

Pay Guide - Children's Services Award

[MA000120]

Published 01 April 2021

Pay rates change from 1 July each year, the rates in this guide apply from 19 March 2021.

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

Adult

Full-time & part-time

Table 1 of 3

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)	Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)
Support worker level 1.1 on commencement	\$771.00	\$20.29	\$30.44	\$40.58	\$30.44	\$40.58
Support worker level 2.1 on commencement	\$800.40	\$21.06	\$31.59	\$42.12	\$31.59	\$42.12
Support worker level 2.2 after 1 year	\$828.00	\$21.79	\$32.69	\$43.58	\$32.69	\$43.58
Support worker level 3.1 on commencement	\$877.60	\$23.09	\$34.64	\$46.18	\$34.64	\$46.18
Children's services employee level 1.1 on commencement	\$771.00	\$20.29	\$30.44	\$40.58	\$30.44	\$40.58
Children's services employee level 2.1 on commencement	\$800.40	\$21.06	\$31.59	\$42.12	\$31.59	\$42.12
Children's services employee level 2.2 after 1 year	\$828.00	\$21.79	\$32.69	\$43.58	\$32.69	\$43.58
Children's services employee level 3A.1 on commencement	\$864.10	\$22.74	\$34.11	\$45.48	\$34.11	\$45.48
Children's services employee level 3A.2 after 1 year	\$877.60	\$23.09	\$34.64	\$46.18	\$34.64	\$46.18
Children's services employee level 3.1 on commencement	\$877.60	\$23.09	\$34.64	\$46.18	\$34.64	\$46.18
Children's services employee level 3.2 after 1 year	\$907.80	\$23.89	\$35.84	\$47.78	\$35.84	\$47.78
Children's services employee level 3.3 after 2 years	\$936.40	\$24.64	\$36.96	\$49.28	\$36.96	\$49.28
Children's services employee level 3.4 (Diploma)	\$988.20	\$26.01	\$39.02	\$52.02	\$39.02	\$52.02
Children's services employee level 4A.1 on commencement	\$936.40	\$24.64	\$36.96	\$49.28	\$36.96	\$49.28
Children's services employee level 4A.2 after 1 year	\$949.50	\$24.99	\$37.49	\$49.98	\$37.49	\$49.98
Children's services employee level 4A.3 after 2 years	\$962.40	\$25.33	\$38.00	\$50.66	\$38.00	\$50.66

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)	Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)
Children's services employee level 4A.4 after 3 years	\$975.90	\$25.68	\$38.52	\$51.36	\$38.52	\$51.36
Children's services employee level 4A.5 after 4 years	\$989.00	\$26.03	\$39.05	\$52.06	\$39.05	\$52.06
Children's services employee level 4.1 on commencement	\$1,033.80	\$27.21	\$40.82	\$54.42	\$40.82	\$54.42
Children's services employee level 4.2 after 1 year	\$1,049.60	\$27.62	\$41.43	\$55.24	\$41.43	\$55.24
Children's services employee level 4.3 after 2 years	\$1,065.20	\$28.03	\$42.05	\$56.06	\$42.05	\$56.06
Children's services employee level 5A.1 on commencement	\$1,081.00	\$28.45	\$42.68	\$56.90	\$42.68	\$56.90
Children's services employee level 5A.2 after 1 year	\$1,096.70	\$28.86	\$43.29	\$57.72	\$43.29	\$57.72
Children's services employee level 5A.3 after 2 years	\$1,112.20	\$29.27	\$43.91	\$58.54	\$43.91	\$58.54
Children's services employee level 5.1 on commencement	\$1,081.00	\$28.45	\$42.68	\$56.90	\$42.68	\$56.90
Children's services employee level 5.2 after 1 year	\$1,096.70	\$28.86	\$43.29	\$57.72	\$43.29	\$57.72
Children's services employee level 5.3 after 2 years	\$1,112.20	\$29.27	\$43.91	\$58.54	\$43.91	\$58.54
Children's services employee level 5.4	\$1,116.20	\$29.37	\$44.06	\$58.74	\$44.06	\$58.74
Children's services employee level 6A.1 on commencement	\$1,246.50	\$32.80	\$49.20	\$65.60	\$49.20	\$65.60
Children's services employee level 6A.2 after 1 year	\$1,262.00	\$33.21	\$49.82	\$66.42	\$49.82	\$66.42
Children's services employee level 6A.3 after 2 years	\$1,277.60	\$33.62	\$50.43	\$67.24	\$50.43	\$67.24
Children's services employee - Director - level 6.1 on commencement	\$1,246.50	\$32.80	\$49.20	\$65.60	\$49.20	\$65.60
Children's services employee - Director - level 6.2 after 1 year	\$1,262.00	\$33.21	\$49.82	\$66.42	\$49.82	\$66.42
Children's services employee - Director - level 6.3 after 2 years	\$1,277.60	\$33.62	\$50.43	\$67.24	\$50.43	\$67.24
Children's services employee - Director - level 6.4 on commencement	\$1,325.30	\$34.88	\$52.32	\$69.76	\$52.32	\$69.76
Children's services employee - Director - level 6.5 after 1 year	\$1,337.40	\$35.19	\$52.79	\$70.38	\$52.79	\$70.38

