

Pay Guide - Children's Services Award 2010

[MA000120]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2018.

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

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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

Adult

Full-time & part-time

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| Classification | Weekly pay rate | Hourly pay rate | Saturday (not shiftworkers) - first 2 hours (full-time employees only) | Saturday (not shiftworkers) - after 2 hours (full-time employees only) | Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only) |
|---|-----------------|-----------------|--|--|---|
| Support worker level 1.1 on commencement | \$735.60 | \$19.36 | \$29.04 | \$38.72 | \$29.04 |
| Support worker level 2.1 on commencement | \$763.70 | \$20.10 | \$30.15 | \$40.20 | \$30.15 |
| Support worker level 2.2 after 1 year | \$790.10 | \$20.79 | \$31.19 | \$41.58 | \$31.19 |
| Support worker level 3.1 on commencement | \$837.40 | \$22.04 | \$33.06 | \$44.08 | \$33.06 |
| Children's services employee level 1.1 on commencement | \$735.60 | \$19.36 | \$29.04 | \$38.72 | \$29.04 |
| Children's services employee level 2.1 on commencement | \$763.70 | \$20.10 | \$30.15 | \$40.20 | \$30.15 |
| Children's services employee level 2.2 after 1 year | \$790.10 | \$20.79 | \$31.19 | \$41.58 | \$31.19 |
| Children's services employee level 3A.1 on commencement | \$824.50 | \$21.70 | \$32.55 | \$43.40 | \$32.55 |
| Children's services employee level 3A.2 after 1 year | \$837.40 | \$22.04 | \$33.06 | \$44.08 | \$33.06 |
| Children's services employee level 3.1 on commencement | \$837.40 | \$22.04 | \$33.06 | \$44.08 | \$33.06 |
| Children's services employee level 3.2 after 1 year | \$866.20 | \$22.79 | \$34.19 | \$45.58 | \$34.19 |
| Children's services employee level 3.3 after 2 years | \$893.50 | \$23.51 | \$35.27 | \$47.02 | \$35.27 |
| Children's services employee level 3.4 (Diploma) | \$942.90 | \$24.81 | \$37.22 | \$49.62 | \$37.22 |
| Children's services employee level 4A.1 on commencement | \$893.50 | \$23.51 | \$35.27 | \$47.02 | \$35.27 |

| Classification | Weekly pay rate | Hourly pay rate | Saturday (not shiftworkers) - first 2 hours (full-time employees only) | Saturday (not shiftworkers) - after 2 hours (full-time employees only) | Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only) |
|---|------------------------|------------------------|---|---|--|
| Children's services employee level 4A.2 after 1 year | \$906.00 | \$23.84 | \$35.76 | \$47.68 | \$35.76 |
| Children's services employee level 4A.3 after 2 years | \$918.30 | \$24.17 | \$36.26 | \$48.34 | \$36.26 |
| Children's services employee level 4A.4 after 3 years | \$931.20 | \$24.51 | \$36.77 | \$49.02 | \$36.77 |
| Children's services employee level 4A.5 after 4 years | \$943.70 | \$24.83 | \$37.25 | \$49.66 | \$37.25 |
| Children's services employee level 4.1 on commencement | \$986.40 | \$25.96 | \$38.94 | \$51.92 | \$38.94 |
| Children's services employee level 4.2 after 1 year | \$1,001.50 | \$26.36 | \$39.54 | \$52.72 | \$39.54 |
| Children's services employee level 4.3 after 2 years | \$1,016.40 | \$26.75 | \$40.13 | \$53.50 | \$40.13 |
| Children's services employee level 5A.1 on commencement | \$1,031.50 | \$27.14 | \$40.71 | \$54.28 | \$40.71 |
| Children's services employee level 5A.2 after 1 year | \$1,046.40 | \$27.54 | \$41.31 | \$55.08 | \$41.31 |
| Children's services employee level 5A.3 after 2 years | \$1,061.30 | \$27.93 | \$41.90 | \$55.86 | \$41.90 |
| Children's services employee level 5.1 on commencement | \$1,031.50 | \$27.14 | \$40.71 | \$54.28 | \$40.71 |
| Children's services employee level 5.2 after 1 year | \$1,046.40 | \$27.54 | \$41.31 | \$55.08 | \$41.31 |
| Children's services employee level 5.3 after 2 years | \$1,061.30 | \$27.93 | \$41.90 | \$55.86 | \$41.90 |
| Children's services employee level 5.4 | \$1,065.00 | \$28.03 | \$42.05 | \$56.06 | \$42.05 |
| Children's services employee level 6A.1 on commencement | \$1,189.40 | \$31.30 | \$46.95 | \$62.60 | \$46.95 |
| Children's services employee level 6A.2 after 1 year | \$1,204.20 | \$31.69 | \$47.54 | \$63.38 | \$47.54 |
| Children's services employee level 6A.3 after 2 years | \$1,219.00 | \$32.08 | \$48.12 | \$64.16 | \$48.12 |

| Classification | Weekly pay rate | Hourly pay rate | Saturday (not shiftworkers) - first 2 hours (full-time employees only) | Saturday (not shiftworkers) - after 2 hours (full-time employees only) | Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only) |
|---|------------------------|------------------------|---|---|--|
| Children's services employee - Director - level 6.1 on commencement | \$1,189.40 | \$31.30 | \$46.95 | \$62.60 | \$46.95 |
| Children's services employee - Director - level 6.2 after 1 year | \$1,204.20 | \$31.69 | \$47.54 | \$63.38 | \$47.54 |
| Children's services employee - Director - level 6.3 after 2 years | \$1,219.00 | \$32.08 | \$48.12 | \$64.16 | \$48.12 |
| Children's services employee - Director - level 6.4 on commencement | \$1,264.60 | \$33.28 | \$49.92 | \$66.56 | \$49.92 |
| Children's services employee - Director - level 6.5 after 1 year | \$1,276.10 | \$33.58 | \$50.37 | \$67.16 | \$50.37 |
| Children's services employee - Director - level 6.6 after 2 years | \$1,291.50 | \$33.99 | \$50.99 | \$67.98 | \$50.99 |
| Children's services employee - Director - level 6.7 on commencement | \$1,306.80 | \$34.39 | \$51.59 | \$68.78 | \$51.59 |
| Children's services employee - Director - level 6.8 after 1 year | \$1,321.70 | \$34.78 | \$52.17 | \$69.56 | \$52.17 |
| Children's services employee - Director - level 6.9 after 2 years | \$1,336.60 | \$35.17 | \$52.76 | \$70.34 | \$52.76 |

