

Table 9

For Eligible ECEC Workers covered by or undertaking duties covered by the Children’s Services Award 2010 engaged on or after 1 March 2026

Classification from 1 Mar 2026	Column 2 Award rate 1 Mar 2026	Column 3 ¹ Minimum rate that Eligible ECEC Workers must be paid from 1 March 2026	Column 4 Additional minimum amount of WRP funds to be passed on from 1 Mar 2026
	\$ per hour	\$ per hour	\$ per hour
Support Worker			
Level 1.1 On commencement	24.95	28.69	3.74
Level 2.1 On commencement	25.71	29.57	3.86
Level 2.2 After 1 year*	26.56	30.54	3.98
Level 3.1 On commencement	28.12	32.34	4.22
Children’s Services Employee			
Level 1 – Introductory Educator	26.19	28.69	2.50

Level 2 - Educator	27.00	29.57	2.57
Level 3 – Qualified Educator	29.52	32.34	2.82
Level 4 Experienced Educator	31.50	34.50	3.00
Level 5 – Advanced Educator	33.24	36.41	3.17
Level 6 – Room Leader	34.78	38.09	3.31
Level 7 – Assistant Director	36.37	39.82	3.45
Level 8 - Director	41.93	45.93	4.00

*Reference to a year or years of service is to service in the industry

The minimum rates specified in Table 9 are based on hourly rates. Accordingly, for eligible ECEC workers whose pay rates are specified as weekly rates, those weekly rates should be divided by 38 hours when comparing with the rates set out in Table 9.

¹Some of the rates in Column 3 may no longer equate to 15% of the new award rate. This is to absorb the impact of the gender undervaluation proceedings as per Section 4.3.

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, plus the amount specified in Column 4.

Casual employees

The increase for casual employees can either be provided at the relevant base hourly rate with the casual loading applied subsequently to the total, or as an additional amount on top of the base hourly rate, with the casual loading applied to the base hourly rate only.

Trainees

Trainees must be paid, at a minimum, the hourly rates applicable to their classification as set out under the relevant award, plus an amount equal to 10 per cent from 2 December 2024, increased by a further 5 per cent from 1 December 2025.