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)	Overtime - Saturday (not shiftworkers) - after 2 hours (part-time employees only)
Children's services employee - Director - level 6.6 after 2 years	\$1,353.50	\$35.62	\$53.43	\$71.24	\$53.43	\$71.24
Children's services employee - Director - level 6.7 on commencement	\$1,369.60	\$36.04	\$54.06	\$72.08	\$54.06	\$72.08
Children's services employee - Director - level 6.8 after 1 year	\$1,385.20	\$36.45	\$54.68	\$72.90	\$54.68	\$72.90
Children's services employee - Director - level 6.9 after 2 years	\$1,400.80	\$36.86	\$55.29	\$73.72	\$55.29	\$73.72

Table 2 of 3

Classification	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift	Afternoon shift	Rotating night shift
Support worker level 1.1 on commencement	\$30.44	\$40.58	\$50.73	\$22.32	\$23.33	\$23.84
Support worker level 2.1 on commencement	\$31.59	\$42.12	\$52.65	\$23.17	\$24.22	\$24.75
Support worker level 2.2 after 1 year	\$32.69	\$43.58	\$54.48	\$23.97	\$25.06	\$25.60
Support worker level 3.1 on commencement	\$34.64	\$46.18	\$57.73	\$25.40	\$26.55	\$27.13
Children's services employee level 1.1 on commencement	\$30.44	\$40.58	\$50.73	\$22.32	\$23.33	\$23.84
Children's services employee level 2.1 on commencement	\$31.59	\$42.12	\$52.65	\$23.17	\$24.22	\$24.75
Children's services employee level 2.2 after 1 year	\$32.69	\$43.58	\$54.48	\$23.97	\$25.06	\$25.60
Children's services employee level 3A.1 on commencement	\$34.11	\$45.48	\$56.85	\$25.01	\$26.15	\$26.72
Children's services employee level 3A.2 after 1 year	\$34.64	\$46.18	\$57.73	\$25.40	\$26.55	\$27.13
Children's services employee level 3.1 on commencement	\$34.64	\$46.18	\$57.73	\$25.40	\$26.55	\$27.13
Children's services employee level 3.2 after 1 year	\$35.84	\$47.78	\$59.73	\$26.28	\$27.47	\$28.07
Children's services employee level 3.3 after 2 years	\$36.96	\$49.28	\$61.60	\$27.10	\$28.34	\$28.95
Children's services employee level 3.4 (Diploma)	\$39.02	\$52.02	\$65.03	\$28.61	\$29.91	\$30.56

Classification	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift	Afternoon shift	Rotating night shift
Children's services employee level 4A.1 on commencement	\$36.96	\$49.28	\$61.60	\$27.10	\$28.34	\$28.95
Children's services employee level 4A.2 after 1 year	\$37.49	\$49.98	\$62.48	\$27.49	\$28.74	\$29.36
Children's services employee level 4A.3 after 2 years	\$38.00	\$50.66	\$63.33	\$27.86	\$29.13	\$29.76
Children's services employee level 4A.4 after 3 years	\$38.52	\$51.36	\$64.20	\$28.25	\$29.53	\$30.17
Children's services employee level 4A.5 after 4 years	\$39.05	\$52.06	\$65.08	\$28.63	\$29.93	\$30.59
Children's services employee level 4.1 on commencement	\$40.82	\$54.42	\$68.03	\$29.93	\$31.29	\$31.97
Children's services employee level 4.2 after 1 year	\$41.43	\$55.24	\$69.05	\$30.38	\$31.76	\$32.45
Children's services employee level 4.3 after 2 years	\$42.05	\$56.06	\$70.08	\$30.83	\$32.23	\$32.94
Children's services employee level 5A.1 on commencement	\$42.68	\$56.90	\$71.13	\$31.30	\$32.72	\$33.43
Children's services employee level 5A.2 after 1 year	\$43.29	\$57.72	\$72.15	\$31.75	\$33.19	\$33.91
Children's services employee level 5A.3 after 2 years	\$43.91	\$58.54	\$73.18	\$32.20	\$33.66	\$34.39
Children's services employee level 5.1 on commencement	\$42.68	\$56.90	\$71.13	\$31.30	\$32.72	\$33.43
Children's services employee level 5.2 after 1 year	\$43.29	\$57.72	\$72.15	\$31.75	\$33.19	\$33.91
Children's services employee level 5.3 after 2 years	\$43.91	\$58.54	\$73.18	\$32.20	\$33.66	\$34.39
Children's services employee level 5.4	\$44.06	\$58.74	\$73.43	\$32.31	\$33.78	\$34.51
Children's services employee level 6A.1 on commencement	\$49.20	\$65.60	\$82.00	\$36.08	\$37.72	\$38.54
Children's services employee level 6A.2 after 1 year	\$49.82	\$66.42	\$83.03	\$36.53	\$38.19	\$39.02
Children's services employee level 6A.3 after 2 years	\$50.43	\$67.24	\$84.05	\$36.98	\$38.66	\$39.50
Children's services employee - Director - level 6.1 on commencement	\$49.20	\$65.60	\$82.00	\$36.08	\$37.72	\$38.54
Children's services employee - Director - level 6.2 after 1 year	\$49.82	\$66.42	\$83.03	\$36.53	\$38.19	\$39.02
Children's services employee - Director - level 6.3 after 2 years	\$50.43	\$67.24	\$84.05	\$36.98	\$38.66	\$39.50
Children's services employee - Director - level 6.4 on commencement	\$52.32	\$69.76	\$87.20	\$38.37	\$40.11	\$40.98
Children's services employee - Director - level 6.5 after 1 year	\$52.79	\$70.38	\$87.98	\$38.71	\$40.47	\$41.35

