

Workplace Relations Circular

For the information of members of Australian Business Industrial

CIRCULAR No.	CASE FILE No.	CIRCULAR DATE	IMPORTANT INFORMATION
2023/014	MA000120	13/06/2023	

CHILDREN'S SERVICES AWARD 2010 PAY SUMMARY 1 JULY 2023

Further to our circular on the Annual Wage Review Decision 2023, an updated Pay and Allowances Summary for the *Children's Services Award 2010* reflecting the **5.75% increase** set by the the Fair Work Commission ([\[2023\] FWCFB 3500](#)) is now available.

An updated National Training Wage Summary containing the new minimum wages applicable to most trainees will be available upon request shortly.

The new pay rates and allowances will apply from the start of the first full pay period on or after **1 July 2023**.

It is recommended that members compare their existing pay rates and allowances with the updated rates to ensure they are meeting minimum requirements from the effective date above.

Please call the TCCI Workplace Advice Line on 1300 765 123 or email advice@mybusiness.com.au if you wish to discuss this circular or require further information

Rates effective from the first full pay period on or after

1 July 2023

Employees

Page

Day Workers

Adults - Full time/Part time	2
Adults - Casual	3
Juniors (Unapprenticed)	4
Apprentices	4

Shiftworkers

Adults - Full time/Part time	5
Adults - Casual	6
Juniors (Unapprenticed)	7
Apprentices	7

Allowances

8

The following information is based upon the Annual Wage Review decision of the Fair Work Commission published on 2 June 2023. The calculations are considered to be consistent with those methods and the relevant legislation. While all due care has been taken in the preparation of this information, it is believed to be accurate but no warranty of accuracy or reliability is given and no liability is accepted for errors or omissions or loss or damage suffered as a result of a person acting in reliance thereon. This information is not legal advice. If a legal opinion is sought please contact your legal advisor.

