

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

Updated from 1 December 2025 (Including Additional 5%)

Allowance	Clause	PCS standard rate 1 July 2025	% of standard rate	PCS Allowance rate 1 July	PCS EWRP standard rate 1 July	PCS EWRP Allowance rate 1 July	PCS EWRP standard rate 1 December 2025	PCS EWRP Allowance rate 1 December	Payable
<b>Wage related allowances (early childhood teachers)</b>									
Director's allowance:	59.3								
Level 1		\$76,815.22	11.50%	\$8,833.75	\$84,092.24	\$9,670.61	\$87,859.64	\$10,103.86	per annum
Level 2		\$76,815.22	14.25%	\$10,946.17	\$84,092.24	\$11,983.14	\$87,859.64	\$12,520.00	per annum
Level 3		\$76,815.22	17.30%	\$13,289.03	\$84,092.24	\$14,547.96	\$87,859.64	\$15,199.72	per annum

Allowance	Clause	PCS standard rate 1 July 2025	% of standard rate	PCS Allowance rate 1 July	PCS EWRP standard rate 1 July	PCS EWRP Allowance rate 1 July	PCS EWRP standard rate 1 December 2025	PCS EWRP Allowance rate 1 December	Payable
Educational leader allowance	59.4	\$76,815.22	6.30%	\$4,839.36	\$84,092.24	\$5,297.81	\$87,859.64	\$5,535.16	per annum

Wage related allowances Early childhood educators and support staff									
Director's or Assistant Director's allowance 5% of level 5.4 weekly rate *	51.6.1	\$1,467.94	5%	\$73.40	\$1,599.42	\$79.97	\$1,667.06	\$83.35	Weekly
Educational leader allowance	51.9	\$76,815.22	6.30%	\$4,412.84	\$84,092.24	\$5,297.81	\$87,859.64	\$5,535.16	per annum

Wage related allowances all staff									
Broken shift allowance	51.5	\$1,140.76	1.91%	\$21.79	\$1,244.12	\$23.76	\$1,297.70	\$24.79	Per day

Cost based allowances all staff									
Allowance	Clause	PCS rate 1 July 2024	% increase	PCS rate 1 July 2025	PCS rate 1 July 2026	Payable			
Vehicle allowance—use of own vehicle—motor car	51.2, 59.5	1.16	3.50%	\$1.20	\$1.24	per km <sup>1</sup>			
Vehicle allowance—use of own vehicle—motorcycle	51.2, 59.5	0.53	3.50%	\$0.55	\$0.57	per km <sup>1</sup>			

Allowance	Clause	PCS standard rate 1 July 2025	% of standard rate	PCS Allowance rate 1 July	PCS EWRP standard rate 1 July	PCS EWRP Allowance rate 1 July	PCS EWRP standard rate 1 December 2025	PCS EWRP Allowance rate 1 December	Payable
Excess fares	51.7	18.87	3.50%	\$19.53	\$20.21			Daily	

\* Applies to a Director or Assistant Director who holds a qualification in Childcare Management or equivalent