Classification	Saturday - shiftworkers	Sunday	Public holiday	Early morning shift	Afternoon shift	Rotating night shift
Children's services employee - Director - level 6.6 after 2 years	\$53.43	\$71.24	\$89.05	\$39.18	\$40.96	\$41.85
Children's services employee - Director - level 6.7 on commencement	\$54.06	\$72.08	\$90.10	\$39.64	\$41.45	\$42.35
Children's services employee - Director - level 6.8 after 1 year	\$54.68	\$72.90	\$91.13	\$40.10	\$41.92	\$42.83
Children's services employee - Director - level 6.9 after 2 years	\$55.29	\$73.72	\$92.15	\$40.55	\$42.39	\$43.31

Table 3 of 3

Classification	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	\$26.38	\$30.44	\$40.58	\$30.44	\$40.58
Support worker level 2.1 on commencement	\$27.38	\$31.59	\$42.12	\$31.59	\$42.12
Support worker level 2.2 after 1 year	\$28.33	\$32.69	\$43.58	\$32.69	\$43.58
Support worker level 3.1 on commencement	\$30.02	\$34.64	\$46.18	\$34.64	\$46.18
Children's services employee level 1.1 on commencement	\$26.38	\$30.44	\$40.58	\$30.44	\$40.58
Children's services employee level 2.1 on commencement	\$27.38	\$31.59	\$42.12	\$31.59	\$42.12
Children's services employee level 2.2 after 1 year	\$28.33	\$32.69	\$43.58	\$32.69	\$43.58
Children's services employee level 3A.1 on commencement	\$29.56	\$34.11	\$45.48	\$34.11	\$45.48
Children's services employee level 3A.2 after 1 year	\$30.02	\$34.64	\$46.18	\$34.64	\$46.18
Children's services employee level 3.1 on commencement	\$30.02	\$34.64	\$46.18	\$34.64	\$46.18
Children's services employee level 3.2 after 1 year	\$31.06	\$35.84	\$47.78	\$35.84	\$47.78
Children's services employee level 3.3 after 2 years	\$32.03	\$36.96	\$49.28	\$36.96	\$49.28
Children's services employee level 3.4 (Diploma)	\$33.81	\$39.02	\$52.02	\$39.02	\$52.02
Children's services employee level 4A.1 on commencement	\$32.03	\$36.96	\$49.28	\$36.96	\$49.28
Children's services employee level 4A.2 after 1 year	\$32.49	\$37.49	\$49.98	\$37.49	\$49.98

