

Multi-Employer Agreement (MEA) Allowances

Updated from 1 December 2025 (Including Additional 5%)

| Allowance | Clause | % of standard rate | award standard rate 1 Dec | Award amount at 1 Dec 2025 | EWRP Amounts on Award levels after First Increase (pursuant to clause 11) | Payable |
|-----------------------------------------------------------------------------------------|---------|--------------------|---------------------------|----------------------------|---------------------------------------------------------------------------|---------------------|
| Wage related allowances derived from the EST Award (early childhood teachers) | | | | | | |
| Director's allowance: | 42.2 | | | | | |
| Level 1 | | 11.50% | \$72,497.00 | \$8,337.16 | \$9,587.73 | per annum |
| Level 2 | | 14.25% | \$72,497.00 | \$10,330.82 | \$11,880.45 | per annum |
| Level 3 | | 17.30% | \$72,497.00 | \$12,541.98 | \$14,423.28 | per annum |
| Educational leader allowance | 42.3 | 6.30% | \$72,497.00 | \$4,567.31 | \$5,252.41 | per annum |
| Expense related allowances derived from the EST Award (early childhood teachers) | | | | | | |
| Vehicle allowance: use of own vehicle - motor | 42.4(a) | N/A | | \$0.99 | | per km ¹ |
| Vehicle allowance: use of own vehicle - motorcycle | 42.4(a) | N/A | | \$0.33 | | per km ¹ |
| Wage related allowances derived from CS Award | | | | | | |
| Broken shift allowance | 46.2 | 1.91% | \$1,068.40 | \$20.41 | \$23.47 | per day |

| Allowance | Clause | % of standard rate | EWRP | | | |
|----------------------------------------------------------------------------|---------|--------------------|---------------------------|----------------------------|----------------------------------------------------------------------|---------------------|
| | | | award standard rate 1 Dec | Award amount at 1 Dec 2025 | Amounts on Award levels after First Increase (pursuant to clause 11) | Payable |
| First aid – daily | 46.5 | 1.13% | \$1,068.40 | \$12.07 | \$13.88 | Per day |
| First aid – hourly | 46.5 | 0.15% | \$1,068.40 | \$1.60 | \$1.84 | Per hour |
| Director's or Assistant Director's allowance 5% of level 5.4 weekly | 46.7(a) | 5% | 1359.00 | \$67.95 | \$78.14 | Weekly |
| Educational leader allowance | 46.9 | 6.30% | 72497 | \$4,567.31 | \$5,252.41 | per annum |
| Expense related allowances derived from the CS Award | | | | | | |
| Clothing and equipment allowance – weekly | 46.3(b) | N/A | | \$9.49 | | Weekly |
| Clothing and equipment allowance – daily | 46.3(b) | N/A | | \$1.90 | | Daily |
| Clothing and equipment allowance – no ironing – weekly | 46.3(b) | N/A | | \$5.98 | | Weekly |
| Clothing and equipment allowance – no ironing – daily | 46.3(b) | N/A | | \$1.20 | | Daily |
| Excess fares | 46.4 | N/A | | \$16.86 | | Daily |
| Meal allowance | 46.6 | N/A | | \$15.48 | | Daily |
| Vehicle allowance—use of own vehicle—motor car | 46.8(a) | N/A | | \$0.99 | | per km ¹ |
| Vehicle allowance—use of own vehicle—motorcycle | 46.8(a) | N/A | | \$0.33 | | per km ¹ |