

Pay Guide - Educational Services (Teachers) Award

[MA000077]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 November 2020.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Queensland employees only: rates for employees in Queensland affected by a Transitional Pay Equity Order are not provided in this pay guide. These rates can be calculated using the [Pay and Conditions Tool](#).

Rates of pay

Teachers - not in a children's or early childhood service that usually operates for at least 8 hours each day for 48 weeks or more per year

Full-time & part-time

Classification	Weekly pay rate	Hourly pay rate
Level 1	\$1,004.60	\$26.44
Level 2	\$1,025.30	\$26.98
Level 3	\$1,053.20	\$27.72
Level 4	\$1,091.18	\$28.72
Level 5	\$1,129.21	\$29.72
Level 6	\$1,164.60	\$30.65
Level 7	\$1,199.98	\$31.58
Level 8	\$1,237.96	\$32.58
Level 9	\$1,276.01	\$33.58
Level 10	\$1,314.01	\$34.58
Level 11	\$1,352.05	\$35.58
Level 12	\$1,390.02	\$36.58

Casual

A casual employee engaged for less than five consecutive days will receive no higher than the salary at Level 8.

Classification	Full day pay rate	Half day pay rate - not working in a children's or early childhood service	Up to 4 hours pay rate - working in a children's or early childhood service	Up to 2 hours pay rate - working in a children's or early childhood service
Level 1	\$251.15	\$125.58	\$132.20	\$66.10
Level 2	\$256.33	\$128.16	\$134.92	\$67.46
Level 3	\$263.30	\$131.65	\$138.56	\$69.28
Level 4	\$272.80	\$136.40	\$143.56	\$71.78
Level 5	\$282.30	\$141.15	\$148.56	\$74.28
Level 6	\$291.15	\$145.58	\$153.24	\$76.62
Level 7	\$300.00	\$150.00	\$157.88	\$78.94
Level 8	\$309.49	\$154.75	\$162.88	\$81.44
Level 9	\$319.00	\$159.50	\$167.88	\$83.94
Level 10	\$328.50	\$164.25	\$172.88	\$86.44
Level 11	\$338.01	\$169.01	\$177.92	\$88.96
Level 12	\$347.51	\$173.75	\$182.92	\$91.46

Teachers - in a children's or early childhood service that usually operates for at least 8 hours each day for 48 weeks or more per year

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Overtime - first 3 hours	Overtime - after 3 hours	Early morning shift
Level 1	\$1,044.78	\$27.49	\$34.36	\$41.24	\$54.98	\$30.24
Level 2	\$1,066.31	\$28.06	\$35.08	\$42.09	\$56.12	\$30.87
Level 3	\$1,095.33	\$28.82	\$36.03	\$43.23	\$57.64	\$31.70
Level 4	\$1,134.83	\$29.86	\$37.33	\$44.79	\$59.72	\$32.85
Level 5	\$1,174.37	\$30.90	\$38.63	\$46.35	\$61.80	\$33.99
Level 6	\$1,211.19	\$31.87	\$39.84	\$47.81	\$63.74	\$35.06
Level 7	\$1,247.98	\$32.84	\$41.05	\$49.26	\$65.68	\$36.12
Level 8	\$1,287.48	\$33.88	\$42.35	\$50.82	\$67.76	\$37.27
Level 9	\$1,327.05	\$34.92	\$43.65	\$52.38	\$69.84	\$38.41
Level 10	\$1,366.57	\$35.96	\$44.95	\$53.94	\$71.92	\$39.56
Level 11	\$1,406.13	\$37.00	\$46.25	\$55.50	\$74.00	\$40.70
Level 12	\$1,445.62	\$38.04	\$47.55	\$57.06	\$76.08	\$41.84

Table 2 of 2

Classification	Afternoon shift	Night shift - rotating	Night shift - non-rotating	Working through a meal break	Less than 10 hour break between shifts
Level 1	\$31.61	\$32.30	\$35.74	\$41.24	\$54.98
Level 2	\$32.27	\$32.97	\$36.48	\$42.09	\$56.12
Level 3	\$33.14	\$33.86	\$37.47	\$43.23	\$57.64
Level 4	\$34.34	\$35.09	\$38.82	\$44.79	\$59.72
Level 5	\$35.54	\$36.31	\$40.17	\$46.35	\$61.80
Level 6	\$36.65	\$37.45	\$41.43	\$47.81	\$63.74
Level 7	\$37.77	\$38.59	\$42.69	\$49.26	\$65.68
Level 8	\$38.96	\$39.81	\$44.04	\$50.82	\$67.76
Level 9	\$40.16	\$41.03	\$45.40	\$52.38	\$69.84
Level 10	\$41.35	\$42.25	\$46.75	\$53.94	\$71.92
Level 11	\$42.55	\$43.48	\$48.10	\$55.50	\$74.00
Level 12	\$43.75	\$44.70	\$49.45	\$57.06	\$76.08

Casual

A casual employee engaged for less than five consecutive days will receive no higher than the salary at Level 8.

Table 1 of 3

Classification	Full day pay rate	Up to 4 hours pay rate	Up to 2 hours pay rate	Saturday - full day	Saturday
Level 1	\$261.20	\$137.48	\$68.74	\$326.50	\$42.96
Level 2	\$266.58	\$140.32	\$70.16	\$333.23	\$43.85
Level 3	\$273.83	\$144.12	\$72.06	\$342.29	\$45.04
Level 4	\$283.71	\$149.32	\$74.66	\$354.64	\$46.66
Level 5	\$293.59	\$154.52	\$77.26	\$366.99	\$48.29
Level 6	\$302.80	\$159.36	\$79.68	\$378.50	\$49.80
Level 7	\$312.00	\$164.20	\$82.10	\$390.00	\$51.31
Level 8	\$321.87	\$169.40	\$84.70	\$402.34	\$52.94
Level 9	\$331.76	\$174.60	\$87.30	\$414.70	\$54.56
Level 10	\$341.64	\$179.80	\$89.90	\$427.05	\$56.19
Level 11	\$351.53	\$185.00	\$92.50	\$439.41	\$57.81
Level 12	\$361.41	\$190.20	\$95.10	\$451.76	\$59.44

Table 2 of 3

Classification	Overtime - first 3 hours	Overtime - after 3 hours	Early morning shift - full day	Early morning shift	Afternoon shift - full day
Level 1	\$51.56	\$68.74	\$287.32	\$37.81	\$300.38
Level 2	\$52.62	\$70.16	\$293.24	\$38.59	\$306.57
Level 3	\$54.05	\$72.06	\$301.21	\$39.63	\$314.90
Level 4	\$56.00	\$74.66	\$312.08	\$41.06	\$326.27
Level 5	\$57.95	\$77.26	\$322.95	\$42.49	\$337.63
Level 6	\$59.76	\$79.68	\$333.08	\$43.82	\$348.22
Level 7	\$61.58	\$82.10	\$343.20	\$45.16	\$358.80
Level 8	\$63.53	\$84.70	\$354.06	\$46.59	\$370.15
Level 9	\$65.48	\$87.30	\$364.94	\$48.02	\$381.52
Level 10	\$67.43	\$89.90	\$375.80	\$49.45	\$392.89
Level 11	\$69.38	\$92.50	\$386.68	\$50.88	\$404.26
Level 12	\$71.33	\$95.10	\$397.55	\$52.31	\$415.62

Table 3 of 3

Classification	Afternoon shift	Night shift - rotating - full day	Night shift - rotating	Night shift - non- rotating - full day	Night shift - non- rotating
Level 1	\$39.53	\$306.91	\$40.38	\$339.56	\$44.68
Level 2	\$40.34	\$313.23	\$41.22	\$346.55	\$45.60
Level 3	\$41.43	\$321.75	\$42.34	\$355.98	\$46.84
Level 4	\$42.93	\$333.36	\$43.86	\$368.82	\$48.53
Level 5	\$44.42	\$344.97	\$45.39	\$381.67	\$50.22
Level 6	\$45.82	\$355.79	\$46.81	\$393.64	\$51.79
Level 7	\$47.21	\$366.60	\$48.23	\$405.60	\$53.37
Level 8	\$48.70	\$378.20	\$49.76	\$418.43	\$55.06
Level 9	\$50.20	\$389.82	\$51.29	\$431.29	\$56.75
Level 10	\$51.69	\$401.43	\$52.82	\$444.13	\$58.44
Level 11	\$53.19	\$413.05	\$54.34	\$456.99	\$60.13
Level 12	\$54.68	\$424.66	\$55.87	\$469.83	\$61.82

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before casual loading, penalties and overtime are calculated.

Allowances	Rate
* Director's allowance - level 1	\$3.04 per hour
* Director's allowance - level 2	\$3.77 per hour
* Director's allowance - level 3	\$4.57 per hour
* Leadership allowance - level 1A	\$2.12 per hour
* Leadership allowance - level 1B	\$1.85 per hour
* Leadership allowance - level 1C	\$1.67 per hour
* Leadership allowance - level 2A	\$1.45 per hour
* Leadership allowance - level 2B	\$1.26 per hour
* Leadership allowance - level 2C	\$1.06 per hour
* Leadership allowance - level 3A	\$0.73 per hour
* Leadership allowance - level 3B	\$0.62 per hour
* Leadership allowance - level 3C	\$0.42 per hour
Vehicle allowance - motor car	\$0.80 per km up to a maximum of 400 kms per week
Vehicle allowance - motorcycle	\$0.27 per km up to a maximum of 400 kms per week

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.