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| Classification | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only) | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|--|--|--------------------------------|---------------|-----------------------|----------------------------|------------------------|
| Support worker level 1.1 on commencement | \$38.72 | \$29.04 | \$38.72 | \$48.40 | \$21.30 | \$22.26 |
| Support worker level 2.1 on commencement | \$40.20 | \$30.15 | \$40.20 | \$50.25 | \$22.11 | \$23.12 |
| Support worker level 2.2 after 1 year | \$41.58 | \$31.19 | \$41.58 | \$51.98 | \$22.87 | \$23.91 |
| Support worker level 3.1 on commencement | \$44.08 | \$33.06 | \$44.08 | \$55.10 | \$24.24 | \$25.35 |
| Children's services employee level 1.1 on commencement | \$38.72 | \$29.04 | \$38.72 | \$48.40 | \$21.30 | \$22.26 |

| Classification | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only) | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|---|--|--------------------------------|---------------|-----------------------|----------------------------|------------------------|
| Children's services employee level 2.1 on commencement | \$40.20 | \$30.15 | \$40.20 | \$50.25 | \$22.11 | \$23.12 |
| Children's services employee level 2.2 after 1 year | \$41.58 | \$31.19 | \$41.58 | \$51.98 | \$22.87 | \$23.91 |
| Children's services employee level 3A.1 on commencement | \$43.40 | \$32.55 | \$43.40 | \$54.25 | \$23.87 | \$24.96 |
| Children's services employee level 3A.2 after 1 year | \$44.08 | \$33.06 | \$44.08 | \$55.10 | \$24.24 | \$25.35 |
| Children's services employee level 3.1 on commencement | \$44.08 | \$33.06 | \$44.08 | \$55.10 | \$24.24 | \$25.35 |
| Children's services employee level 3.2 after 1 year | \$45.58 | \$34.19 | \$45.58 | \$56.98 | \$25.07 | \$26.21 |
| Children's services employee level 3.3 after 2 years | \$47.02 | \$35.27 | \$47.02 | \$58.78 | \$25.86 | \$27.04 |
| Children's services employee level 3.4 (Diploma) | \$49.62 | \$37.22 | \$49.62 | \$62.03 | \$27.29 | \$28.53 |
| Children's services employee level 4A.1 on commencement | \$47.02 | \$35.27 | \$47.02 | \$58.78 | \$25.86 | \$27.04 |
| Children's services employee level 4A.2 after 1 year | \$47.68 | \$35.76 | \$47.68 | \$59.60 | \$26.22 | \$27.42 |
| Children's services employee level 4A.3 after 2 years | \$48.34 | \$36.26 | \$48.34 | \$60.43 | \$26.59 | \$27.80 |
| Children's services employee level 4A.4 after 3 years | \$49.02 | \$36.77 | \$49.02 | \$61.28 | \$26.96 | \$28.19 |
| Children's services employee level 4A.5 after 4 years | \$49.66 | \$37.25 | \$49.66 | \$62.08 | \$27.31 | \$28.55 |
| Children's services employee level 4.1 on commencement | \$51.92 | \$38.94 | \$51.92 | \$64.90 | \$28.56 | \$29.85 |
| Children's services employee level 4.2 after 1 year | \$52.72 | \$39.54 | \$52.72 | \$65.90 | \$29.00 | \$30.31 |
| Children's services employee level 4.3 after 2 years | \$53.50 | \$40.13 | \$53.50 | \$66.88 | \$29.43 | \$30.76 |
| Children's services employee level 5A.1 on commencement | \$54.28 | \$40.71 | \$54.28 | \$67.85 | \$29.85 | \$31.21 |

| Classification | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only) | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|---|--|--------------------------------|---------------|-----------------------|----------------------------|------------------------|
| Children's services employee level 5A.2 after 1 year | \$55.08 | \$41.31 | \$55.08 | \$68.85 | \$30.29 | \$31.67 |
| Children's services employee level 5A.3 after 2 years | \$55.86 | \$41.90 | \$55.86 | \$69.83 | \$30.72 | \$32.12 |
| Children's services employee level 5.1 on commencement | \$54.28 | \$40.71 | \$54.28 | \$67.85 | \$29.85 | \$31.21 |
| Children's services employee level 5.2 after 1 year | \$55.08 | \$41.31 | \$55.08 | \$68.85 | \$30.29 | \$31.67 |
| Children's services employee level 5.3 after 2 years | \$55.86 | \$41.90 | \$55.86 | \$69.83 | \$30.72 | \$32.12 |
| Children's services employee level 5.4 | \$56.06 | \$42.05 | \$56.06 | \$70.08 | \$30.83 | \$32.23 |
| Children's services employee level 6A.1 on commencement | \$62.60 | \$46.95 | \$62.60 | \$78.25 | \$34.43 | \$36.00 |
| Children's services employee level 6A.2 after 1 year | \$63.38 | \$47.54 | \$63.38 | \$79.23 | \$34.86 | \$36.44 |
| Children's services employee level 6A.3 after 2 years | \$64.16 | \$48.12 | \$64.16 | \$80.20 | \$35.29 | \$36.89 |
| Children's services employee - Director - level 6.1 on commencement | \$62.60 | \$46.95 | \$62.60 | \$78.25 | \$34.43 | \$36.00 |
| Children's services employee - Director - level 6.2 after 1 year | \$63.38 | \$47.54 | \$63.38 | \$79.23 | \$34.86 | \$36.44 |
| Children's services employee - Director - level 6.3 after 2 years | \$64.16 | \$48.12 | \$64.16 | \$80.20 | \$35.29 | \$36.89 |
| Children's services employee - Director - level 6.4 on commencement | \$66.56 | \$49.92 | \$66.56 | \$83.20 | \$36.61 | \$38.27 |
| Children's services employee - Director - level 6.5 after 1 year | \$67.16 | \$50.37 | \$67.16 | \$83.95 | \$36.94 | \$38.62 |
| Children's services employee - Director - level 6.6 after 2 years | \$67.98 | \$50.99 | \$67.98 | \$84.98 | \$37.39 | \$39.09 |
| Children's services employee - Director - level 6.7 on commencement | \$68.78 | \$51.59 | \$68.78 | \$85.98 | \$37.83 | \$39.55 |
| Children's services employee - Director - level 6.8 after 1 year | \$69.56 | \$52.17 | \$69.56 | \$86.95 | \$38.26 | \$40.00 |

| Classification | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only) | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|---|--|--------------------------------|---------------|-----------------------|----------------------------|------------------------|
| Children's services employee - Director - level 6.9 after 2 years | \$70.34 | \$52.76 | \$70.34 | \$87.93 | \$38.69 | \$40.45 |

