

Children's Services Award (CSA)

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



WHEN TO USE:

For services employing staff under the Children's Services Award (CSA) or signed onto the ECEC Long Daycare Multi-Employer Agreement (MEA).

Classification / Level		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
Support Worker							
Level 1.1	On commencement	\$24.95	\$27.45	\$2.50	\$28.69	\$1.25	\$35.87
Level 2.1	On commencement	\$25.71	\$28.28	\$2.57	\$29.57	\$1.29	\$36.96
Level 2.2	After 1 year*	\$26.56	\$29.22	\$2.66	\$30.54	\$1.33	\$38.18
Level 3.1	On commencement	\$28.12	\$30.93	\$2.81	\$32.34	\$1.41	\$40.42
Children's Services Employee							
Level 1.1	On commencement	\$24.95	\$27.45	\$2.50	\$28.69	\$1.25	\$35.87
Level 2.1	On commencement	\$25.71	\$28.28	\$2.57	\$29.57	\$1.29	\$36.96
Level 2.2	After 1 year*	\$26.56	\$29.22	\$2.66	\$30.54	\$1.33	\$38.18

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Level 3A.1**	On commencement	\$27.68	\$30.45	\$2.77	\$31.83	\$1.38	\$39.79
Level 3A.2**	After 1 year	\$28.12	\$30.93	\$2.81	\$32.34	\$1.41	\$40.42
Level 3.1	On commencement	\$28.12	\$30.93	\$2.81	\$32.34	\$1.41	\$40.42
Level 3.2	After 1 year*	\$29.09	\$32.00	\$2.91	\$33.45	\$1.45	\$41.82
Level 3.3	After 2 years*	\$30.00	\$33.00	\$3.00	\$34.50	\$1.50	\$43.13
Level 3.4 (Diploma)		\$31.66	\$34.83	\$3.17	\$36.41	\$1.58	\$45.51
Level 4A.1	On commencement	\$30.00	\$33.00	\$3.00	\$34.50	\$1.50	\$43.13
Level 4A.2	After 1 year*	\$30.42	\$33.46	\$3.04	\$34.98	\$1.52	\$43.73
Level 4A.3	After 2 years*	\$30.83	\$33.91	\$3.08	\$35.45	\$1.54	\$44.32
Level 4A.4	After 3 years*	\$31.27	\$34.40	\$3.13	\$35.96	\$1.56	\$44.95
Level 4A.5	After 4 years*	\$31.68	\$34.85	\$3.17	\$36.43	\$1.58	\$45.54
Level 4.1	On commencement	\$33.12	\$36.43	\$3.31	\$38.09	\$1.66	\$47.61
Level 4.2	After 1 year*	\$33.63	\$36.99	\$3.36	\$38.67	\$1.68	\$48.34
Level 4.3	After 2 years*	\$34.13	\$37.54	\$3.41	\$39.25	\$1.71	\$49.06
Level 5A.1	On commencement	\$34.63	\$38.09	\$3.46	\$39.82	\$1.73	\$49.78

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		\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour
Level 5A.2	After 1 year*	\$35.14	\$38.65	\$3.51	\$40.41	\$1.76	\$50.51
Level 5A.3	After 2 years*	\$35.63	\$39.19	\$3.56	\$40.97	\$1.78	\$51.22
Level 5.1	On commencement	\$34.63	\$38.09	\$3.46	\$39.82	\$1.73	\$49.78
Level 5.2	After 1 year*	\$35.14	\$38.65	\$3.51	\$40.41	\$1.76	\$50.51
Level 5.3	After 2 years*	\$35.63	\$39.19	\$3.56	\$40.97	\$1.78	\$51.22
Level 5.4***		\$35.76	\$39.34	\$3.58	\$41.12	\$1.79	\$51.41
Level 6A.1	On commencement	\$39.94	\$43.93	\$3.99	\$45.93	\$2.00	\$57.41
Level 6A.2	After 1 year*	\$40.44	\$44.48	\$4.04	\$46.51	\$2.02	\$58.13
Level 6A.3	After 2 years*	\$40.93	\$45.02	\$4.09	\$47.07	\$2.05	\$58.84
Children's Services Employee—Director							
Level 6.1	On commencement	\$39.94	\$43.93	\$3.99	\$45.93	\$2.00	\$57.41
Level 6.2	After 1 year*	\$40.44	\$44.48	\$4.04	\$46.51	\$2.02	\$58.13
Level 6.3	After 2 years*	\$40.93	\$45.02	\$4.09	\$47.07	\$2.05	\$58.84
Level 6.4	On commencement	\$42.46	\$46.71	\$4.25	\$48.83	\$2.12	\$61.04
Level 6.5	After 1 year*	\$42.85	\$47.14	\$4.29	\$49.28	\$2.14	\$61.60

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Level 6.6	After 2 years*	\$43.36	\$47.70	\$4.34	\$49.86	\$2.17	\$62.33
Level 6.7	On commencement	\$43.88	\$48.27	\$4.39	\$50.46	\$2.19	\$63.08
Level 6.8	After 1 year *	\$44.38	\$48.82	\$4.44	\$51.04	\$2.22	\$63.80
Level 6.9	After 2 years*	\$44.88	\$49.37	\$4.49	\$51.61	\$2.24	\$64.52

Notes: