



Fair Work  
OMBUDSMAN

## 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 the first full pay period on or after 01 July 2022.

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 - preschools and schools

#### Full-time & part-time

Classification	Weekly pay rate	Hourly pay rate
Level 1	\$1,223.50	\$32.20
Level 2	\$1,337.30	\$35.19
Level 3	\$1,455.80	\$38.31
Level 4	\$1,574.40	\$41.43
Level 5	\$1,692.90	\$44.55

#### Casual

A casual employee engaged for less than five consecutive days will receive no higher than the salary at Level 3.

Classification	Full day pay rate	Half day pay rate	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	\$305.88	\$152.94	\$161.00	\$80.50
Level 2	\$334.33	\$167.16	\$175.96	\$87.98
Level 3	\$363.95	\$181.98	\$191.56	\$95.78
Level 4	\$393.60	\$196.80	\$207.16	\$103.58
Level 5	\$423.23	\$211.61	\$222.76	\$111.38

## Teachers - long day care centres

### 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	\$1,272.40	\$33.48	\$41.85	\$50.22	\$66.96	\$36.83
Level 2	\$1,390.80	\$36.60	\$45.75	\$54.90	\$73.20	\$40.26
Level 3	\$1,514.10	\$39.84	\$49.80	\$59.76	\$79.68	\$43.82
Level 4	\$1,637.40	\$43.09	\$53.86	\$64.64	\$86.18	\$47.40
Level 5	\$1,760.60	\$46.33	\$57.91	\$69.50	\$92.66	\$50.96

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	\$38.50	\$39.34	\$43.52	\$50.22	\$66.96
Level 2	\$42.09	\$43.01	\$47.58	\$54.90	\$73.20
Level 3	\$45.82	\$46.81	\$51.79	\$59.76	\$79.68
Level 4	\$49.55	\$50.63	\$56.02	\$64.64	\$86.18
Level 5	\$53.28	\$54.44	\$60.23	\$69.50	\$92.66

## Casual

A casual employee engaged for less than five consecutive days will receive no higher than the salary at Level 3.

**Table 1 of 2**

Classification	Full day pay rate	Up to 4 hours pay rate	Up to 2 hours pay rate	Saturday - full day	Saturday	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$318.10	\$167.44	\$83.72	\$397.63	\$52.33	\$62.79	\$83.72
Level 2	\$347.70	\$183.00	\$91.50	\$434.63	\$57.19	\$68.63	\$91.50
Level 3	\$378.53	\$199.24	\$99.62	\$473.16	\$62.26	\$74.72	\$99.62
Level 4	\$409.35	\$215.44	\$107.72	\$511.69	\$67.33	\$80.79	\$107.72
Level 5	\$440.15	\$231.64	\$115.82	\$550.19	\$72.39	\$86.87	\$115.82

**Table 2 of 2**

Classification	Early morning shift - full day	Early morning shift	Afternoon shift - full day	Afternoon shift	Night shift - rotating - full day	Night shift - rotating	Night shift - non-rotating - full day	Night shift - non-rotating
Level 1	\$349.91	\$46.05	\$365.82	\$48.14	\$373.77	\$49.19	\$413.53	\$54.42
Level 2	\$382.47	\$50.33	\$399.86	\$52.61	\$408.55	\$53.76	\$452.01	\$59.48
Level 3	\$416.38	\$54.79	\$435.31	\$57.28	\$444.77	\$58.53	\$492.09	\$64.75
Level 4	\$450.29	\$59.25	\$470.75	\$61.94	\$480.99	\$63.29	\$532.16	\$70.02
Level 5	\$484.17	\$63.70	\$506.17	\$66.60	\$517.18	\$68.04	\$572.20	\$75.28

## 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	\$3.70 per hour
* Director's allowance - level 2	\$4.59 per hour
* Director's allowance - level 3	\$5.57 per hour
* Leadership allowance - level 1A	\$2.58 per hour
* Leadership allowance - level 1B	\$2.25 per hour
* Leadership allowance - level 1C	\$2.03 per hour
* Leadership allowance - level 2A	\$1.77 per hour
* Leadership allowance - level 2B	\$1.53 per hour
* Leadership allowance - level 2C	\$1.29 per hour
* Leadership allowance - level 3A	\$0.89 per hour
* Leadership allowance - level 3B	\$0.76 per hour
* Leadership allowance - level 3C	\$0.52 per hour
Educational leader allowance	\$2.03 per hour
Vehicle allowance - motor car	\$0.92 per km up to a maximum of 400 kms per week
Vehicle allowance - motorcycle	\$0.31 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. You can find out more about accountability and what you can expect from us in our [Customer service charter](#) at [www.fairwork.gov.au/our-commitment-to-you](http://www.fairwork.gov.au/our-commitment-to-you).

We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](#) at [www.fairwork.gov.au/awards](http://www.fairwork.gov.au/awards). If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](#) by visiting [www.fairwork.gov.au/contact-us](http://www.fairwork.gov.au/contact-us) or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

We encourage you to [subscribe to email updates](#) at [www.fairwork.gov.au/emailupdates](http://www.fairwork.gov.au/emailupdates) to receive alerts when pay rates and entitlements change in this pay guide.