Day Workers

Adult Minimum Wages

Full time / Part time day workers (Clause 14.1)					
Classification	Ordinary Time			Overtime	
	Weekly Rate	Hourly Rate	Public Holiday (Ordinary)	Time and a Half	Double Time
Support Workers					
Level 1.1	\$ 878.00	\$ 23.11	\$ 57.76	\$ 34.66	\$ 46.21
Level 2.1	\$ 909.90	\$ 23.94	\$ 59.86	\$ 35.92	\$ 47.89
Level 2.2	\$ 939.80	\$ 24.73	\$ 61.83	\$ 37.10	\$ 49.46
Level 3.1	\$ 995.00	\$ 26.18	\$ 65.46	\$ 39.28	\$ 52.37
Children's Services Employees					
Level 1.1	\$ 878.00	\$ 23.11	\$ 57.76	\$ 34.66	\$ 46.21
Level 2.1	\$ 909.90	\$ 23.94	\$ 59.86	\$ 35.92	\$ 47.89
Level 2.2	\$ 939.80	\$ 24.73	\$ 61.83	\$ 37.10	\$ 49.46
Level 3A.1	\$ 979.70	\$ 25.78	\$ 64.45	\$ 38.67	\$ 51.56
Level 3A.2	\$ 995.00	\$ 26.18	\$ 65.46	\$ 39.28	\$ 52.37
Level 3.1	\$ 995.00	\$ 26.18	\$ 65.46	\$ 39.28	\$ 52.37
Level 3.2	\$ 1,029.30	\$ 27.09	\$ 67.72	\$ 40.63	\$ 54.17
Level 3.3	\$ 1,061.70	\$ 27.94	\$ 69.85	\$ 41.91	\$ 55.88
Level 3.4	\$ 1,120.40	\$ 29.48	\$ 73.71	\$ 44.23	\$ 58.97
Level 4A.1	\$ 1,061.70	\$ 27.94	\$ 69.85	\$ 41.91	\$ 55.88
Level 4A.2	\$ 1,076.50	\$ 28.33	\$ 70.82	\$ 42.49	\$ 56.66
Level 4A.3	\$ 1,091.20	\$ 28.72	\$ 71.79	\$ 43.07	\$ 57.43
Level 4A.4	\$ 1,106.50	\$ 29.12	\$ 72.80	\$ 43.68	\$ 58.24
Level 4A.5	\$ 1,121.30	\$ 29.51	\$ 73.77	\$ 44.26	\$ 59.02
Level 4.1	\$ 1,172.00	\$ 30.84	\$ 77.11	\$ 46.26	\$ 61.68
Level 4.2	\$ 1,190.00	\$ 31.32	\$ 78.29	\$ 46.97	\$ 62.63
Level 4.3	\$ 1,207.70	\$ 31.78	\$ 79.45	\$ 47.67	\$ 63.56
Level 5A.1	\$ 1,225.60	\$ 32.25	\$ 80.63	\$ 48.38	\$ 64.51
Level 5A.2	\$ 1,243.40	\$ 32.72	\$ 81.80	\$ 49.08	\$ 65.44
Level 5A.3	\$ 1,261.00	\$ 33.18	\$ 82.96	\$ 49.78	\$ 66.37
Level 5.1	\$ 1,225.60	\$ 32.25	\$ 80.63	\$ 48.38	\$ 64.51
Level 5.2	\$ 1,243.40	\$ 32.72	\$ 81.80	\$ 49.08	\$ 65.44
Level 5.3	\$ 1,261.00	\$ 33.18	\$ 82.96	\$ 49.78	\$ 66.37
Level 5.4	\$ 1,265.50	\$ 33.30	\$ 83.26	\$ 49.95	\$ 66.61
Level 6A.1	\$ 1,413.30	\$ 37.19	\$ 92.98	\$ 55.79	\$ 74.38
Level 6A.2	\$ 1,430.90	\$ 37.66	\$ 94.14	\$ 56.48	\$ 75.31
Level 6A.3	\$ 1,448.50	\$ 38.12	\$ 95.30	\$ 57.18	\$ 76.24
Children's Services Employees - Directors					
Level 6.1	\$ 1,413.30	\$ 37.19	\$ 92.98	\$ 55.79	\$ 74.38
Level 6.2	\$ 1,430.90	\$ 37.66	\$ 94.14	\$ 56.48	\$ 75.31
Level 6.3	\$ 1,448.50	\$ 38.12	\$ 95.30	\$ 57.18	\$ 76.24
Level 6.4	\$ 1,502.60	\$ 39.54	\$ 98.86	\$ 59.31	\$ 79.08
Level 6.5	\$ 1,516.30	\$ 39.90	\$ 99.76	\$ 59.85	\$ 79.81
Level 6.6	\$ 1,534.50	\$ 40.38	\$ 100.95	\$ 60.57	\$ 80.76
Level 6.7	\$ 1,552.80	\$ 40.86	\$ 102.16	\$ 61.29	\$ 81.73
Level 6.8	\$ 1,570.50	\$ 41.33	\$ 103.32	\$ 61.99	\$ 82.66
Level 6.9	\$ 1,588.20	\$ 41.79	\$ 104.49	\$ 62.69	\$ 83.59