Table 3 of 3

| Classification | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|---|-----------------------------|------------------------------|--|--|---|---|
| Support worker level 1.1 on commencement | \$22.75 | \$25.17 | \$29.04 | \$38.72 | \$29.04 | \$38.72 |
| Support worker level 2.1 on commencement | \$23.62 | \$26.13 | \$30.15 | \$40.20 | \$30.15 | \$40.20 |
| Support worker level 2.2 after 1 year | \$24.43 | \$27.03 | \$31.19 | \$41.58 | \$31.19 | \$41.58 |
| Support worker level 3.1 on commencement | \$25.90 | \$28.65 | \$33.06 | \$44.08 | \$33.06 | \$44.08 |
| Children's services employee level 1.1 on commencement | \$22.75 | \$25.17 | \$29.04 | \$38.72 | \$29.04 | \$38.72 |
| Children's services employee level 2.1 on commencement | \$23.62 | \$26.13 | \$30.15 | \$40.20 | \$30.15 | \$40.20 |
| Children's services employee level 2.2 after 1 year | \$24.43 | \$27.03 | \$31.19 | \$41.58 | \$31.19 | \$41.58 |
| Children's services employee level 3A.1 on commencement | \$25.50 | \$28.21 | \$32.55 | \$43.40 | \$32.55 | \$43.40 |
| Children's services employee level 3A.2 after 1 year | \$25.90 | \$28.65 | \$33.06 | \$44.08 | \$33.06 | \$44.08 |
| Children's services employee level 3.1 on commencement | \$25.90 | \$28.65 | \$33.06 | \$44.08 | \$33.06 | \$44.08 |
| Children's services employee level 3.2 after 1 year | \$26.78 | \$29.63 | \$34.19 | \$45.58 | \$34.19 | \$45.58 |
| Children's services employee level 3.3 after 2 years | \$27.62 | \$30.56 | \$35.27 | \$47.02 | \$35.27 | \$47.02 |
| Children's services employee level 3.4 (Diploma) | \$29.15 | \$32.25 | \$37.22 | \$49.62 | \$37.22 | \$49.62 |

| Classification | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|---|-----------------------------|------------------------------|--|--|---|---|
| Children's services employee level 4A.1 on commencement | \$27.62 | \$30.56 | \$35.27 | \$47.02 | \$35.27 | \$47.02 |
| Children's services employee level 4A.2 after 1 year | \$28.01 | \$30.99 | \$35.76 | \$47.68 | \$35.76 | \$47.68 |
| Children's services employee level 4A.3 after 2 years | \$28.40 | \$31.42 | \$36.26 | \$48.34 | \$36.26 | \$48.34 |
| Children's services employee level 4A.4 after 3 years | \$28.80 | \$31.86 | \$36.77 | \$49.02 | \$36.77 | \$49.02 |
| Children's services employee level 4A.5 after 4 years | \$29.18 | \$32.28 | \$37.25 | \$49.66 | \$37.25 | \$49.66 |
| Children's services employee level 4.1 on commencement | \$30.50 | \$33.75 | \$38.94 | \$51.92 | \$38.94 | \$51.92 |
| Children's services employee level 4.2 after 1 year | \$30.97 | \$34.27 | \$39.54 | \$52.72 | \$39.54 | \$52.72 |
| Children's services employee level 4.3 after 2 years | \$31.43 | \$34.78 | \$40.13 | \$53.50 | \$40.13 | \$53.50 |
| Children's services employee level 5A.1 on commencement | \$31.89 | \$35.28 | \$40.71 | \$54.28 | \$40.71 | \$54.28 |
| Children's services employee level 5A.2 after 1 year | \$32.36 | \$35.80 | \$41.31 | \$55.08 | \$41.31 | \$55.08 |
| Children's services employee level 5A.3 after 2 years | \$32.82 | \$36.31 | \$41.90 | \$55.86 | \$41.90 | \$55.86 |
| Children's services employee level 5.1 on commencement | \$31.89 | \$35.28 | \$40.71 | \$54.28 | \$40.71 | \$54.28 |
| Children's services employee level 5.2 after 1 year | \$32.36 | \$35.80 | \$41.31 | \$55.08 | \$41.31 | \$55.08 |
| Children's services employee level 5.3 after 2 years | \$32.82 | \$36.31 | \$41.90 | \$55.86 | \$41.90 | \$55.86 |
| Children's services employee level 5.4 | \$32.94 | \$36.44 | \$42.05 | \$56.06 | \$42.05 | \$56.06 |
| Children's services employee level 6A.1 on commencement | \$36.78 | \$40.69 | \$46.95 | \$62.60 | \$46.95 | \$62.60 |
| Children's services employee level 6A.2 after 1 year | \$37.24 | \$41.20 | \$47.54 | \$63.38 | \$47.54 | \$63.38 |

| Classification | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|---|-----------------------------|------------------------------|--|--|---|---|
| Children's services employee level 6A.3 after 2 years | \$37.69 | \$41.70 | \$48.12 | \$64.16 | \$48.12 | \$64.16 |
| Children's services employee - Director - level 6.1 on commencement | \$36.78 | \$40.69 | \$46.95 | \$62.60 | \$46.95 | \$62.60 |
| Children's services employee - Director - level 6.2 after 1 year | \$37.24 | \$41.20 | \$47.54 | \$63.38 | \$47.54 | \$63.38 |
| Children's services employee - Director - level 6.3 after 2 years | \$37.69 | \$41.70 | \$48.12 | \$64.16 | \$48.12 | \$64.16 |
| Children's services employee - Director - level 6.4 on commencement | \$39.10 | \$43.26 | \$49.92 | \$66.56 | \$49.92 | \$66.56 |
| Children's services employee - Director - level 6.5 after 1 year | \$39.46 | \$43.65 | \$50.37 | \$67.16 | \$50.37 | \$67.16 |
| Children's services employee - Director - level 6.6 after 2 years | \$39.94 | \$44.19 | \$50.99 | \$67.98 | \$50.99 | \$67.98 |
| Children's services employee - Director - level 6.7 on commencement | \$40.41 | \$44.71 | \$51.59 | \$68.78 | \$51.59 | \$68.78 |
| Children's services employee - Director - level 6.8 after 1 year | \$40.87 | \$45.21 | \$52.17 | \$69.56 | \$52.17 | \$69.56 |
| Children's services employee - Director - level 6.9 after 2 years | \$41.32 | \$45.72 | \$52.76 | \$70.34 | \$52.76 | \$70.34 |

