

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

Updated Pay Rates from 1 July 2025 & 1 December 2025 (Including Additional 15% WRP)



### WHEN TO USE:

For services signed onto the PCS, receiving the Worker Retention Payment (WRP), employing teachers in Long Daycare, Preschool and Schools.

Classification	Minimum ordinary hourly rate 2 Dec 2024 - 30 June 2025	EWRP total additional minimum amount payable to staff 2 Dec 2024 - 30 June 2025	EWRP total hourly rate 2 Dec 2024 - 30 June 2025	PCS New minimum ordinary hourly rate (from commencement)	EWRP Additional minimum amount payable to staff 1 July - 30 Nov 2025	EWRP total hourly rate 1 July 2025 - 30 Nov 2025	Additional amount payable to staff 1 July 2025	New minimum rate 1 Dec 2025	Additional minimum amount payable to staff 1 Dec 2025	Minimum Casual rate 1 Dec 2025
	\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour	\$ per hour
<b>Teachers - Long day care centres</b>										
<b>Level 1</b>	\$36.74	\$3.67	\$40.41	\$38.74	\$3.67	\$42.41	\$0.00	\$44.31	\$1.90	\$55.39

<b>Level 2</b>	\$40.16	\$4.02	\$44.17	\$42.16	\$4.02	\$46.18	\$0.00	\$48.26	\$2.08	\$60.32
<b>Level 3</b>	\$43.72	\$4.37	\$48.09	\$45.22	\$4.55	\$49.77	\$0.18	\$52.03	\$2.27	\$64.82
<b>Level 4</b>	\$47.28	\$4.73	\$52.00	\$48.78	\$5.04	\$53.82	\$0.31	\$56.27	\$2.45	\$69.95
<b>Level 5</b>	\$50.83	\$5.08	\$55.92	\$52.43	\$5.44	\$57.87	\$0.36	\$60.51	\$2.63	\$75.18
<b>Teachers - Preschool and Schools</b>										
<b>Level 1</b>	\$35.33	\$3.53	\$38.86	\$37.25	\$3.53	\$40.78	\$0.00	\$42.61	\$1.83	\$53.26
<b>Level 2</b>	\$38.61	\$3.86	\$42.47	\$40.54	\$3.86	\$44.40	\$0.00	\$46.40	\$2.00	\$58.00
<b>Level 3</b>	\$42.03	\$4.20	\$46.24	\$43.48	\$4.38	\$47.86	\$0.18	\$50.03	\$2.17	\$62.32
<b>Level 4</b>	\$45.46	\$4.55	\$50.00	\$46.90	\$4.85	\$51.75	\$0.30	\$54.10	\$2.35	\$67.25
<b>Level 5</b>	\$48.88	\$4.89	\$53.77	\$50.41	\$5.24	\$55.65	\$0.35	\$58.18	\$2.53	\$72.29