Classification	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.3 after 2 years	\$32.93	\$38.00	\$50.66	\$38.00	\$50.66
Children's services employee level 4A.4 after 3 years	\$33.38	\$38.52	\$51.36	\$38.52	\$51.36
Children's services employee level 4A.5 after 4 years	\$33.84	\$39.05	\$52.06	\$39.05	\$52.06
Children's services employee level 4.1 on commencement	\$35.37	\$40.82	\$54.42	\$40.82	\$54.42
Children's services employee level 4.2 after 1 year	\$35.91	\$41.43	\$55.24	\$41.43	\$55.24
Children's services employee level 4.3 after 2 years	\$36.44	\$42.05	\$56.06	\$42.05	\$56.06
Children's services employee level 5A.1 on commencement	\$36.99	\$42.68	\$56.90	\$42.68	\$56.90
Children's services employee level 5A.2 after 1 year	\$37.52	\$43.29	\$57.72	\$43.29	\$57.72
Children's services employee level 5A.3 after 2 years	\$38.05	\$43.91	\$58.54	\$43.91	\$58.54
Children's services employee level 5.1 on commencement	\$36.99	\$42.68	\$56.90	\$42.68	\$56.90
Children's services employee level 5.2 after 1 year	\$37.52	\$43.29	\$57.72	\$43.29	\$57.72
Children's services employee level 5.3 after 2 years	\$38.05	\$43.91	\$58.54	\$43.91	\$58.54
Children's services employee level 5.4	\$38.18	\$44.06	\$58.74	\$44.06	\$58.74
Children's services employee level 6A.1 on commencement	\$42.64	\$49.20	\$65.60	\$49.20	\$65.60
Children's services employee level 6A.2 after 1 year	\$43.17	\$49.82	\$66.42	\$49.82	\$66.42
Children's services employee level 6A.3 after 2 years	\$43.71	\$50.43	\$67.24	\$50.43	\$67.24
Children's services employee - Director - level 6.1 on commencement	\$42.64	\$49.20	\$65.60	\$49.20	\$65.60
Children's services employee - Director - level 6.2 after 1 year	\$43.17	\$49.82	\$66.42	\$49.82	\$66.42
Children's services employee - Director - level 6.3 after 2 years	\$43.71	\$50.43	\$67.24	\$50.43	\$67.24

Classification	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 - Director - level 6.4 on commencement	\$45.34	\$52.32	\$69.76	\$52.32	\$69.76
Children's services employee - Director - level 6.5 after 1 year	\$45.75	\$52.79	\$70.38	\$52.79	\$70.38
Children's services employee - Director - level 6.6 after 2 years	\$46.31	\$53.43	\$71.24	\$53.43	\$71.24
Children's services employee - Director - level 6.7 on commencement	\$46.85	\$54.06	\$72.08	\$54.06	\$72.08
Children's services employee - Director - level 6.8 after 1 year	\$47.39	\$54.68	\$72.90	\$54.68	\$72.90
Children's services employee - Director - level 6.9 after 2 years	\$47.92	\$55.29	\$73.72	\$55.29	\$73.72

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	\$25.36	\$35.51	\$45.65	\$35.51	\$45.65	\$55.80	\$27.39
Support worker level 2.1 on commencement	\$26.33	\$36.86	\$47.39	\$36.86	\$47.39	\$57.92	\$28.43
Support worker level 2.2 after 1 year	\$27.24	\$38.13	\$49.03	\$38.13	\$49.03	\$59.92	\$29.42
Support worker level 3.1 on commencement	\$28.86	\$40.41	\$51.95	\$40.41	\$51.95	\$63.50	\$31.17
Children's services employee level 1.1 on commencement	\$25.36	\$35.51	\$45.65	\$35.51	\$45.65	\$55.80	\$27.39
Children's services employee level 2.1 on commencement	\$26.33	\$36.86	\$47.39	\$36.86	\$47.39	\$57.92	\$28.43
Children's services employee level 2.2 after 1 year	\$27.24	\$38.13	\$49.03	\$38.13	\$49.03	\$59.92	\$29.42
Children's services employee level 3A.1 on commencement	\$28.43	\$39.80	\$51.17	\$39.80	\$51.17	\$62.54	\$30.70
Children's services employee level 3A.2 after 1 year	\$28.86	\$40.41	\$51.95	\$40.41	\$51.95	\$63.50	\$31.17
Children's services employee level 3.1 on commencement	\$28.86	\$40.41	\$51.95	\$40.41	\$51.95	\$63.50	\$31.17
Children's services employee level 3.2 after 1 year	\$29.86	\$41.81	\$53.75	\$41.81	\$53.75	\$65.70	\$32.25
Children's services employee level 3.3 after 2 years	\$30.80	\$43.12	\$55.44	\$43.12	\$55.44	\$67.76	\$33.26
Children's services employee level 3.4 (Diploma)	\$32.51	\$45.52	\$58.52	\$45.52	\$58.52	\$71.53	\$35.11
Children's services employee level 4A.1 on commencement	\$30.80	\$43.12	\$55.44	\$43.12	\$55.44	\$67.76	\$33.26
Children's services employee level 4A.2 after 1 year	\$31.24	\$43.73	\$56.23	\$43.73	\$56.23	\$68.72	\$33.74
Children's services employee level 4A.3 after 2 years	\$31.66	\$44.33	\$56.99	\$44.33	\$56.99	\$69.66	\$34.20
Children's services employee level 4A.4 after 3 years	\$32.10	\$44.94	\$57.78	\$44.94	\$57.78	\$70.62	\$34.67