Casual

Table 1 of 2

| Classification | Hourly pay rate | Overtime - Saturday (not shiftworkers) - first 2 hours | Overtime - Saturday (not shiftworkers) - after 2 hours | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift |
|---|-----------------|--|--|-------------------------|---------|----------------|---------------------|
| Support worker level 1.1 on commencement | \$24.20 | \$33.88 | \$43.56 | \$33.88 | \$43.56 | \$53.24 | \$26.14 |
| Support worker level 2.1 on commencement | \$25.13 | \$35.18 | \$45.23 | \$35.18 | \$45.23 | \$55.28 | \$27.14 |
| Support worker level 2.2 after 1 year | \$25.99 | \$36.38 | \$46.78 | \$36.38 | \$46.78 | \$57.17 | \$28.07 |
| Support worker level 3.1 on commencement | \$27.55 | \$38.57 | \$49.59 | \$38.57 | \$49.59 | \$60.61 | \$29.75 |
| Children's services employee level 1.1 on commencement | \$24.20 | \$33.88 | \$43.56 | \$33.88 | \$43.56 | \$53.24 | \$26.14 |
| Children's services employee level 2.1 on commencement | \$25.13 | \$35.18 | \$45.23 | \$35.18 | \$45.23 | \$55.28 | \$27.14 |
| Children's services employee level 2.2 after 1 year | \$25.99 | \$36.38 | \$46.78 | \$36.38 | \$46.78 | \$57.17 | \$28.07 |
| Children's services employee level 3A.1 on commencement | \$27.13 | \$37.98 | \$48.83 | \$37.98 | \$48.83 | \$59.68 | \$29.30 |
| Children's services employee level 3A.2 after 1 year | \$27.55 | \$38.57 | \$49.59 | \$38.57 | \$49.59 | \$60.61 | \$29.75 |
| Children's services employee level 3.1 on commencement | \$27.55 | \$38.57 | \$49.59 | \$38.57 | \$49.59 | \$60.61 | \$29.75 |
| Children's services employee level 3.2 after 1 year | \$28.49 | \$39.88 | \$51.28 | \$39.88 | \$51.28 | \$62.67 | \$30.77 |
| Children's services employee level 3.3 after 2 years | \$29.39 | \$41.14 | \$52.90 | \$41.14 | \$52.90 | \$64.65 | \$31.74 |
| Children's services employee level 3.4 (Diploma) | \$31.01 | \$43.42 | \$55.82 | \$43.42 | \$55.82 | \$68.23 | \$33.49 |
| Children's services employee level 4A.1 on commencement | \$29.39 | \$41.14 | \$52.90 | \$41.14 | \$52.90 | \$64.65 | \$31.74 |
| Children's services employee level 4A.2 after 1 year | \$29.80 | \$41.72 | \$53.64 | \$41.72 | \$53.64 | \$65.56 | \$32.18 |
| Children's services employee level 4A.3 after 2 years | \$30.21 | \$42.30 | \$54.38 | \$42.30 | \$54.38 | \$66.47 | \$32.63 |

| Classification | Hourly pay rate | Overtime - Saturday (not shiftworkers) - first 2 hours | Overtime - Saturday (not shiftworkers) - after 2 hours | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift |
|---|------------------------|---|---|--------------------------------|---------------|-----------------------|----------------------------|
| Children's services employee level 4A.4 after 3 years | \$30.64 | \$42.89 | \$55.15 | \$42.89 | \$55.15 | \$67.40 | \$33.09 |
| Children's services employee level 4A.5 after 4 years | \$31.04 | \$43.45 | \$55.87 | \$43.45 | \$55.87 | \$68.28 | \$33.52 |
| Children's services employee level 4.1 on commencement | \$32.45 | \$45.43 | \$58.41 | \$45.43 | \$58.41 | \$71.39 | \$35.05 |
| Children's services employee level 4.2 after 1 year | \$32.95 | \$46.13 | \$59.31 | \$46.13 | \$59.31 | \$72.49 | \$35.59 |
| Children's services employee level 4.3 after 2 years | \$33.44 | \$46.81 | \$60.19 | \$46.81 | \$60.19 | \$73.56 | \$36.11 |
| Children's services employee level 5A.1 on commencement | \$33.93 | \$47.50 | \$61.07 | \$47.50 | \$61.07 | \$74.64 | \$36.64 |
| Children's services employee level 5A.2 after 1 year | \$34.43 | \$48.20 | \$61.97 | \$48.20 | \$61.97 | \$75.74 | \$37.18 |
| Children's services employee level 5A.3 after 2 years | \$34.91 | \$48.88 | \$62.84 | \$48.88 | \$62.84 | \$76.81 | \$37.71 |
| Children's services employee level 5.1 on commencement | \$33.93 | \$47.50 | \$61.07 | \$47.50 | \$61.07 | \$74.64 | \$36.64 |
| Children's services employee level 5.2 after 1 year | \$34.43 | \$48.20 | \$61.97 | \$48.20 | \$61.97 | \$75.74 | \$37.18 |
| Children's services employee level 5.3 after 2 years | \$34.91 | \$48.88 | \$62.84 | \$48.88 | \$62.84 | \$76.81 | \$37.71 |
| Children's services employee level 5.4 | \$35.04 | \$49.05 | \$63.07 | \$49.05 | \$63.07 | \$77.08 | \$37.84 |
| Children's services employee level 6A.1 on commencement | \$39.13 | \$54.78 | \$70.43 | \$54.78 | \$70.43 | \$86.08 | \$42.26 |
| Children's services employee level 6A.2 after 1 year | \$39.61 | \$55.46 | \$71.30 | \$55.46 | \$71.30 | \$87.15 | \$42.78 |
| Children's services employee level 6A.3 after 2 years | \$40.10 | \$56.14 | \$72.18 | \$56.14 | \$72.18 | \$88.22 | \$43.31 |
| Children's services employee - Director - level 6.1 on commencement | \$39.13 | \$54.78 | \$70.43 | \$54.78 | \$70.43 | \$86.08 | \$42.26 |
| Children's services employee - Director - level 6.2 after 1 year | \$39.61 | \$55.46 | \$71.30 | \$55.46 | \$71.30 | \$87.15 | \$42.78 |

| Classification | Hourly pay rate | Overtime - Saturday (not shiftworkers) - first 2 hours | Overtime - Saturday (not shiftworkers) - after 2 hours | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift |
|---|------------------------|---|---|--------------------------------|---------------|-----------------------|----------------------------|
| Children's services employee - Director - level 6.3 after 2 years | \$40.10 | \$56.14 | \$72.18 | \$56.14 | \$72.18 | \$88.22 | \$43.31 |
| Children's services employee - Director - level 6.4 on commencement | \$41.60 | \$58.24 | \$74.88 | \$58.24 | \$74.88 | \$91.52 | \$44.93 |
| Children's services employee - Director - level 6.5 after 1 year | \$41.98 | \$58.77 | \$75.56 | \$58.77 | \$75.56 | \$92.35 | \$45.33 |
| Children's services employee - Director - level 6.6 after 2 years | \$42.49 | \$59.48 | \$76.48 | \$59.48 | \$76.48 | \$93.47 | \$45.89 |
| Children's services employee - Director - level 6.7 on commencement | \$42.99 | \$60.18 | \$77.38 | \$60.18 | \$77.38 | \$94.57 | \$46.43 |
| Children's services employee - Director - level 6.8 after 1 year | \$43.48 | \$60.87 | \$78.26 | \$60.87 | \$78.26 | \$95.65 | \$46.95 |
| Children's services employee - Director - level 6.9 after 2 years | \$43.96 | \$61.55 | \$79.13 | \$61.55 | \$79.13 | \$96.72 | \$47.48 |

