



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

EDUCATIONAL SERVICES (TEACHERS) AWARD 2020 [MA000077]

Educational services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O'NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 17.1 and inserting the following:

Classification	Criteria	Minimum weekly rate - preschools and schools (full-time employee)	Minimum annual salary - preschools and schools (full-time employee)	Minimum weekly rate - long day care centres (full-time employee)	Minimum annual rate - long day care centres (full-time employee)
		\$	\$	\$	\$
Level 1	Graduate teacher and all other teachers (as defined) including those holding provisional or conditional	1389.40	72,497	1444.90	75,397

Classification	Criteria	Minimum weekly rate - preschools and schools (full-time employee)	Minimum annual salary - preschools and schools (full-time employee)	Minimum weekly rate - long day care centres (full-time employee)	Minimum annual rate - long day care centres (full-time employee)
		\$	\$	\$	\$
	accreditation/registration				
Level 2	Teacher with proficient accreditation/registration or equivalent	1518.60	79,240	1579.30	82,410
Level 3	Teacher with proficient accreditation/registration or equivalent after 3 years' satisfactory teaching service at Level 2	1653.20	86,264	1719.30	89,715
Level 4	Teacher with proficient accreditation/registration or equivalent after 3 years' satisfactory teaching service at Level 3	1787.80	93,289	1859.40	97,021
Level 5	Teacher with Highly Accomplished/Lead Teacher accreditation /registration or equivalent	1922.40	100,311	1999.30	104,323

2. By deleting the table appearing in clause 19.2(b) and inserting the following:

Level	Number of places	\$ per annum
1	Up to 39 places	8337.16
2	40–59 places	10,330.82
3	60 or more places	12,541.98

3. By deleting the table appearing in clause 19.3(g)(i) and inserting the following:

Category	\$ per annum		
	A	B	C
Level 1	5799.76	5074.79	4567.31
Level 2	3987.34	3443.61	2899.88
Level 3	1993.67	1703.68	1159.95

4. By deleting the amount “\$4412.84” appearing in clause 19.4(c) and inserting “\$4567.31”.

5. By deleting the table appearing in clause B.1.1 and inserting the following:

	All employees (excluding Schedule A)	Teachers employed in early childhood services operating for at least 48 weeks per year (Schedule A)					
	Full day rate	Full day rate	Early morning shift²	Afternoon shift³	Night shift (rotating)⁴	Night (non-rotating)⁵	Saturday
		% of casual full day rate⁶					
	100%	100%	110%	115%	117.5%	130%	125%
	\$	\$	\$	\$	\$	\$	\$
Level 1	347.35	361.23	397.35	415.41	424.45	469.60	451.54
Level 2	379.65	394.83	434.31	454.05	463.93	513.28	493.54
Level 3 ¹	413.30	429.83	472.81	494.30	505.05	558.78	537.29
Level 4	446.95	464.85	511.34	534.58	546.20	604.31	581.06
Level 5	480.60	499.83	549.81	574.80	587.30	649.78	624.79

6. By deleting the table appearing in clause B.1.2 and inserting the following:

	All employees (excluding Schedule A)
All employees	Half day rate
	\$
Level 1	173.68
Level 2	189.83
Level 3 ¹	206.65
Level 4	223.48
Level 5	240.30

7. By deleting the table appearing in clause B.1.3 and inserting the following:

Level	2-hour rate	4-hour rate
	\$	\$
Level 1	91.40	182.80
Level 2	99.90	199.80
Level 3 ¹	108.76	217.52
Level 4	117.62	235.24
Level 5	126.48	252.96

8. By deleting the table appearing in clause B.1.4 and inserting the following:

Level	2-hour rate	4-hour rate	Overtime - first 3 hours	Overtime - after 3 hours
	% of minimum hourly rate			
	100%	100%	150%	200%
	\$	\$	\$	\$
Level 1	95.06	190.12	71.30	95.06
Level 2	103.90	207.80	77.93	103.90
Level 3 ¹	113.12	226.24	84.84	113.12
Level 4	122.32	244.64	91.74	122.32
Level 5	131.54	263.08	98.66	131.54

9. By deleting the amount “\$70,045” appearing in clause C.1.1 and inserting “\$72,497”.
10. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Director’s allowance:	19.2(b)			
Level 1		11.5	8337.16	per annum
Level 2		14.25	10,330.82	per annum
Level 3		17.3	12,541.98	per annum
Leadership allowance:	19.3(g)(i)			
Level 1A		8.0	5799.76	per annum
Level 1B		7.0	5074.79	per annum
Level 1C		6.3	4567.31	per annum

Allowance	Clause	% of standard rate	\$	Payable
Level 2A		5.5	3987.34	per annum
Level 2B		4.75	3443.61	per annum
Level 2C		4.0	2899.88	per annum
Level 3A		2.75	1993.67	per annum
Level 3B		2.35	1703.68	per annum
Level 3C		1.6	1159.95	per annum
Educational leader allowance	19.4(c)	6.3	4567.31	per annum

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2025.

PRESIDENT