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.5 after 4 years	\$32.54	\$45.55	\$58.57	\$45.55	\$58.57	\$71.58	\$35.14
Children's services employee level 4.1 on commencement	\$34.01	\$47.62	\$61.22	\$47.62	\$61.22	\$74.83	\$36.73
Children's services employee level 4.2 after 1 year	\$34.53	\$48.34	\$62.15	\$48.34	\$62.15	\$75.96	\$37.29
Children's services employee level 4.3 after 2 years	\$35.04	\$49.05	\$63.07	\$49.05	\$63.07	\$77.08	\$37.84
Children's services employee level 5A.1 on commencement	\$35.56	\$49.79	\$64.01	\$49.79	\$64.01	\$78.24	\$38.41
Children's services employee level 5A.2 after 1 year	\$36.08	\$50.51	\$64.94	\$50.51	\$64.94	\$79.37	\$38.96
Children's services employee level 5A.3 after 2 years	\$36.59	\$51.22	\$65.86	\$51.22	\$65.86	\$80.49	\$39.51
Children's services employee level 5.1 on commencement	\$35.56	\$49.79	\$64.01	\$49.79	\$64.01	\$78.24	\$38.41
Children's services employee level 5.2 after 1 year	\$36.08	\$50.51	\$64.94	\$50.51	\$64.94	\$79.37	\$38.96
Children's services employee level 5.3 after 2 years	\$36.59	\$51.22	\$65.86	\$51.22	\$65.86	\$80.49	\$39.51
Children's services employee level 5.4	\$36.71	\$51.40	\$66.08	\$51.40	\$66.08	\$80.77	\$39.65
Children's services employee level 6A.1 on commencement	\$41.00	\$57.40	\$73.80	\$57.40	\$73.80	\$90.20	\$44.28
Children's services employee level 6A.2 after 1 year	\$41.51	\$58.12	\$74.72	\$58.12	\$74.72	\$91.33	\$44.83
Children's services employee level 6A.3 after 2 years	\$42.03	\$58.84	\$75.65	\$58.84	\$75.65	\$92.46	\$45.39
Children's services employee - Director - level 6.1 on commencement	\$41.00	\$57.40	\$73.80	\$57.40	\$73.80	\$90.20	\$44.28
Children's services employee - Director - level 6.2 after 1 year	\$41.51	\$58.12	\$74.72	\$58.12	\$74.72	\$91.33	\$44.83

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	\$42.03	\$58.84	\$75.65	\$58.84	\$75.65	\$92.46	\$45.39
Children's services employee - Director - level 6.4 on commencement	\$43.60	\$61.04	\$78.48	\$61.04	\$78.48	\$95.92	\$47.09
Children's services employee - Director - level 6.5 after 1 year	\$43.99	\$61.58	\$79.18	\$61.58	\$79.18	\$96.77	\$47.51
Children's services employee - Director - level 6.6 after 2 years	\$44.53	\$62.34	\$80.15	\$62.34	\$80.15	\$97.96	\$48.09
Children's services employee - Director - level 6.7 on commencement	\$45.05	\$63.07	\$81.09	\$63.07	\$81.09	\$99.11	\$48.65
Children's services employee - Director - level 6.8 after 1 year	\$45.56	\$63.79	\$82.01	\$63.79	\$82.01	\$100.24	\$49.21
Children's services employee - Director - level 6.9 after 2 years	\$46.08	\$64.51	\$82.94	\$64.51	\$82.94	\$101.37	\$49.76

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	\$28.41	\$28.91	\$31.45	\$35.51	\$45.65	\$35.51	\$45.65
Support worker level 2.1 on commencement	\$29.48	\$30.01	\$32.64	\$36.86	\$47.39	\$36.86	\$47.39
Support worker level 2.2 after 1 year	\$30.51	\$31.05	\$33.77	\$38.13	\$49.03	\$38.13	\$49.03
Support worker level 3.1 on commencement	\$32.33	\$32.90	\$35.79	\$40.41	\$51.95	\$40.41	\$51.95
Children's services employee level 1.1 on commencement	\$28.41	\$28.91	\$31.45	\$35.51	\$45.65	\$35.51	\$45.65
Children's services employee level 2.1 on commencement	\$29.48	\$30.01	\$32.64	\$36.86	\$47.39	\$36.86	\$47.39
Children's services employee level 2.2 after 1 year	\$30.51	\$31.05	\$33.77	\$38.13	\$49.03	\$38.13	\$49.03
Children's services employee level 3A.1 on commencement	\$31.84	\$32.40	\$35.25	\$39.80	\$51.17	\$39.80	\$51.17