Table 2 of 2

| Classification | Afternoon shift | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|--|------------------------|-----------------------------|------------------------------|--|--|---|---|
| Support worker level 1.1 on commencement | \$27.10 | \$27.59 | \$30.01 | \$33.88 | \$43.56 | \$33.88 | \$43.56 |
| Support worker level 2.1 on commencement | \$28.14 | \$28.64 | \$31.16 | \$35.18 | \$45.23 | \$35.18 | \$45.23 |
| Support worker level 2.2 after 1 year | \$29.11 | \$29.63 | \$32.22 | \$36.38 | \$46.78 | \$36.38 | \$46.78 |
| Support worker level 3.1 on commencement | \$30.86 | \$31.41 | \$34.16 | \$38.57 | \$49.59 | \$38.57 | \$49.59 |
| Children's services employee level 1.1 on commencement | \$27.10 | \$27.59 | \$30.01 | \$33.88 | \$43.56 | \$33.88 | \$43.56 |
| Children's services employee level 2.1 on commencement | \$28.14 | \$28.64 | \$31.16 | \$35.18 | \$45.23 | \$35.18 | \$45.23 |
| Children's services employee level 2.2 after 1 year | \$29.11 | \$29.63 | \$32.22 | \$36.38 | \$46.78 | \$36.38 | \$46.78 |

| Classification | Afternoon shift | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|---|------------------------|-----------------------------|------------------------------|--|--|---|---|
| Children's services employee level 3A.1 on commencement | \$30.38 | \$30.92 | \$33.64 | \$37.98 | \$48.83 | \$37.98 | \$48.83 |
| Children's services employee level 3A.2 after 1 year | \$30.86 | \$31.41 | \$34.16 | \$38.57 | \$49.59 | \$38.57 | \$49.59 |
| Children's services employee level 3.1 on commencement | \$30.86 | \$31.41 | \$34.16 | \$38.57 | \$49.59 | \$38.57 | \$49.59 |
| Children's services employee level 3.2 after 1 year | \$31.91 | \$32.48 | \$35.32 | \$39.88 | \$51.28 | \$39.88 | \$51.28 |
| Children's services employee level 3.3 after 2 years | \$32.91 | \$33.50 | \$36.44 | \$41.14 | \$52.90 | \$41.14 | \$52.90 |
| Children's services employee level 3.4 (Diploma) | \$34.73 | \$35.35 | \$38.46 | \$43.42 | \$55.82 | \$43.42 | \$55.82 |
| Children's services employee level 4A.1 on commencement | \$32.91 | \$33.50 | \$36.44 | \$41.14 | \$52.90 | \$41.14 | \$52.90 |
| Children's services employee level 4A.2 after 1 year | \$33.38 | \$33.97 | \$36.95 | \$41.72 | \$53.64 | \$41.72 | \$53.64 |
| Children's services employee level 4A.3 after 2 years | \$33.84 | \$34.44 | \$37.46 | \$42.30 | \$54.38 | \$42.30 | \$54.38 |
| Children's services employee level 4A.4 after 3 years | \$34.31 | \$34.93 | \$37.99 | \$42.89 | \$55.15 | \$42.89 | \$55.15 |
| Children's services employee level 4A.5 after 4 years | \$34.76 | \$35.38 | \$38.49 | \$43.45 | \$55.87 | \$43.45 | \$55.87 |
| Children's services employee level 4.1 on commencement | \$36.34 | \$36.99 | \$40.24 | \$45.43 | \$58.41 | \$45.43 | \$58.41 |
| Children's services employee level 4.2 after 1 year | \$36.90 | \$37.56 | \$40.86 | \$46.13 | \$59.31 | \$46.13 | \$59.31 |
| Children's services employee level 4.3 after 2 years | \$37.45 | \$38.12 | \$41.46 | \$46.81 | \$60.19 | \$46.81 | \$60.19 |
| Children's services employee level 5A.1 on commencement | \$38.00 | \$38.67 | \$42.07 | \$47.50 | \$61.07 | \$47.50 | \$61.07 |
| Children's services employee level 5A.2 after 1 year | \$38.56 | \$39.24 | \$42.69 | \$48.20 | \$61.97 | \$48.20 | \$61.97 |

| Classification | Afternoon shift | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|---|------------------------|-----------------------------|------------------------------|--|--|---|---|
| Children's services employee level 5A.3 after 2 years | \$39.10 | \$39.80 | \$43.29 | \$48.88 | \$62.84 | \$48.88 | \$62.84 |
| Children's services employee level 5.1 on commencement | \$38.00 | \$38.67 | \$42.07 | \$47.50 | \$61.07 | \$47.50 | \$61.07 |
| Children's services employee level 5.2 after 1 year | \$38.56 | \$39.24 | \$42.69 | \$48.20 | \$61.97 | \$48.20 | \$61.97 |
| Children's services employee level 5.3 after 2 years | \$39.10 | \$39.80 | \$43.29 | \$48.88 | \$62.84 | \$48.88 | \$62.84 |
| Children's services employee level 5.4 | \$39.24 | \$39.94 | \$43.45 | \$49.05 | \$63.07 | \$49.05 | \$63.07 |
| Children's services employee level 6A.1 on commencement | \$43.82 | \$44.60 | \$48.52 | \$54.78 | \$70.43 | \$54.78 | \$70.43 |
| Children's services employee level 6A.2 after 1 year | \$44.37 | \$45.16 | \$49.12 | \$55.46 | \$71.30 | \$55.46 | \$71.30 |
| Children's services employee level 6A.3 after 2 years | \$44.91 | \$45.71 | \$49.72 | \$56.14 | \$72.18 | \$56.14 | \$72.18 |
| Children's services employee - Director - level 6.1 on commencement | \$43.82 | \$44.60 | \$48.52 | \$54.78 | \$70.43 | \$54.78 | \$70.43 |
| Children's services employee - Director - level 6.2 after 1 year | \$44.37 | \$45.16 | \$49.12 | \$55.46 | \$71.30 | \$55.46 | \$71.30 |
| Children's services employee - Director - level 6.3 after 2 years | \$44.91 | \$45.71 | \$49.72 | \$56.14 | \$72.18 | \$56.14 | \$72.18 |
| Children's services employee - Director - level 6.4 on commencement | \$46.59 | \$47.42 | \$51.58 | \$58.24 | \$74.88 | \$58.24 | \$74.88 |
| Children's services employee - Director - level 6.5 after 1 year | \$47.01 | \$47.85 | \$52.05 | \$58.77 | \$75.56 | \$58.77 | \$75.56 |
| Children's services employee - Director - level 6.6 after 2 years | \$47.59 | \$48.44 | \$52.68 | \$59.48 | \$76.48 | \$59.48 | \$76.48 |
| Children's services employee - Director - level 6.7 on commencement | \$48.15 | \$49.01 | \$53.30 | \$60.18 | \$77.38 | \$60.18 | \$77.38 |
| Children's services employee - Director - level 6.8 after 1 year | \$48.69 | \$49.56 | \$53.91 | \$60.87 | \$78.26 | \$60.87 | \$78.26 |
| Children's services employee - Director - level 6.9 after 2 years | \$49.24 | \$50.12 | \$54.51 | \$61.55 | \$79.13 | \$61.55 | \$79.13 |

