

Professional Community Standard (PCS) + Worker Retention Payment (WRP)

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



WHEN TO USE:

For services signed onto the PCS, receiving the Worker Retention Payment (WRP), employing educators and support staff.

Level	Descriptor	Grant Guidelines Translation	Current minimum ordinary hourly rate of pay	Current EWRP Rate Extra Per Hour	EWRP hourly rate 2 December 2024	EWRP grant extra per hour 1 December 2025	EWRP hourly rate 1 December 2025
1.1	1st year	1.1	\$26.22	\$2.41	\$28.63	\$1.25	\$29.88
2.1	2nd year	2.1	\$27.26	\$2.48	\$29.74	\$1.29	\$31.03
2.2	3rd year or cook no trade	2.2	\$28.26	\$2.57	\$30.83	\$1.33	\$32.16
3.1	Certificate III or cook no trade	3.1	\$30.02	\$2.72	\$32.74	\$1.41	\$34.15
3.2	2nd year	3.2	\$31.10	\$2.81	\$33.91	\$1.45	\$35.36
3.3	3rd year	3.3	\$32.12	\$2.90	\$35.02	\$1.50	\$36.52
4.1	Diploma	3.4	\$33.96	\$3.06	\$37.02	\$1.58	\$38.60
4.2 minimum rate (I/C of group)	2nd year or I/C of group minimum	4.1	\$35.61	\$3.20	\$38.81	\$1.66	\$40.47
4.3	3rd year	4.2	\$36.18	\$3.25	\$39.43	\$1.68	\$41.11
4.4	4th year	4.3	\$36.75	\$3.30	\$40.05	\$1.71	\$41.76

Level	Descriptor	Grant Guidelines Translation	Current minimum ordinary hourly rate of pay	Current EWRP Rate Extra Per Hour	EWRP hourly rate 2 December 2024	EWRP grant extra per hour 1 December 2025	EWRP hourly rate 1 December 2025
5.1	5.1 educational leader/ 2IC minimum	5.1	\$37.35	\$3.35	\$40.70	\$1.73	\$42.43
5.2	2nd year	5.2	\$37.92	\$3.40	\$41.32	\$1.76	\$43.08
5.3	3rd year	5.3	\$38.49	\$3.44	\$41.93	\$1.78	\$43.71
5.4 (minimum rate 3 year degree equiv.)	4th year	5.4	\$38.63	\$3.46	\$42.09	\$1.79	\$43.88
5.5 (minimum rate 4 year degree equiv.)	5th year	5.4	\$40.41	\$3.46	\$43.87	\$1.79	\$45.66
plus GCM							
6.1 (Up to 39 places)	1st year	6.1	\$43.40	\$3.86	\$47.26	\$2.00	\$49.26
6.2	2nd year	6.2	\$43.97	\$3.91	\$47.88	\$2.02	\$49.90
6.3	3rd year	6.3	\$44.55	\$3.96	\$48.51	\$2.05	\$50.56
6.4 (40-59 places)	1st year	6.4	\$46.29	\$4.10	\$50.39	\$2.12	\$52.51
6.5	2nd year	6.5	\$46.74	\$4.14	\$50.88	\$2.14	\$53.02
6.6	3rd year	6.6	\$47.32	\$4.19	\$51.51	\$2.17	\$53.68
6.7 (60-79 places)	1st year	6.7	\$47.92	\$4.24	\$52.16	\$2.19	\$54.35
6.8	2nd year	6.8	\$48.48	\$4.29	\$52.77	\$2.22	\$54.99
6.9	3rd year	6.9	\$49.06	\$4.34	\$53.40	\$2.24	\$55.64
6.10 (80-99 places)	1st year	6.9	\$49.80	\$4.34	\$54.14	\$2.24	\$56.38
6.11	2nd year	6.9	\$50.54	\$4.34	\$54.88	\$2.24	\$57.12
6.12	3rd year	6.9	\$51.31	\$4.34	\$55.65	\$2.24	\$57.89
6.13 (100-119 places)	1st year	6.9	\$52.09	\$4.34	\$56.43	\$2.24	\$58.67

Level	Descriptor	Grant Guidelines Translation	Current minimum ordinary hourly rate of pay	Current EWRP Rate Extra Per Hour	EWRP hourly rate 2 December 2024	EWRP grant extra per hour 1 December 2025	EWRP hourly rate 1 December 2025
6.14	2nd year	6.9	\$52.88	\$4.34	\$57.22	\$2.24	\$59.46
6.15	3rd year	6.9	\$53.68	\$4.34	\$58.02	\$2.24	\$60.26
6.16 (120+ places)	1st year	6.9	\$54.49	\$4.34	\$58.83	\$2.24	\$61.07
6.17	2nd year	6.9	\$55.32	\$4.34	\$59.66	\$2.24	\$61.90
6.18	3rd year	6.9	\$56.15	\$4.34	\$60.49	\$2.24	\$62.73
plus GCM							