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.2 after 1 year	\$32.33	\$32.90	\$35.79	\$40.41	\$51.95	\$40.41	\$51.95
Children's services employee level 3.1 on commencement	\$32.33	\$32.90	\$35.79	\$40.41	\$51.95	\$40.41	\$51.95
Children's services employee level 3.2 after 1 year	\$33.45	\$34.04	\$37.03	\$41.81	\$53.75	\$41.81	\$53.75
Children's services employee level 3.3 after 2 years	\$34.50	\$35.11	\$38.19	\$43.12	\$55.44	\$43.12	\$55.44
Children's services employee level 3.4 (Diploma)	\$36.41	\$37.06	\$40.32	\$45.52	\$58.52	\$45.52	\$58.52
Children's services employee level 4A.1 on commencement	\$34.50	\$35.11	\$38.19	\$43.12	\$55.44	\$43.12	\$55.44
Children's services employee level 4A.2 after 1 year	\$34.99	\$35.61	\$38.73	\$43.73	\$56.23	\$43.73	\$56.23
Children's services employee level 4A.3 after 2 years	\$35.46	\$36.10	\$39.26	\$44.33	\$56.99	\$44.33	\$56.99
Children's services employee level 4A.4 after 3 years	\$35.95	\$36.59	\$39.80	\$44.94	\$57.78	\$44.94	\$57.78
Children's services employee level 4A.5 after 4 years	\$36.44	\$37.09	\$40.35	\$45.55	\$58.57	\$45.55	\$58.57
Children's services employee level 4.1 on commencement	\$38.09	\$38.77	\$42.18	\$47.62	\$61.22	\$47.62	\$61.22
Children's services employee level 4.2 after 1 year	\$38.67	\$39.36	\$42.81	\$48.34	\$62.15	\$48.34	\$62.15
Children's services employee level 4.3 after 2 years	\$39.24	\$39.94	\$43.45	\$49.05	\$63.07	\$49.05	\$63.07
Children's services employee level 5A.1 on commencement	\$39.83	\$40.54	\$44.10	\$49.79	\$64.01	\$49.79	\$64.01
Children's services employee level 5A.2 after 1 year	\$40.40	\$41.13	\$44.73	\$50.51	\$64.94	\$50.51	\$64.94
Children's services employee level 5A.3 after 2 years	\$40.98	\$41.71	\$45.37	\$51.22	\$65.86	\$51.22	\$65.86
Children's services employee level 5.1 on commencement	\$39.83	\$40.54	\$44.10	\$49.79	\$64.01	\$49.79	\$64.01

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 5.2 after 1 year	\$40.40	\$41.13	\$44.73	\$50.51	\$64.94	\$50.51	\$64.94
Children's services employee level 5.3 after 2 years	\$40.98	\$41.71	\$45.37	\$51.22	\$65.86	\$51.22	\$65.86
Children's services employee level 5.4	\$41.12	\$41.85	\$45.52	\$51.40	\$66.08	\$51.40	\$66.08
Children's services employee level 6A.1 on commencement	\$45.92	\$46.74	\$50.84	\$57.40	\$73.80	\$57.40	\$73.80
Children's services employee level 6A.2 after 1 year	\$46.49	\$47.32	\$51.48	\$58.12	\$74.72	\$58.12	\$74.72
Children's services employee level 6A.3 after 2 years	\$47.07	\$47.91	\$52.11	\$58.84	\$75.65	\$58.84	\$75.65
Children's services employee - Director - level 6.1 on commencement	\$45.92	\$46.74	\$50.84	\$57.40	\$73.80	\$57.40	\$73.80
Children's services employee - Director - level 6.2 after 1 year	\$46.49	\$47.32	\$51.48	\$58.12	\$74.72	\$58.12	\$74.72
Children's services employee - Director - level 6.3 after 2 years	\$47.07	\$47.91	\$52.11	\$58.84	\$75.65	\$58.84	\$75.65
Children's services employee - Director - level 6.4 on commencement	\$48.83	\$49.70	\$54.06	\$61.04	\$78.48	\$61.04	\$78.48
Children's services employee - Director - level 6.5 after 1 year	\$49.27	\$50.15	\$54.54	\$61.58	\$79.18	\$61.58	\$79.18
Children's services employee - Director - level 6.6 after 2 years	\$49.87	\$50.76	\$55.21	\$62.34	\$80.15	\$62.34	\$80.15
Children's services employee - Director - level 6.7 on commencement	\$50.46	\$51.36	\$55.86	\$63.07	\$81.09	\$63.07	\$81.09
Children's services employee - Director - level 6.8 after 1 year	\$51.03	\$51.94	\$56.50	\$63.79	\$82.01	\$63.79	\$82.01
Children's services employee - Director - level 6.9 after 2 years	\$51.60	\$52.53	\$57.13	\$64.51	\$82.94	\$64.51	\$82.94