Junior - Full-time & part-time - 16 years and under

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

Table 1 of 3

| Classification | Hourly pay rate | Saturday (not shiftworkers) - first 2 hours (full-time employees only) | Saturday (not shiftworkers) - after 2 hours (full-time employees only) | Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only) | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only) |
|--|-----------------|--|--|---|---|
| Children's services employee level 1.1 on commencement | \$14.07 | \$21.11 | \$28.14 | \$21.11 | \$28.14 |
| Children's services employee level 2.1 on commencement | \$14.07 | \$21.11 | \$28.14 | \$21.11 | \$28.14 |
| Children's services employee level 2.2 after 1 year | \$14.55 | \$21.83 | \$29.10 | \$21.83 | \$29.10 |

Table 2 of 3

| Classification | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|--|-------------------------|---------|----------------|---------------------|-----------------|
| Children's services employee level 1.1 on commencement | \$21.11 | \$28.14 | \$35.18 | \$15.48 | \$16.18 |
| Children's services employee level 2.1 on commencement | \$21.11 | \$28.14 | \$35.18 | \$15.48 | \$16.18 |
| Children's services employee level 2.2 after 1 year | \$21.83 | \$29.10 | \$36.38 | \$16.01 | \$16.73 |

Table 3 of 3

| Classification | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|--|----------------------|-----------------------|---|---|--|--|
| Children's services employee level 1.1 on commencement | \$16.53 | \$18.29 | \$21.11 | \$28.14 | \$21.11 | \$28.14 |
| Children's services employee level 2.1 on commencement | \$16.53 | \$18.29 | \$21.11 | \$28.14 | \$21.11 | \$28.14 |
| Children's services employee level 2.2 after 1 year | \$17.10 | \$18.92 | \$21.83 | \$29.10 | \$21.83 | \$29.10 |

Junior - Full-time & part-time - 17 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

Table 1 of 3

| Classification | Hourly pay rate | Saturday (not shiftworkers) - first 2 hours (full-time employees only) | Saturday (not shiftworkers) - after 2 hours (full-time employees only) | Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only) | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only) |
|--|-----------------|--|--|---|---|
| Children's services employee level 1.1 on commencement | \$16.08 | \$24.12 | \$32.16 | \$24.12 | \$32.16 |
| Children's services employee level 2.1 on commencement | \$16.08 | \$24.12 | \$32.16 | \$24.12 | \$32.16 |
| Children's services employee level 2.2 after 1 year | \$16.63 | \$24.95 | \$33.26 | \$24.95 | \$33.26 |

Table 2 of 3

| Classification | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|--|-------------------------|---------|----------------|---------------------|-----------------|
| Children's services employee level 1.1 on commencement | \$24.12 | \$32.16 | \$40.20 | \$17.69 | \$18.49 |
| Children's services employee level 2.1 on commencement | \$24.12 | \$32.16 | \$40.20 | \$17.69 | \$18.49 |
| Children's services employee level 2.2 after 1 year | \$24.95 | \$33.26 | \$41.58 | \$18.29 | \$19.12 |

Table 3 of 3

| Classification | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|--|----------------------|-----------------------|---|---|--|--|
| Children's services employee level 1.1 on commencement | \$18.89 | \$20.90 | \$24.12 | \$32.16 | \$24.12 | \$32.16 |
| Children's services employee level 2.1 on commencement | \$18.89 | \$20.90 | \$24.12 | \$32.16 | \$24.12 | \$32.16 |
| Children's services employee level 2.2 after 1 year | \$19.54 | \$21.62 | \$24.95 | \$33.26 | \$24.95 | \$33.26 |

Junior - Full-time & part-time - 18 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

Table 1 of 3

| Classification | Hourly pay rate | Saturday (not shiftworkers) - first 2 hours (full-time employees only) | Saturday (not shiftworkers) - after 2 hours (full-time employees only) | Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only) | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees) |
|--|-----------------|--|--|---|--|
| Children's services employee level 1.1 on commencement | \$18.09 | \$27.14 | \$36.18 | \$27.14 | \$36.18 |
| Children's services employee level 2.1 on commencement | \$18.09 | \$27.14 | \$36.18 | \$27.14 | \$36.18 |
| Children's services employee level 2.2 after 1 year | \$18.71 | \$28.07 | \$37.42 | \$28.07 | \$37.42 |

Table 2 of 3

| Classification | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|--|-------------------------|---------|----------------|---------------------|-----------------|
| Children's services employee level 1.1 on commencement | \$27.14 | \$36.18 | \$45.23 | \$19.90 | \$20.80 |
| Children's services employee level 2.1 on commencement | \$27.14 | \$36.18 | \$45.23 | \$19.90 | \$20.80 |
| Children's services employee level 2.2 after 1 year | \$28.07 | \$37.42 | \$46.78 | \$20.58 | \$21.52 |

Table 3 of 3

| Classification | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|--|----------------------|-----------------------|---|---|--|--|
| Children's services employee level 1.1 on commencement | \$21.26 | \$23.52 | \$27.14 | \$36.18 | \$27.14 | \$36.18 |
| Children's services employee level 2.1 on commencement | \$21.26 | \$23.52 | \$27.14 | \$36.18 | \$27.14 | \$36.18 |
| Children's services employee level 2.2 after 1 year | \$21.98 | \$24.32 | \$28.07 | \$37.42 | \$28.07 | \$37.42 |

Junior - Full-time & part-time - 19 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

Table 1 of 3

| Classification | Hourly pay rate | Saturday (not shiftworkers) - first 2 hours (full-time employees only) | Saturday (not shiftworkers) - after 2 hours (full-time employees only) | Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only) | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only) |
|--|-----------------|--|--|---|---|
| Children's services employee level 1.1 on commencement | \$20.10 | \$30.15 | \$40.20 | \$30.15 | \$40.20 |
| Children's services employee level 2.1 on commencement | \$20.10 | \$30.15 | \$40.20 | \$30.15 | \$40.20 |
| Children's services employee level 2.2 after 1 year | \$20.79 | \$31.19 | \$41.58 | \$31.19 | \$41.58 |

Table 2 of 3

| Classification | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|--|-------------------------|---------|----------------|---------------------|-----------------|
| Children's services employee level 1.1 on commencement | \$30.15 | \$40.20 | \$50.25 | \$22.11 | \$23.12 |
| Children's services employee level 2.1 on commencement | \$30.15 | \$40.20 | \$50.25 | \$22.11 | \$23.12 |
| Children's services employee level 2.2 after 1 year | \$31.19 | \$41.58 | \$51.98 | \$22.87 | \$23.91 |