Casual day workers, inclusive of 25% casual loading (Clause 14.1)				
Classification	Ordinary Time		Overtime	
	Hourly Rate	Public Holiday (Ordinary)	Time and a Half	Double Time
Support Workers				
Level 1.1	\$ 28.88	\$ 63.54	\$ 40.43	\$ 51.99
Level 2.1	\$ 29.93	\$ 65.85	\$ 41.90	\$ 53.88
Level 2.2	\$ 30.91	\$ 68.01	\$ 43.28	\$ 55.65
Level 3.1	\$ 32.73	\$ 72.01	\$ 45.82	\$ 58.91
Children's Services Employees				
Level 1.1	\$ 28.88	\$ 63.54	\$ 40.43	\$ 51.99
Level 2.1	\$ 29.93	\$ 65.85	\$ 41.90	\$ 53.88
Level 2.2	\$ 30.91	\$ 68.01	\$ 43.28	\$ 55.65
Level 3A.1	\$ 32.23	\$ 70.90	\$ 45.12	\$ 58.01
Level 3A.2	\$ 32.73	\$ 72.01	\$ 45.82	\$ 58.91
Level 3.1	\$ 32.73	\$ 72.01	\$ 45.82	\$ 58.91
Level 3.2	\$ 33.86	\$ 74.49	\$ 47.40	\$ 60.95
Level 3.3	\$ 34.92	\$ 76.83	\$ 48.89	\$ 62.86
Level 3.4	\$ 36.86	\$ 81.08	\$ 51.60	\$ 66.34
Level 4A.1	\$ 34.92	\$ 76.83	\$ 48.89	\$ 62.86
Level 4A.2	\$ 35.41	\$ 77.90	\$ 49.58	\$ 63.74
Level 4A.3	\$ 35.89	\$ 78.97	\$ 50.25	\$ 64.61
Level 4A.4	\$ 36.40	\$ 80.08	\$ 50.96	\$ 65.52
Level 4A.5	\$ 36.88	\$ 81.15	\$ 51.64	\$ 66.39
Level 4.1	\$ 38.55	\$ 84.82	\$ 53.97	\$ 69.39
Level 4.2	\$ 39.14	\$ 86.12	\$ 54.80	\$ 70.46
Level 4.3	\$ 39.73	\$ 87.40	\$ 55.62	\$ 71.51
Level 5A.1	\$ 40.32	\$ 88.69	\$ 56.44	\$ 72.57
Level 5A.2	\$ 40.90	\$ 89.98	\$ 57.26	\$ 73.62
Level 5A.3	\$ 41.48	\$ 91.26	\$ 58.07	\$ 74.66
Level 5.1	\$ 40.32	\$ 88.69	\$ 56.44	\$ 72.57
Level 5.2	\$ 40.90	\$ 89.98	\$ 57.26	\$ 73.62
Level 5.3	\$ 41.48	\$ 91.26	\$ 58.07	\$ 74.66
Level 5.4	\$ 41.63	\$ 91.58	\$ 58.28	\$ 74.93
Level 6A.1	\$ 46.49	\$ 102.28	\$ 65.09	\$ 83.68
Level 6A.2	\$ 47.07	\$ 103.55	\$ 65.90	\$ 84.72
Level 6A.3	\$ 47.65	\$ 104.83	\$ 66.71	\$ 85.77
Children's Services Employees - Directors				
Level 6.1	\$ 46.49	\$ 102.28	\$ 65.09	\$ 83.68
Level 6.2	\$ 47.07	\$ 103.55	\$ 65.90	\$ 84.72
Level 6.3	\$ 47.65	\$ 104.83	\$ 66.71	\$ 85.77
Level 6.4	\$ 49.43	\$ 108.74	\$ 69.20	\$ 88.97
Level 6.5	\$ 49.88	\$ 109.73	\$ 69.83	\$ 89.78
Level 6.6	\$ 50.48	\$ 111.05	\$ 70.67	\$ 90.86
Level 6.7	\$ 51.08	\$ 112.37	\$ 71.51	\$ 91.94
Level 6.8	\$ 51.66	\$ 113.65	\$ 72.33	\$ 92.99
Level 6.9	\$ 52.24	\$ 114.94	\$ 73.14	\$ 94.04

Unapprenticed Junior Wages

Junior day workers, employed as Children's Services Employees Level 1 or 2 (Clause 14.3)						
Age of employee	Years of service in industry	Ordinary Time			Overtime	
		Weekly Rate	Hourly Rate	Public Holiday (Ordinary)	Time and a Half	Double Time
Under 17 years	Less than 1	\$ 636.93	\$ 16.76	\$ 41.90	\$ 25.14	\$ 33.52
	After 1 year	\$ 657.86	\$ 17.31	\$ 43.28	\$ 25.97	\$ 34.62
Under 18 years	Less than 1	\$ 727.92	\$ 19.16	\$ 47.89	\$ 28.73	\$ 38.31
	After 1 year	\$ 751.84	\$ 19.79	\$ 49.46	\$ 29.68	\$ 39.57
Under 19 years	Less than 1	\$ 818.91	\$ 21.55	\$ 53.88	\$ 32.33	\$ 43.10
	After 1 year	\$ 845.82	\$ 22.26	\$ 55.65	\$ 33.39	\$ 44.52

Casual junior day workers, employed as CSE Level 1 or 2, inclusive of 25% casual loading (Clause 14.3)					
Age of employee	Years of service in industry	Ordinary Time		Overtime	
		Hourly Rate	Public Holiday (Ordinary)	Time and a Half	Double Time
Under 17 years	Less than 1	\$ 20.95	\$ 46.09	\$ 29.33	\$ 37.71
	After 1 year	\$ 21.64	\$ 47.61	\$ 30.30	\$ 38.95
Under 18 years	Less than 1	\$ 23.94	\$ 52.68	\$ 33.52	\$ 43.10
	After 1 year	\$ 24.73	\$ 54.41	\$ 34.62	\$ 44.52
Under 19 years	Less than 1	\$ 26.94	\$ 59.26	\$ 37.71	\$ 48.49
	After 1 year	\$ 27.82	\$ 61.21	\$ 38.95	\$ 50.08