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 2

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)	Saturday - shiftworkers	Sunday	Public holiday
Children's services employee level 1.1 on commencement	\$14.74	\$22.11	\$29.48	\$22.11	\$29.48	\$22.11	\$29.48	\$36.85
Children's services employee level 2.1 on commencement	\$14.74	\$22.11	\$29.48	\$22.11	\$29.48	\$22.11	\$29.48	\$36.85
Children's services employee level 2.2 after 1 year	\$15.25	\$22.88	\$30.50	\$22.88	\$30.50	\$22.88	\$30.50	\$38.13

Table 2 of 2

Classification	Early morning shift	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	\$16.21	\$16.95	\$17.32	\$19.16	\$22.11	\$29.48	\$22.11	\$29.48
Children's services employee level 2.1 on commencement	\$16.21	\$16.95	\$17.32	\$19.16	\$22.11	\$29.48	\$22.11	\$29.48
Children's services employee level 2.2 after 1 year	\$16.78	\$17.54	\$17.92	\$19.83	\$22.88	\$30.50	\$22.88	\$30.50

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 2

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)	Saturday - shiftworkers	Sunday	Public holiday
Children's services employee level 1.1 on commencement	\$16.85	\$25.28	\$33.70	\$25.28	\$33.70	\$25.28	\$33.70	\$42.13
Children's services employee level 2.1 on commencement	\$16.85	\$25.28	\$33.70	\$25.28	\$33.70	\$25.28	\$33.70	\$42.13
Children's services employee level 2.2 after 1 year	\$17.43	\$26.15	\$34.86	\$26.15	\$34.86	\$26.15	\$34.86	\$43.58

Table 2 of 2

Classification	Early morning shift	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	\$18.54	\$19.38	\$19.80	\$21.91	\$25.28	\$33.70	\$25.28	\$33.70
Children's services employee level 2.1 on commencement	\$18.54	\$19.38	\$19.80	\$21.91	\$25.28	\$33.70	\$25.28	\$33.70
Children's services employee level 2.2 after 1 year	\$19.17	\$20.04	\$20.48	\$22.66	\$26.15	\$34.86	\$26.15	\$34.86

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 2

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)	Saturday - shiftworkers	Sunday	Public holiday
Children's services employee level 1.1 on commencement	\$18.95	\$28.43	\$37.90	\$28.43	\$37.90	\$28.43	\$37.90	\$47.38
Children's services employee level 2.1 on commencement	\$18.95	\$28.43	\$37.90	\$28.43	\$37.90	\$28.43	\$37.90	\$47.38
Children's services employee level 2.2 after 1 year	\$19.61	\$29.42	\$39.22	\$29.42	\$39.22	\$29.42	\$39.22	\$49.03

Table 2 of 2

Classification	Early morning shift	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	\$20.85	\$21.79	\$22.27	\$24.64	\$28.43	\$37.90	\$28.43	\$37.90
Children's services employee level 2.1 on commencement	\$20.85	\$21.79	\$22.27	\$24.64	\$28.43	\$37.90	\$28.43	\$37.90
Children's services employee level 2.2 after 1 year	\$21.57	\$22.55	\$23.04	\$25.49	\$29.42	\$39.22	\$29.42	\$39.22

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	\$18.43	\$25.80	\$33.17	\$25.80	\$33.17	\$40.54	\$19.90
Children's services employee level 2.1 on commencement	\$18.43	\$25.80	\$33.17	\$25.80	\$33.17	\$40.54	\$19.90
Children's services employee level 2.2 after 1 year	\$19.06	\$26.69	\$34.31	\$26.69	\$34.31	\$41.94	\$20.59

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	\$20.64	\$21.00	\$22.85	\$25.80	\$33.17	\$25.80	\$33.17
Children's services employee level 2.1 on commencement	\$20.64	\$21.00	\$22.85	\$25.80	\$33.17	\$25.80	\$33.17
Children's services employee level 2.2 after 1 year	\$21.35	\$21.73	\$23.64	\$26.69	\$34.31	\$26.69	\$34.31

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	\$21.06	\$29.49	\$37.91	\$29.49	\$37.91	\$46.34	\$22.75
Children's services employee level 2.1 on commencement	\$21.06	\$29.49	\$37.91	\$29.49	\$37.91	\$46.34	\$22.75
Children's services employee level 2.2 after 1 year	\$21.79	\$30.50	\$39.22	\$30.50	\$39.22	\$47.93	\$23.53

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	\$23.59	\$24.01	\$26.12	\$29.49	\$37.91	\$29.49	\$37.91
Children's services employee level 2.1 on commencement	\$23.59	\$24.01	\$26.12	\$29.49	\$37.91	\$29.49	\$37.91
Children's services employee level 2.2 after 1 year	\$24.40	\$24.84	\$27.02	\$30.50	\$39.22	\$30.50	\$39.22

