Stage 3

New minimum pay rates and when they apply

1. Overview – what is changing

New minimum wage rates have been set under the Children's Services Award as part of the Gender Undervaluation Priority Awards Review.

Across the transition period, minimum wage increases range from **9.4% to 27.8%**, measured against relevant previous classification reference points.

These increases:

- reflect **work value adjustments only,** and
- are **exclusive of Annual Wage Review increases**, which will continue to apply during the phasing period.

Who this is for:

Employees of Approved Providers covered by the Children's Services Award

What this fact sheet is for:

To explain the new minimum pay rates, when they apply, and how staged increases operate.

2. Operative date

The Award variations take effect from the **first full pay period on or after 1 March 2026**.

From this date, employees must be paid at least the applicable **new minimum rate**, subject to any retained higher rates under Schedule I.

3. New minimum weekly rates (effective from 1 March 2026

(Rates from Determination PR794818)

New Classification	Title	Previous Classification	New Weekly Rate (from 1 March 2026)	New Weekly Rate (from 30 June 2026)
Level 1	Introductory Educator	Level 1.1 - On commencement	$995.40	$1,045.20
Level 2	Educator	Level 2.1 - On commencement Level 2.2 - After 1 year Level 3A.1 - On commencement (Former Western Australian 'E' worker classification) Level 3A.2 - After 1 year (Former Western Australian 'E' worker classification)	$1,025.90	$1,077.20
Level 3	Qualified Educator	Level 3.1 - On commencement Level 3.2 - After 1 year Level 3.3 (< 4 yrs' exp. at L3) - After 2 years	$1,121.80 (L3.3 < 4 yrs exp: $1,140.10)[1]	$1,177.90
Level 4	Experienced Educator	Level 3.3 (4+ yrs' exp. at L3) - After 2 years	$1,197.10	$1,257.00
Level 5	Advanced Educator	Level 3.4	$1,263.30	$1,326.50
Level 6	Room Leader	Level 4A.1 - On commencement Level 4A.2 - After 1 year	$1,321.50 (L4A: $1,197.10)[2]	$1,387.60 (L4A: $1,257.00)

[1] The minimum rate of pay for CSEs on level 3.3 as at 28 February 2026 will be retained to the extent it is higher than the increased rate.
[2] A separate phasing in arrangement applies to CSEs on level 4A as at 28 February 2026. The reference point for the increases will be level 4A.1 instead of 4.1.

		Level 4A.3 - After 2 years Level 4A.4 - After 3 years Level 4A.5 - After 4 years Level 4.1 - On commencement Level 4.2 - After 1 year Level 4.3 - After 2 years		
Level 7	Assistant Director	Level 5A.1 - On commencement Level 5A.2 - After 1 year Level 5A.3 - After 2 years Level 5.1 - On commencement Level 5.2 - After 1 year Level 5.3 - After 2 years Level 5.4 - An Assistant Director who holds an Advanced Diploma (AQF 6/3 year qualified) must be paid no less than Level 5.4	$1,381.90	$1,451.00
Level 8	Director	Level 6A.1 - On commencement Level 6A.2 - After 1 year Level 6A.3 - After 2 years Level 6.1 - On commencement Level 6.2 - After 1 year Level 6.3 - After 2 years	$1,593.50 (For previous level: 6.4 - $1,613.50; 6.5 - $1,628.30; 6.6 - $1,647.70; 6.7 - $1,667.40; 6.8 - $1,686.40;	$1,673.20 6.8 - $1,686.40 6.9 - $1,705.50

		Level 6.4 - On commencement Level 6.5 - After 1 year Level 6.6 - After 2 years Level 6.7 - On commencement Level 6.8 - After 1 year Level 6.9 - After 2 years	6.9 - $1,705.50)[3]	

Some employees will continue to be paid at higher preserved rates where those rates exceed the new minimum rates, in accordance with Schedule I of the Award.

4. Important clarification – minimum rates set the floor

The Award sets **minimum pay rates**. It does not prescribe automatic pay increases for all employees.

At all times, your pay must be **at or above** the applicable Award minimum rate for your classification.

Employers are only required to increase your pay where the rate currently being paid is **below** the new minimum rate.

Where an employee is already paid at or above the new minimum rate:

- **no adjustment is required at that time.**

This includes employees receiving the **Worker Retention Payment**.

5. Staged increases – timing and phasing

Initial staged increase

A **5% increase** applies from the first full pay period applied using the simplified classification structure on or after **1 March 2026**, calculated on the relevant reference point level and subject to Schedule I.

Second increase is payable on the 30 June 2026 and then the subsequent staged increases.

[3] The minimum rate of pay for CSEs on levels 6.4 to 6.9 as at 28 February 2026 will be retained to the extent it is higher than the increased rate.

Subsequent staged increases

Further staged increases apply **annually on 30 June**, concluding by **2028 or 2029**, depending on classification.

Annual Wage Review increases will apply in addition to the staged increases outlined above.

- **Levels 1 to 3, Level 4A and Level 8:** staged increases through **30 June 2029**
- **Levels 4 to 7:** staged increases through **30 June 2028**

Staged increases apply annually on 30 June from 2026 through to 2029, depending on classification.

This fact sheet summarises classification and Award changes arising from the Fair Work Commission's Gender Undervaluation Decision. It is provided for general information only and does not constitute legal advice. Services and employees should refer to the Children's Services Award and seek independent advice where necessary.

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