Apprentices

Apprenticeships commencing on or after 1 January 2014, day workers (Clause 14.4)						
Highest Year of School Completed	Stage	Ordinary Time			Overtime	
		Weekly Rate	Hourly Rate	Public Holiday (Ordinary)	Time and a Half	Double Time
Less than year 12	Year 1	\$ 454.95	\$ 11.97	\$ 29.93	\$ 17.96	\$ 23.94
	Year 2+	\$ 545.94	\$ 14.37	\$ 35.92	\$ 21.55	\$ 28.73
Year 12	Year 1	\$ 500.45	\$ 13.17	\$ 32.92	\$ 19.75	\$ 26.34
	Year 2+	\$ 591.44	\$ 15.56	\$ 38.91	\$ 23.35	\$ 31.13
Aged 21 at commencement	Year 1	\$ 727.92	\$ 19.16	\$ 47.89	\$ 28.73	\$ 38.31
	Year 2+	\$ 878.00	\$ 23.11	\$ 57.76	\$ 34.66	\$ 46.21

NB: No apprentice is to be paid less than an unapprenticed junior of the same age.

Shiftworkers

Adult Minimum Wages

Full time / Part time shiftworkers (Clause 21.3)									
Classification	Ordinary Time						Overtime		
	Early Morning Shift	Afternoon Shift	Rotating Night Shift	Non Rotating Night Shift	Saturday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	
Support Workers									
Level 1.1	\$ 25.42	\$ 26.57	\$ 27.15	\$ 30.04	\$ 34.66	\$ 57.76	\$ 34.66	\$ 46.21	
Level 2.1	\$ 26.34	\$ 27.54	\$ 28.14	\$ 31.13	\$ 35.92	\$ 59.86	\$ 35.92	\$ 47.89	
Level 2.2	\$ 27.20	\$ 28.44	\$ 29.06	\$ 32.15	\$ 37.10	\$ 61.83	\$ 37.10	\$ 49.46	
Level 3.1	\$ 28.80	\$ 30.11	\$ 30.77	\$ 34.04	\$ 39.28	\$ 65.46	\$ 39.28	\$ 52.37	
Children's Services Employees									
Level 1.1	\$ 25.42	\$ 26.57	\$ 27.15	\$ 30.04	\$ 34.66	\$ 57.76	\$ 34.66	\$ 46.21	
Level 2.1	\$ 26.34	\$ 27.54	\$ 28.14	\$ 31.13	\$ 35.92	\$ 59.86	\$ 35.92	\$ 47.89	
Level 2.2	\$ 27.20	\$ 28.44	\$ 29.06	\$ 32.15	\$ 37.10	\$ 61.83	\$ 37.10	\$ 49.46	
Level 3A.1	\$ 28.36	\$ 29.65	\$ 30.29	\$ 33.52	\$ 38.67	\$ 64.45	\$ 38.67	\$ 51.56	
Level 3A.2	\$ 28.80	\$ 30.11	\$ 30.77	\$ 34.04	\$ 39.28	\$ 65.46	\$ 39.28	\$ 52.37	
Level 3.1	\$ 28.80	\$ 30.11	\$ 30.77	\$ 34.04	\$ 39.28	\$ 65.46	\$ 39.28	\$ 52.37	
Level 3.2	\$ 29.80	\$ 31.15	\$ 31.83	\$ 35.21	\$ 40.63	\$ 67.72	\$ 40.63	\$ 54.17	
Level 3.3	\$ 30.73	\$ 32.13	\$ 32.83	\$ 36.32	\$ 41.91	\$ 69.85	\$ 41.91	\$ 55.88	
Level 3.4	\$ 32.43	\$ 33.91	\$ 34.64	\$ 38.33	\$ 44.23	\$ 73.71	\$ 44.23	\$ 58.97	
Level 4A.1	\$ 30.73	\$ 32.13	\$ 32.83	\$ 36.32	\$ 41.91	\$ 69.85	\$ 41.91	\$ 55.88	