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	\$23.69	\$33.16	\$42.64	\$33.16	\$42.64	\$52.11	\$25.58
Children's services employee level 2.1 on commencement	\$23.69	\$33.16	\$42.64	\$33.16	\$42.64	\$52.11	\$25.58
Children's services employee level 2.2 after 1 year	\$24.51	\$34.32	\$44.12	\$34.32	\$44.12	\$53.93	\$26.47

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	\$26.53	\$27.00	\$29.37	\$33.16	\$42.64	\$33.16	\$42.64
Children's services employee level 2.1 on commencement	\$26.53	\$27.00	\$29.37	\$33.16	\$42.64	\$33.16	\$42.64
Children's services employee level 2.2 after 1 year	\$27.45	\$27.94	\$30.40	\$34.32	\$44.12	\$34.32	\$44.12

Apprentice - 16 years and under

Table 1 of 2

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)	Saturday - shiftworkers	Sunday	Public holiday
Children's services apprentice - 1st year	\$14.74	\$22.11	\$29.48	\$22.11	\$29.48	\$22.11	\$29.48	\$36.85
Children's services apprentice - 2nd and subsequent years	\$15.25	\$22.88	\$30.50	\$22.88	\$30.50	\$22.88	\$30.50	\$38.13

Table 2 of 2

Classification	Early morning shift	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 apprentice - 1st year	\$16.21	\$16.95	\$17.32	\$19.16	\$22.11	\$29.48	\$22.11	\$29.48
Children's services apprentice - 2nd and subsequent years	\$16.78	\$17.54	\$17.92	\$19.83	\$22.88	\$30.50	\$22.88	\$30.50

Apprentice - 17 years

Table 1 of 2

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)	Saturday - shiftworkers	Sunday	Public holiday
Children's services apprentice - 1st year	\$16.85	\$25.28	\$33.70	\$25.28	\$33.70	\$25.28	\$33.70	\$42.13
Children's services apprentice - 2nd and subsequent years	\$17.43	\$26.15	\$34.86	\$26.15	\$34.86	\$26.15	\$34.86	\$43.58

Table 2 of 2

Classification	Early morning shift	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 apprentice - 1st year	\$18.54	\$19.38	\$19.80	\$21.91	\$25.28	\$33.70	\$25.28	\$33.70
Children's services apprentice - 2nd and subsequent years	\$19.17	\$20.04	\$20.48	\$22.66	\$26.15	\$34.86	\$26.15	\$34.86

Apprentice - 18 years

Table 1 of 2

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)	Saturday - shiftworkers	Sunday	Public holiday
Children's services apprentice - 1st year	\$18.95	\$28.43	\$37.90	\$28.43	\$37.90	\$28.43	\$37.90	\$47.38
Children's services apprentice - 2nd and subsequent years	\$19.61	\$29.42	\$39.22	\$29.42	\$39.22	\$29.42	\$39.22	\$49.03

Table 2 of 2

Classification	Early morning shift	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 apprentice - 1st year	\$20.85	\$21.79	\$22.27	\$24.64	\$28.43	\$37.90	\$28.43	\$37.90
Children's services apprentice - 2nd and subsequent years	\$21.57	\$22.55	\$23.04	\$25.49	\$29.42	\$39.22	\$29.42	\$39.22

Apprentice - 19 years or older (including adult apprentices)

Table 1 of 2

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)	Saturday - shiftworkers	Sunday	Public holiday
Children's services apprentice - 1st year	\$21.06	\$31.59	\$42.12	\$31.59	\$42.12	\$31.59	\$42.12	\$52.65
Children's services apprentice - 2nd and subsequent years	\$21.79	\$32.69	\$43.58	\$32.69	\$43.58	\$32.69	\$43.58	\$54.48

Table 2 of 2

Classification	Early morning shift	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 apprentice - 1st year	\$23.17	\$24.22	\$24.75	\$27.38	\$31.59	\$42.12	\$31.59	\$42.12
Children's services apprentice - 2nd and subsequent years	\$23.97	\$25.06	\$25.60	\$28.33	\$32.69	\$43.58	\$32.69	\$43.58

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	\$16.76 for each day on which a broken shift is worked
Excess fares allowance - working away from usual workplace	\$13.68 per day
First aid allowance - Level 1 or Level 2 classification not employed in out-of-school hours care	\$9.92 per day
First aid allowance - Level 1 or Level 2 classification employed in out-of-school hours care	\$1.32 per hour
Meal allowance	\$12.63 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 reasonable costs of the protective clothing and equipment incurred
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	\$1.47 per hour
Vehicle allowance - motor car	\$0.80 per km
Vehicle allowance - motorcycle	\$0.27 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.