



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## **Annual Wage Review 2024–25** (C2025/1)

### **VICTORIAN LOCAL GOVERNMENT (EARLY CHILDHOOD EDUCATION EMPLOYEES) AWARD 2016** [MA000150]

Children’s 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:

1. By deleting the table appearing in clause 14.1 and inserting the following:

<b>Level</b>	<b>Per year</b>
	<b>\$</b>
<b>Teachers</b>	
1	63,822
2	65,137
3	66,909
4	69,321
5	71,736
6	73,985
7	76,232
8	78,647

<b>Level</b>	<b>Per year</b>
	<b>\$</b>
9	81,063
10	83,477
11	85,894
12	88,305
<b>Preschool field officers</b>	
1	89,629

2. By deleting the table appearing in clause 14.5 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Educator (Unqualified)</b>		
Level 1.1 On commencement	948.00	24.95
Level 2.1 On commencement	977.00	25.71
Level 2.2 After 1 year*	1009.10	26.56
<b>Educator (Qualified)</b>		
Level 3.1 On Commencement	1068.40	28.12
Level 3.2 After 1 year*	1105.30	29.09
Level 3.3 After 2 years*	1140.10	30.00
Level 3.4	1203.10	31.66
<b>Educator (Diploma)</b>		
Level 4.1 On commencement	1258.60	33.12
Level 4.2 After 1 year*	1277.80	33.63
Level 4.3 After 2 years*	1296.90	34.13

- 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