Table 3 of 3

| Classification | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|--|----------------------|-----------------------|---|---|--|--|
| Children's services employee level 1.1 on commencement | \$23.62 | \$26.13 | \$30.15 | \$40.20 | \$30.15 | \$40.20 |
| Children's services employee level 2.1 on commencement | \$23.62 | \$26.13 | \$30.15 | \$40.20 | \$30.15 | \$40.20 |
| Children's services employee level 2.2 after 1 year | \$24.43 | \$27.03 | \$31.19 | \$41.58 | \$31.19 | \$41.58 |

Junior - Casual - 16 years and under

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

Table 1 of 2

| Classification | Hourly pay rate | Overtime - Saturday (not shiftworkers) - first 2 hours | Overtime - Saturday (not shiftworkers) - after 2 hours | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift |
|--|-----------------|--|--|-------------------------|---------|----------------|---------------------|
| Children's services employee level 1.1 on commencement | \$17.59 | \$24.62 | \$31.66 | \$24.62 | \$31.66 | \$38.69 | \$18.99 |
| Children's services employee level 2.1 on commencement | \$17.59 | \$24.62 | \$31.66 | \$24.62 | \$31.66 | \$38.69 | \$18.99 |
| Children's services employee level 2.2 after 1 year | \$18.19 | \$25.46 | \$32.74 | \$25.46 | \$32.74 | \$40.01 | \$19.64 |

Table 2 of 2

| Classification | Afternoon shift | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|--|-----------------|----------------------|-----------------------|---|---|--|--|
| Children's services employee level 1.1 on commencement | \$19.70 | \$20.05 | \$21.81 | \$24.62 | \$31.66 | \$24.62 | \$31.66 |
| Children's services employee level 2.1 on commencement | \$19.70 | \$20.05 | \$21.81 | \$24.62 | \$31.66 | \$24.62 | \$31.66 |
| Children's services employee level 2.2 after 1 year | \$20.37 | \$20.73 | \$22.55 | \$25.46 | \$32.74 | \$25.46 | \$32.74 |

Junior - Casual - 17 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

Table 1 of 2

| Classification | Hourly pay rate | Overtime - Saturday (not shiftworkers) - first 2 hours | Overtime - Saturday (not shiftworkers) - after 2 hours | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift |
|--|-----------------|--|--|-------------------------|---------|----------------|---------------------|
| Children's services employee level 1.1 on commencement | \$20.10 | \$28.14 | \$36.18 | \$28.14 | \$36.18 | \$44.22 | \$21.71 |
| Children's services employee level 2.1 on commencement | \$20.10 | \$28.14 | \$36.18 | \$28.14 | \$36.18 | \$44.22 | \$21.71 |
| Children's services employee level 2.2 after 1 year | \$20.79 | \$29.10 | \$37.42 | \$29.10 | \$37.42 | \$45.73 | \$22.45 |

Table 2 of 2

| Classification | Afternoon shift | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|--|-----------------|----------------------|-----------------------|---|---|--|--|
| Children's services employee level 1.1 on commencement | \$22.51 | \$22.91 | \$24.92 | \$28.14 | \$36.18 | \$28.14 | \$36.18 |
| Children's services employee level 2.1 on commencement | \$22.51 | \$22.91 | \$24.92 | \$28.14 | \$36.18 | \$28.14 | \$36.18 |
| Children's services employee level 2.2 after 1 year | \$23.28 | \$23.70 | \$25.78 | \$29.10 | \$37.42 | \$29.10 | \$37.42 |

Junior - Casual - 18 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

Table 1 of 2

| Classification | Hourly pay rate | Overtime - Saturday (not shiftworkers) - first 2 hours | Overtime - Saturday (not shiftworkers) - after 2 hours | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift |
|--|-----------------|--|--|-------------------------|---------|----------------|---------------------|
| Children's services employee level 1.1 on commencement | \$22.61 | \$31.66 | \$40.70 | \$31.66 | \$40.70 | \$49.75 | \$24.42 |
| Children's services employee level 2.1 on commencement | \$22.61 | \$31.66 | \$40.70 | \$31.66 | \$40.70 | \$49.75 | \$24.42 |
| Children's services employee level 2.2 after 1 year | \$23.39 | \$32.74 | \$42.10 | \$32.74 | \$42.10 | \$51.45 | \$25.26 |

Table 2 of 2

| Classification | Afternoon shift | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|--|-----------------|----------------------|-----------------------|---|---|--|--|
| Children's services employee level 1.1 on commencement | \$25.33 | \$25.78 | \$28.04 | \$31.66 | \$40.70 | \$31.66 | \$40.70 |
| Children's services employee level 2.1 on commencement | \$25.33 | \$25.78 | \$28.04 | \$31.66 | \$40.70 | \$31.66 | \$40.70 |
| Children's services employee level 2.2 after 1 year | \$26.19 | \$26.66 | \$29.00 | \$32.74 | \$42.10 | \$32.74 | \$42.10 |

Junior - Casual - 19 years

Junior employees employed as a Children's services employee level 3, 4 or 5, or as a Support worker at any level must be paid at the appropriate adult rate.

Table 1 of 2

| Classification | Hourly pay rate | Overtime - Saturday (not shiftworkers) - first 2 hours | Overtime - Saturday (not shiftworkers) - after 2 hours | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift |
|--|-----------------|--|--|-------------------------|---------|----------------|---------------------|
| Children's services employee level 1.1 on commencement | \$25.13 | \$35.18 | \$45.23 | \$35.18 | \$45.23 | \$55.28 | \$27.14 |
| Children's services employee level 2.1 on commencement | \$25.13 | \$35.18 | \$45.23 | \$35.18 | \$45.23 | \$55.28 | \$27.14 |
| Children's services employee level 2.2 after 1 year | \$25.99 | \$36.38 | \$46.78 | \$36.38 | \$46.78 | \$57.17 | \$28.07 |

Table 2 of 2

| Classification | Afternoon shift | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|--|-----------------|----------------------|-----------------------|---|---|--|--|
| Children's services employee level 1.1 on commencement | \$28.14 | \$28.64 | \$31.16 | \$35.18 | \$45.23 | \$35.18 | \$45.23 |
| Children's services employee level 2.1 on commencement | \$28.14 | \$28.64 | \$31.16 | \$35.18 | \$45.23 | \$35.18 | \$45.23 |
| Children's services employee level 2.2 after 1 year | \$29.11 | \$29.63 | \$32.22 | \$36.38 | \$46.78 | \$36.38 | \$46.78 |