Level 4A.2	\$ 31.16	\$ 32.58	\$ 33.29	\$ 36.83	\$ 42.49	\$ 70.82	\$ 42.49	\$ 56.66	
Level 4A.3	\$ 31.59	\$ 33.02	\$ 33.74	\$ 37.33	\$ 43.07	\$ 71.79	\$ 43.07	\$ 57.43	
Level 4A.4	\$ 32.03	\$ 33.49	\$ 34.21	\$ 37.85	\$ 43.68	\$ 72.80	\$ 43.68	\$ 58.24	
Level 4A.5	\$ 32.46	\$ 33.93	\$ 34.67	\$ 38.36	\$ 44.26	\$ 73.77	\$ 44.26	\$ 59.02	
Level 4.1	\$ 33.93	\$ 35.47	\$ 36.24	\$ 40.09	\$ 46.26	\$ 77.11	\$ 46.26	\$ 61.68	
Level 4.2	\$ 34.45	\$ 36.01	\$ 36.80	\$ 40.71	\$ 46.97	\$ 78.29	\$ 46.97	\$ 62.63	
Level 4.3	\$ 34.96	\$ 36.55	\$ 37.34	\$ 41.32	\$ 47.67	\$ 79.45	\$ 47.67	\$ 63.56	
Level 5A.1	\$ 35.48	\$ 37.09	\$ 37.90	\$ 41.93	\$ 48.38	\$ 80.63	\$ 48.38	\$ 64.51	
Level 5A.2	\$ 35.99	\$ 37.63	\$ 38.45	\$ 42.54	\$ 49.08	\$ 81.80	\$ 49.08	\$ 65.44	
Level 5A.3	\$ 36.50	\$ 38.16	\$ 38.99	\$ 43.14	\$ 49.78	\$ 82.96	\$ 49.78	\$ 66.37	
Level 5.1	\$ 35.48	\$ 37.09	\$ 37.90	\$ 41.93	\$ 48.38	\$ 80.63	\$ 48.38	\$ 64.51	
Level 5.2	\$ 35.99	\$ 37.63	\$ 38.45	\$ 42.54	\$ 49.08	\$ 81.80	\$ 49.08	\$ 65.44	
Level 5.3	\$ 36.50	\$ 38.16	\$ 38.99	\$ 43.14	\$ 49.78	\$ 82.96	\$ 49.78	\$ 66.37	
Level 5.4	\$ 36.63	\$ 38.30	\$ 39.13	\$ 43.29	\$ 49.95	\$ 83.26	\$ 49.95	\$ 66.61	
Level 6A.1	\$ 40.91	\$ 42.77	\$ 43.70	\$ 48.35	\$ 55.79	\$ 92.98	\$ 55.79	\$ 74.38	
Level 6A.2	\$ 41.42	\$ 43.30	\$ 44.24	\$ 48.95	\$ 56.48	\$ 94.14	\$ 56.48	\$ 75.31	
Level 6A.3	\$ 41.93	\$ 43.84	\$ 44.79	\$ 49.55	\$ 57.18	\$ 95.30	\$ 57.18	\$ 76.24	
Children's Services Employees - Directors									
Level 6.1	\$ 40.91	\$ 42.77	\$ 43.70	\$ 48.35	\$ 55.79	\$ 92.98	\$ 55.79	\$ 74.38	
Level 6.2	\$ 41.42	\$ 43.30	\$ 44.24	\$ 48.95	\$ 56.48	\$ 94.14	\$ 56.48	\$ 75.31	
Level 6.3	\$ 41.93	\$ 43.84	\$ 44.79	\$ 49.55	\$ 57.18	\$ 95.30	\$ 57.18	\$ 76.24	
Level 6.4	\$ 43.50	\$ 45.47	\$ 46.46	\$ 51.40	\$ 59.31	\$ 98.86	\$ 59.31	\$ 79.08	
Level 6.5	\$ 43.89	\$ 45.89	\$ 46.89	\$ 51.87	\$ 59.85	\$ 99.76	\$ 59.85	\$ 79.81	
Level 6.6	\$ 44.42	\$ 46.44	\$ 47.45	\$ 52.50	\$ 60.57	\$ 100.95	\$ 60.57	\$ 80.76	
Level 6.7	\$ 44.95	\$ 46.99	\$ 48.01	\$ 53.12	\$ 61.29	\$ 102.16	\$ 61.29	\$ 81.73	
Level 6.8	\$ 45.46	\$ 47.53	\$ 48.56	\$ 53.73	\$ 61.99	\$ 103.32	\$ 61.99	\$ 82.66	
Level 6.9	\$ 45.97	\$ 48.06	\$ 49.11	\$ 54.33	\$ 62.69	\$ 104.49	\$ 62.69	\$ 83.59	

