

Educational Services (Teachers) Award

Updated Pay Rates from 1 December 2025 (Including Additional 5%)



WHEN TO USE:

For services employing staff under the Educational Services (Teachers) Award (ESTA) or signed onto the ECEC Long Daycare Multi-Employer Agreement (MEA).

Classification	Current minimum hourly rate 1 July 2025	New minimum hourly rate 1 July - 30 November 2025	Additional minimum amount payable to staff	New minimum rate 1 Dec 2025	additional minimum amount payable to staff 1 December	Minimum casual rate 1 Dec 2025
	\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour
Teachers - Long day care centres						
Level 1	\$38.02	\$41.83	\$3.81	\$43.73	\$1.90	\$54.65
Level 2	\$41.56	\$45.72	\$4.16	\$47.79	\$2.08	\$59.74
Level 3	\$45.24	\$49.77	\$4.53	\$52.03	\$2.27	\$65.03
Level 4	\$48.93	\$53.82	\$4.89	\$56.27	\$2.45	\$70.34
Level 5	\$52.61	\$57.87	\$5.26	\$60.51	\$2.63	\$75.63
Teachers - Preschool and Schools						
Level 1	\$36.56	\$40.22	\$3.66	\$42.05	\$1.83	\$52.56
Level 2	\$39.96	\$43.96	\$4.00	\$45.96	\$2.00	\$57.44
Level 3	\$43.51	\$47.86	\$4.35	\$50.03	\$2.17	\$62.55
Level 4	\$47.05	\$51.75	\$4.70	\$54.10	\$2.35	\$67.63

Classification	Current minimum hourly rate 1 July 2025	New minimum hourly rate 1 July - 30 November 2025	Additional minimum amount payable to staff	New minimum rate 1 Dec 2025	additional minimum amount payable to staff 1 December	Minimum casual rate 1 Dec 2025
	\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour
Level 5	\$50.59	\$55.65	\$5.06	\$58.18	\$2.53	\$72.72

