73.38	\$94.34

Junior - Children's services employee - Full-time & part-time - 16 years and under

Table 1 of 3

Classification	Hourly pay rate	Sunday	Public holiday	Early morning shift	Afternoon shift
Level 1 - Introductory educator	\$18.90	\$37.80	\$47.25	\$20.79	\$21.74
Level 2 - Educator	\$18.90	\$37.80	\$47.25	\$20.79	\$21.74

Table 2 of 3

Classification	Rotating night shift	Permanent night shift	Saturday - shiftworkers	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1 - Introductory educator	\$22.21	\$24.57	\$28.35	\$28.35	\$37.80
Level 2 - Educator	\$22.21	\$24.57	\$28.35	\$28.35	\$37.80

Table 3 of 3

Classification	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Level 1 - Introductory educator	\$28.35	\$37.80	\$28.35	\$37.80
Level 2 - Educator	\$28.35	\$37.80	\$28.35	\$37.80

Junior - Children's services employee - Full-time & part-time - 17 years

Table 1 of 3

Classification	Hourly pay rate	Sunday	Public holiday	Early morning shift	Afternoon shift
Level 1 - Introductory educator	\$21.60	\$43.20	\$54.00	\$23.76	\$24.84
Level 2 - Educator	\$21.60	\$43.20	\$54.00	\$23.76	\$24.84

Table 2 of 3

Classification	Rotating night shift	Permanent night shift	Saturday - shiftworkers	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1 - Introductory educator	\$25.38	\$28.08	\$32.40	\$32.40	\$43.20
Level 2 - Educator	\$25.38	\$28.08	\$32.40	\$32.40	\$43.20

Table 3 of 3

Classification	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Level 1 - Introductory educator	\$32.40	\$43.20	\$32.40	\$43.20
Level 2 - Educator	\$32.40	\$43.20	\$32.40	\$43.20

Junior - Children's services employee - Full-time & part-time - 18 years

Table 1 of 3

Classification	Hourly pay rate	Sunday	Public holiday	Early morning shift	Afternoon shift
Level 1 - Introductory educator	\$24.30	\$48.60	\$60.75	\$26.73	\$27.95
Level 2 - Educator	\$24.30	\$48.60	\$60.75	\$26.73	\$27.95

Table 2 of 3

Classification	Rotating night shift	Permanent night shift	Saturday - shiftworkers	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1 - Introductory educator	\$28.55	\$31.59	\$36.45	\$36.45	\$48.60
Level 2 - Educator	\$28.55	\$31.59	\$36.45	\$36.45	\$48.60

Table 3 of 3

Classification	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Level 1 - Introductory educator	\$36.45	\$48.60	\$36.45	\$48.60
Level 2 - Educator	\$36.45	\$48.60	\$36.45	\$48.60

Junior - Children's services employee - Casual - 16 years and under

Table 1 of 2

Classification	Hourly pay rate	Early morning shift	Afternoon shift
Level 1 - Introductory educator	\$23.63	\$25.52	\$26.46
Level 2 - Educator	\$23.63	\$25.52	\$26.46

Table 2 of 2

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1 - Introductory educator	\$26.93	\$29.30	\$33.08	\$42.53
Level 2 - Educator	\$26.93	\$29.30	\$33.08	\$42.53

Junior - Children's services employee - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Early morning shift	Afternoon shift
Level 1 - Introductory educator	\$27.00	\$29.16	\$30.24
Level 2 - Educator	\$27.00	\$29.16	\$30.24

Table 2 of 2

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1 - Introductory educator	\$30.78	\$33.48	\$37.80	\$48.60
Level 2 - Educator	\$30.78	\$33.48	\$37.80	\$48.60

Junior - Children's services employee - Casual - 18 years

Table 1 of 2

Classification	Hourly pay rate	Early morning shift	Afternoon shift
Level 1 - Introductory educator	\$30.38	\$32.81	\$34.02
Level 2 - Educator	\$30.38	\$32.81	\$34.02

Table 2 of 2

Classification	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1 - Introductory educator	\$34.63	\$37.67	\$42.53	\$54.68
Level 2 - Educator	\$34.63	\$37.67	\$42.53	\$54.68

Apprentice - 16 years and under

Table 1 of 3

Classification	Hourly pay rate	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services apprentice - 1st year	\$18.90	\$37.80	\$47.25	\$20.79	\$21.74
Children's services apprentice - 2nd and subsequent years	\$19.19	\$38.38	\$47.98	\$21.11	\$22.07

Table 2 of 3

Classification	Rotating night shift	Permanent night shift	Saturday - shiftworkers	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Children's services apprentice - 1st year	\$22.21	\$24.57	\$28.35	\$28.35	\$37.80
Children's services apprentice - 2nd and subsequent years	\$22.55	\$24.95	\$28.79	\$28.79	\$38.38