Casual shiftworkers, inclusive of 25% casual loading (Clause 21.3)									
Classification	Ordinary Time						Overtime		
	Early Morning Shift	Afternoon Shift	Rotating Night Shift	Non Rotating Night Shift	Saturday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time	
Support Workers									
Level 1.1	\$ 31.19	\$ 32.35	\$ 32.93	\$ 35.81	\$ 40.43	\$ 63.54	\$ 40.43	\$ 51.99	
Level 2.1	\$ 32.33	\$ 33.52	\$ 34.12	\$ 37.11	\$ 41.90	\$ 65.85	\$ 41.90	\$ 53.88	
Level 2.2	\$ 33.39	\$ 34.62	\$ 35.24	\$ 38.33	\$ 43.28	\$ 68.01	\$ 43.28	\$ 55.65	
Level 3.1	\$ 35.35	\$ 36.66	\$ 37.31	\$ 40.59	\$ 45.82	\$ 72.01	\$ 45.82	\$ 58.91	
Children's Services Employees									
Level 1.1	\$ 31.19	\$ 32.35	\$ 32.93	\$ 35.81	\$ 40.43	\$ 63.54	\$ 40.43	\$ 51.99	
Level 2.1	\$ 32.33	\$ 33.52	\$ 34.12	\$ 37.11	\$ 41.90	\$ 65.85	\$ 41.90	\$ 53.88	
Level 2.2	\$ 33.39	\$ 34.62	\$ 35.24	\$ 38.33	\$ 43.28	\$ 68.01	\$ 43.28	\$ 55.65	
Level 3A.1	\$ 34.81	\$ 36.09	\$ 36.74	\$ 39.96	\$ 45.12	\$ 70.90	\$ 45.12	\$ 58.01	
Level 3A.2	\$ 35.35	\$ 36.66	\$ 37.31	\$ 40.59	\$ 45.82	\$ 72.01	\$ 45.82	\$ 58.91	
Level 3.1	\$ 35.35	\$ 36.66	\$ 37.31	\$ 40.59	\$ 45.82	\$ 72.01	\$ 45.82	\$ 58.91	
Level 3.2	\$ 36.57	\$ 37.92	\$ 38.60	\$ 41.98	\$ 47.40	\$ 74.49	\$ 47.40	\$ 60.95	
Level 3.3	\$ 37.72	\$ 39.12	\$ 39.81	\$ 43.31	\$ 48.89	\$ 76.83	\$ 48.89	\$ 62.86	
Level 3.4	\$ 39.80	\$ 41.28	\$ 42.02	\$ 45.70	\$ 51.60	\$ 81.08	\$ 51.60	\$ 66.34	
Level 4A.1	\$ 37.72	\$ 39.12	\$ 39.81	\$ 43.31	\$ 48.89	\$ 76.83	\$ 48.89	\$ 62.86	
Level 4A.2	\$ 38.24	\$ 39.66	\$ 40.37	\$ 43.91	\$ 49.58	\$ 77.90	\$ 49.58	\$ 63.74	
Level 4A.3	\$ 38.77	\$ 40.20	\$ 40.92	\$ 44.51	\$ 50.25	\$ 78.97	\$ 50.25	\$ 64.61	
Level 4A.4	\$ 39.31	\$ 40.77	\$ 41.49	\$ 45.13	\$ 50.96	\$ 80.08	\$ 50.96	\$ 65.52	
Level 4A.5	\$ 39.84	\$ 41.31	\$ 42.05	\$ 45.74	\$ 51.64	\$ 81.15	\$ 51.64	\$ 66.39	
Level 4.1	\$ 41.64	\$ 43.18	\$ 43.95	\$ 47.81	\$ 53.97	\$ 84.82	\$ 53.97	\$ 69.39	
Level 4.2	\$ 42.28	\$ 43.84	\$ 44.63	\$ 48.54	\$ 54.80	\$ 86.12	\$ 54.80	\$ 70.46	
Level 4.3	\$ 42.91	\$ 44.49	\$ 45.29	\$ 49.26	\$ 55.62	\$ 87.40	\$ 55.62	\$ 71.51	
Level 5A.1	\$ 43.54	\$ 45.15	\$ 45.96	\$ 49.99	\$ 56.44	\$ 88.69	\$ 56.44	\$ 72.57	
Level 5A.2	\$ 44.17	\$ 45.81	\$ 46.63	\$ 50.72	\$ 57.26	\$ 89.98	\$ 57.26	\$ 73.62	
Level 5A.3	\$ 44.80	\$ 46.46	\$ 47.29	\$ 51.44	\$ 58.07	\$ 91.26	\$ 58.07	\$ 74.66	
Level 5.1	\$ 43.54	\$ 45.15	\$ 45.96	\$ 49.99	\$ 56.44	\$ 88.69	\$ 56.44	\$ 72.57	
Level 5.2	\$ 44.17	\$ 45.81	\$ 46.63	\$ 50.72	\$ 57.26	\$ 89.98	\$ 57.26	\$ 73.62	
Level 5.3	\$ 44.80	\$ 46.46	\$ 47.29	\$ 51.44	\$ 58.07	\$ 91.26	\$ 58.07	\$ 74.66	
Level 5.4	\$ 44.96	\$ 46.62	\$ 47.46	\$ 51.62	\$ 58.28	\$ 91.58	\$ 58.28	\$ 74.93	
Level 6A.1	\$ 50.21	\$ 52.07	\$ 53.00	\$ 57.65	\$ 65.09	\$ 102.28	\$ 65.09	\$ 83.68	
Level 6A.2	\$ 50.83	\$ 52.72	\$ 53.66	\$ 58.37	\$ 65.90	\$ 103.55	\$ 65.90	\$ 84.72	
Level 6A.3	\$ 51.46	\$ 53.37	\$ 54.32	\$ 59.08	\$ 66.71	\$ 104.83	\$ 66.71	\$ 85.77	
Children's Services Employees - Directors									
Level 6.1	\$ 50.21	\$ 52.07	\$ 53.00	\$ 57.65	\$ 65.09	\$ 102.28	\$ 65.09	\$ 83.68	
Level 6.2	\$ 50.83	\$ 52.72	\$ 53.66	\$ 58.37	\$ 65.90	\$ 103.55	\$ 65.90	\$ 84.72	
Level 6.3	\$ 51.46	\$ 53.37	\$ 54.32	\$ 59.08	\$ 66.71	\$ 104.83	\$ 66.71	\$ 85.77	
Level 6.4	\$ 53.38	\$ 55.36	\$ 56.35	\$ 61.29	\$ 69.20	\$ 108.74	\$ 69.20	\$ 88.97	
Level 6.5	\$ 53.87	\$ 55.86	\$ 56.86	\$ 61.85	\$ 69.83	\$ 109.73	\$ 69.83	\$ 89.78	
Level 6.6	\$ 54.52	\$ 56.53	\$ 57.54	\$ 62.59	\$ 70.67	\$ 111.05	\$ 70.67	\$ 90.86	
Level 6.7	\$ 55.17	\$ 57.21	\$ 58.23	\$ 63.34	\$ 71.51	\$ 112.37	\$ 71.51	\$ 91.94	
Level 6.8	\$ 55.79	\$ 57.86	\$ 58.89	\$ 64.06	\$ 72.33	\$ 113.65	\$ 72.33	\$ 92.99	
Level 6.9	\$ 56.42	\$ 58.51	\$ 59.56	\$ 64.78	\$ 73.14	\$ 114.94	\$ 73.14	\$ 94.04	