Apprentice - 16 years and under

Table 1 of 3

| Classification | Hourly pay rate | Saturday (not shiftworkers) - first 2 hours (full-time employees only) | Saturday (not shiftworkers) - after 2 hours (full-time employees only) | Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only) | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only) |
|---|-----------------|--|--|---|---|
| Children's services apprentice - 1st year | \$14.07 | \$21.11 | \$28.14 | \$21.11 | \$28.14 |
| Children's services apprentice - 2nd and subsequent years | \$14.55 | \$21.83 | \$29.10 | \$21.83 | \$29.10 |

Table 2 of 3

| Classification | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|---|-------------------------|---------|----------------|---------------------|-----------------|
| Children's services apprentice - 1st year | \$21.11 | \$28.14 | \$35.18 | \$15.48 | \$16.18 |
| Children's services apprentice - 2nd and subsequent years | \$21.83 | \$29.10 | \$36.38 | \$16.01 | \$16.73 |

Table 3 of 3

| Classification | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|---|----------------------|-----------------------|---|---|--|--|
| Children's services apprentice - 1st year | \$16.53 | \$18.29 | \$21.11 | \$28.14 | \$21.11 | \$28.14 |
| Children's services apprentice - 2nd and subsequent years | \$17.10 | \$18.92 | \$21.83 | \$29.10 | \$21.83 | \$29.10 |

Apprentice - 17 years

Table 1 of 3

| Classification | Hourly pay rate | Saturday (not shiftworkers) - first 2 hours (full-time employees only) | Saturday (not shiftworkers) - after 2 hours (full-time employees only) | Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only) | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only) |
|---|-----------------|--|--|---|---|
| Children's services apprentice - 1st year | \$16.08 | \$24.12 | \$32.16 | \$24.12 | \$32.16 |
| Children's services apprentice - 2nd and subsequent years | \$16.63 | \$24.95 | \$33.26 | \$24.95 | \$33.26 |

Table 2 of 3

| Classification | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|---|-------------------------|---------|----------------|---------------------|-----------------|
| Children's services apprentice - 1st year | \$24.12 | \$32.16 | \$40.20 | \$17.69 | \$18.49 |
| Children's services apprentice - 2nd and subsequent years | \$24.95 | \$33.26 | \$41.58 | \$18.29 | \$19.12 |

Table 3 of 3

| Classification | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|---|----------------------|-----------------------|---|---|--|--|
| Children's services apprentice - 1st year | \$18.89 | \$20.90 | \$24.12 | \$32.16 | \$24.12 | \$32.16 |
| Children's services apprentice - 2nd and subsequent years | \$19.54 | \$21.62 | \$24.95 | \$33.26 | \$24.95 | \$33.26 |

Apprentice - 18 years

Table 1 of 3

| Classification | Hourly pay rate | Saturday (not shiftworkers) - first 2 hours (full-time employees only) | Saturday (not shiftworkers) - after 2 hours (full-time employees only) | Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only) | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only) |
|---|-----------------|--|--|---|---|
| Children's services apprentice - 1st year | \$18.09 | \$27.14 | \$36.18 | \$27.14 | \$36.18 |
| Children's services apprentice - 2nd and subsequent years | \$18.71 | \$28.07 | \$37.42 | \$28.07 | \$37.42 |

Table 2 of 3

| Classification | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|---|-------------------------|---------|----------------|---------------------|-----------------|
| Children's services apprentice - 1st year | \$27.14 | \$36.18 | \$45.23 | \$19.90 | \$20.80 |
| Children's services apprentice - 2nd and subsequent years | \$28.07 | \$37.42 | \$46.78 | \$20.58 | \$21.52 |

Table 3 of 3

| Classification | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|---|----------------------|-----------------------|---|---|--|--|
| Children's services apprentice - 1st year | \$21.26 | \$23.52 | \$27.14 | \$36.18 | \$27.14 | \$36.18 |
| Children's services apprentice - 2nd and subsequent years | \$21.98 | \$24.32 | \$28.07 | \$37.42 | \$28.07 | \$37.42 |

Apprentice - 19 years or older (including adult apprentices)

Table 1 of 3

| Classification | Hourly pay rate | Saturday (not shiftworkers) - first 2 hours (full-time employees only) | Saturday (not shiftworkers) - after 2 hours (full-time employees only) | Overtime - Saturday (not shiftworkers) - first 2 hours (part-time employees only) | Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only) |
|---|-----------------|--|--|---|---|
| Children's services apprentice - 1st year | \$20.10 | \$30.15 | \$40.20 | \$30.15 | \$40.20 |
| Children's services apprentice - 2nd and subsequent years | \$20.79 | \$31.19 | \$41.58 | \$31.19 | \$41.58 |

Table 2 of 3

| Classification | Saturday - shiftworkers | Sunday | Public holiday | Early morning shift | Afternoon shift |
|---|-------------------------|---------|----------------|---------------------|-----------------|
| Children's services apprentice - 1st year | \$30.15 | \$40.20 | \$50.25 | \$22.11 | \$23.12 |
| Children's services apprentice - 2nd and subsequent years | \$31.19 | \$41.58 | \$51.98 | \$22.87 | \$23.91 |

Table 3 of 3

| Classification | Rotating night shift | Permanent night shift | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - shiftworkers - first 2 hours | Overtime - Saturday - shiftworkers - after 2 hours |
|---|----------------------|-----------------------|---|---|--|--|
| Children's services apprentice - 1st year | \$23.62 | \$26.13 | \$30.15 | \$40.20 | \$30.15 | \$40.20 |
| Children's services apprentice - 2nd and subsequent years | \$24.43 | \$27.03 | \$31.19 | \$41.58 | \$31.19 | \$41.58 |

Allowances

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

| Allowances | Rate |
|---|--|
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Broken shift allowance | \$15.99 for each day on which a broken shift is worked |
| Excess fares allowance - working away from usual workplace | \$13.38 per day |
| First aid allowance - Level 1 or Level 2 classification not employed in out-of-school hours care | \$9.46 per day |
| First aid allowance - Level 1 or Level 2 classification employed in out-of-school hours care | \$1.26 per hour |
| Meal allowance | \$12.00 per occasion |
| Laundry allowance & ironing allowance - full-time employees | \$9.49 per week |
| Laundry allowance & ironing allowance - part-time or casual employees | \$1.90 per day up to a maximum of \$9.49 per week |
| Laundry allowance (no ironing) - full-time employees | \$5.98 per week |
| Laundry allowance (no ironing) - part-time or casual employees | \$1.20 per day up to a maximum of \$5.98 per week |
| Protective clothing and equipment reimbursement | reimbursement for the cost of the protective clothing and equipment |
| Special clothing reimbursement | reimbursement for the cost of purchasing the special clothing |
| * Qualifications allowance - Director or Assistant director with Graduate Certificate in Childcare Management or equivalent | \$1.40 per hour |
| Vehicle allowance - motor car | \$0.78 per km |
| Vehicle allowance - motorcycle | \$0.26 per km |

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.