Table 3 of 3

Classification	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services apprentice - 1st year	\$28.35	\$37.80	\$28.35	\$37.80
Children's services apprentice - 2nd and subsequent years	\$28.79	\$38.38	\$28.79	\$38.38

Apprentice - 17 years

Table 1 of 3

Classification	Hourly pay rate	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services apprentice - 1st year	\$21.60	\$43.20	\$54.00	\$23.76	\$24.84
Children's services apprentice - 2nd and subsequent years	\$21.60	\$43.20	\$54.00	\$23.76	\$24.84

Table 2 of 3

Classification	Rotating night shift	Permanent night shift	Saturday - shiftworkers	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Children's services apprentice - 1st year	\$25.38	\$28.08	\$32.40	\$32.40	\$43.20
Children's services apprentice - 2nd and subsequent years	\$25.38	\$28.08	\$32.40	\$32.40	\$43.20

Table 3 of 3

Classification	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services apprentice - 1st year	\$32.40	\$43.20	\$32.40	\$43.20
Children's services apprentice - 2nd and subsequent years	\$32.40	\$43.20	\$32.40	\$43.20

Apprentice - 18 years

Table 1 of 3

Classification	Hourly pay rate	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services apprentice - 1st year	\$24.30	\$48.60	\$60.75	\$26.73	\$27.95
Children's services apprentice - 2nd and subsequent years	\$24.30	\$48.60	\$60.75	\$26.73	\$27.95

Table 2 of 3

Classification	Rotating night shift	Permanent night shift	Saturday - shiftworkers	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Children's services apprentice - 1st year	\$28.55	\$31.59	\$36.45	\$36.45	\$48.60
Children's services apprentice - 2nd and subsequent years	\$28.55	\$31.59	\$36.45	\$36.45	\$48.60

Table 3 of 3

Classification	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services apprentice - 1st year	\$36.45	\$48.60	\$36.45	\$48.60
Children's services apprentice - 2nd and subsequent years	\$36.45	\$48.60	\$36.45	\$48.60

Adult apprentice

Table 1 of 3

Classification	Hourly pay rate	Sunday	Public holiday	Early morning shift	Afternoon shift
Children's services apprentice - 1st year	\$27.00	\$54.00	\$67.50	\$29.70	\$31.05
Children's services apprentice - 2nd and subsequent years	\$27.00	\$54.00	\$67.50	\$29.70	\$31.05

Table 2 of 3

Classification	Rotating night shift	Permanent night shift	Saturday - shiftworkers	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Children's services apprentice - 1st year	\$31.73	\$35.10	\$40.50	\$40.50	\$54.00
Children's services apprentice - 2nd and subsequent years	\$31.73	\$35.10	\$40.50	\$40.50	\$54.00

Table 3 of 3

Classification	Overtime - Saturday (not shiftworkers) - first 2 hours	Overtime - Saturday (not shiftworkers) - after 2 hours	Overtime - Saturday - shiftworkers - first 2 hours	Overtime - Saturday - shiftworkers - after 2 hours
Children's services apprentice - 1st year	\$40.50	\$54.00	\$40.50	\$54.00
Children's services apprentice - 2nd and subsequent years	\$40.50	\$54.00	\$40.50	\$54.00

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before casual loading, penalties and overtime are calculated.

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Broken shift allowance	\$20.42 for each day on which a broken shift is worked
Excess fares allowance - working away from usual workplace	\$16.86 per day
First aid allowance - Level 1 or Level 2 classification not employed in out-of-school hours care	\$12.12 per day
First aid allowance - Level 1 or Level 2 classification employed in out-of-school hours care	\$1.57 per hour
Meal allowance - overtime	\$15.48
Laundry & ironing allowance - full-time employees	\$9.49 per week
Laundry & ironing allowance - part-time or casual employees	\$1.90 per day up to a maximum of \$9.49 per week
Laundry allowance (no ironing) - full-time employees	\$5.98 per week
Laundry allowance (no ironing) - part-time or casual employees	\$1.20 per day up to a maximum of \$5.98 per week
Protective clothing and equipment reimbursement	reimbursement for the reasonable costs of the protective clothing and equipment incurred
Special clothing reimbursement	reimbursement for the cost of purchasing the special clothing
Educational leader allowance - 5 days or more per week	\$4,567.31 per year
Educational leader allowance - 4 days per week	\$3,653.84 per year
Educational leader allowance - 3 days per week	\$2,740.38 per year
Educational leader allowance - 2 days per week	\$1,826.92 per year
Educational leader allowance - 1 day per week	\$913.46 per year
Vehicle allowance - motor car	\$0.99 per km
Vehicle allowance - motorcycle	\$0.33 per km