Unapprenticed Junior Wages

Full time/Part time junior shiftworkers, employed as Children's Services Employees Level 1 or 2 (Clause 14.3)									
Age of employee	Years of service in industry	Ordinary Time						Overtime	
		Early Morning Shift	Afternoon Shift	Rotating Night Shift	Non Rotating Night Shift	Saturday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time
Under 17 years	Less than 1	\$ 18.44	\$ 19.28	\$ 19.69	\$ 21.79	\$ 25.14	\$ 41.90	\$ 25.14	\$ 33.52
	After 1 year	\$ 19.04	\$ 19.91	\$ 20.34	\$ 22.51	\$ 25.97	\$ 43.28	\$ 25.97	\$ 34.62
Under 18 years	Less than 1	\$ 21.07	\$ 22.03	\$ 22.51	\$ 24.90	\$ 28.73	\$ 47.89	\$ 28.73	\$ 38.31
	After 1 year	\$ 21.76	\$ 22.75	\$ 23.25	\$ 25.72	\$ 29.68	\$ 49.46	\$ 29.68	\$ 39.57
Under 19 years	Less than 1	\$ 23.71	\$ 24.78	\$ 25.32	\$ 28.02	\$ 32.33	\$ 53.88	\$ 32.33	\$ 43.10
	After 1 year	\$ 24.48	\$ 25.60	\$ 26.15	\$ 28.94	\$ 33.39	\$ 55.65	\$ 33.39	\$ 44.52

Casual junior shiftworkers, employed as Children's Services Employees Level 1 or 2, inclusive of 25% casual loading (Clause 14.3)									
Age of employee	Years of service in industry	Ordinary Time						Overtime	
		Early Morning Shift	Afternoon Shift	Rotating Night Shift	Non Rotating Night Shift	Saturday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time
Under 17 years	Less than 1	\$ 22.63	\$ 23.47	\$ 23.88	\$ 25.98	\$ 29.33	\$ 46.09	\$ 29.33	\$ 37.71
	After 1 year	\$ 23.37	\$ 24.24	\$ 24.67	\$ 26.83	\$ 30.30	\$ 47.61	\$ 30.30	\$ 38.95
Under 18 years	Less than 1	\$ 25.86	\$ 26.82	\$ 27.30	\$ 29.69	\$ 33.52	\$ 52.68	\$ 33.52	\$ 43.10
	After 1 year	\$ 26.71	\$ 27.70	\$ 28.19	\$ 30.67	\$ 34.62	\$ 54.41	\$ 34.62	\$ 44.52
Under 19 years	Less than 1	\$ 29.09	\$ 30.17	\$ 30.71	\$ 33.40	\$ 37.71	\$ 59.26	\$ 37.71	\$ 48.49
	After 1 year	\$ 30.05	\$ 31.16	\$ 31.72	\$ 34.50	\$ 38.95	\$ 61.21	\$ 38.95	\$ 50.08

Apprentices

Apprenticeships commencing on or after 1 January 2014, shiftworkers (Clause 14.4)									
Highest Year of School Completed	Stage	Ordinary Time						Overtime	
		Early Morning Shift	Afternoon Shift	Rotating Night Shift	Non Rotating Night Shift	Saturday (Ordinary)	Public Holiday (Ordinary)	Time and a Half	Double Time
Less than year 12	Year 1	\$ 13.17	\$ 13.77	\$ 14.07	\$ 15.56	\$ 17.96	\$ 29.93	\$ 17.96	\$ 23.94
	Year 2+	\$ 15.80	\$ 16.52	\$ 16.88	\$ 18.68	\$ 21.55	\$ 35.92	\$ 21.55	\$ 28.73
Year 12	Year 1	\$ 14.49	\$ 15.15	\$ 15.47	\$ 17.12	\$ 19.75	\$ 32.92	\$ 19.75	\$ 26.34
	Year 2+	\$ 17.12	\$ 17.90	\$ 18.29	\$ 20.23	\$ 23.35	\$ 38.91	\$ 23.35	\$ 31.13
Aged 21 at commencement	Year 1	\$ 21.07	\$ 22.03	\$ 22.51	\$ 24.90	\$ 28.73	\$ 47.89	\$ 28.73	\$ 38.31
	Year 2+	\$ 25.42	\$ 26.57	\$ 27.15	\$ 30.04	\$ 34.66	\$ 57.76	\$ 34.66	\$ 46.21

NB: No apprentice is to be paid less than an unapprenticed junior of the same age.

Allowances

Allowance	Amount
Broken shift (clause 15.1)	\$ 19.00 per day
Special clothing (clause 15.2)	
Where clothing requires ironing	\$ 9.49 per week
or	\$ 1.90 per day
Where clothing does not requires ironing	\$ 5.98 per week
or	\$ 1.20 per day
Excess fares (clause 15.3)	\$ 16.28 per day
Appointed first aider, classified below Level 3 (clause 15.4)	
In out-of-school hours care	\$ 1.49 per hour
All others	\$ 11.24 per day
Meal (clause 15.5)	\$ 14.16 per meal
Qualifications (clause 15.6)	\$ 1.67 hourly (all purpose)
Use of own vehicle (clause 15.7)	
Car	\$ 0.96 per km
Motorcycle	\$ 0.32 per km
Educational leader (clause 15.8)	\$ 4,253.32 per annum

The award calculates a number of allowances as a percentage of a fixed amount known as the standard rate. The standard rate is the weekly amount payable to a full time, adult Children's Services Employee Level 3.1. The standard rate used to calculate the above allowances is \$995.00.