



SALARY SCHEDULES

January 2024

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SALARY SCHEDULE TEACHERS

DATE OF OPERATION: **From 6 December 2023**

The minimum annual rate of salary payable to teachers engaged in the undermentioned classifications shall be as below:

Salary Level	Annual Salary (\$)	Fortnightly Amount (\$)
Step 1	76,655	2,939.23
Step 2	83,744	3,211.04
Step 3	86,747	3,326.19
Step 4	92,170	3,534.13
Step 5	97,548	3,740.34
Step 6	104,137	3,992.98
Step 7	110,387	4,232.63
Step 8	112,663	4,319.90
Step 9	114,945	4,407.40
Step 10	119,246	4,572.32

These guidelines are to be read in conjunction with the latest Teachers Enterprise Bargaining Agreement.

- (1) Persons holding a Limited Authority to Teach shall be placed on step 1 with no further incremental progression.

Classification code 01000

- (2) Less than three year trained teachers shall commence at step 1 and progress to step 8 by annual increments and then by biennial increments to the top of the salary scale

Classification code 01002

- (3) Three year trained teachers shall commence at step 1 and progress to the top of the salary scale by annual increments

Classification code 01003

- (4) Four year trained teachers shall commence at step2 and progress to the top of the salary scale by annual increments.

Classification code 01004

Relief Teachers

Relief teachers employed at the same school for up to nineteen consecutive working days or less shall be paid at the following daily rate, (engaged for a minimum of the half day rate):

	<i>Code</i>	<i>Full day</i>	<i>Half day</i>
Casual relief teachers	1600	\$551.94	\$275.97

Note: Timesheet code 1601 for greater than 5 consecutive days is no longer used.

Senior Teacher Allowance - 6 Dec 2023

	<i>Code</i>	<i>Amount</i>
Senior Teacher (Catholic School)	2004S	\$5,812

ALLOWANCE SCHEDULE PROMOTIONAL POSITIONS

DATE OF OPERATION: **From 6 December 2023**

SECONDARY SCHOOLS PROMOTIONAL POSITION ALLOWANCES

Promotion Position	Category 1 (>1000 students)		Category 2 (601 - 1000 students)		Category 3 (300 - 600 students)		Category 4 (<300 students)	
	Code	Amount (\$)	Code	Amount (\$)	Code	Amount (\$)	Code	Amount (\$)
Level 1	2017	16,197	2005	15,462	2009	13,062	2013	10,448
Level 2	2018	11,335	2006	10,822	2010	9,143	2014	7,312
Level 3	2019	8,096	2007	7,729	2011	6,529	2015	5,222
Level 4	2020	4,860	2008	4,639	2012	3,919	2016	3,133

PRIMARY SCHOOLS PRIMARY SPECIAL RESPONSIBILITY ALLOWANCES (SRAs)

Enrolments	SRAs	Total
<100	1 x 3,074	\$3,074
100 - 300	2 x 3,074	\$6,148
301+	3 x 3,074	\$9,222

Classification code 2508 for full allowance

Classification code 2507 for part allowance - amount to be supplied by school each year

PRIMARY AND SECONDARY SCHOOLS EXEMPLARY TEACHER ALLOWANCE

Exemplary Teacher (Catholic School) 1	2004L	\$5,149
Exemplary Teacher (Catholic School) 2	2004A	\$7,672

SALARY SCHEDULE PRINCIPALS

DATE OF OPERATION:

From 6 December 2023

SECONDARY / PRIMARY PRINCIPALS ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02031	162,987
Category 2	150 - 299	02032	171,106
Category 3	300 - 449	02033	179,222
Category 4	450 - 599	02034	187,336
Category 5	600 - 749	02035	195,453
Category 6	750 - 999	02036	214,122
Category 7	1000 - 1249	02037	222,235
Category 8	1250 - 1499	02038	230,352
Category 9	1500+	02039	238,469

BOARDING

Up to 120 boarders	2506B	20,192
121 - 170 boarders	2506C	23,557
171 plus boarders	2506D	26,924

SCHOOL CAR DEDUCTION

\$196.37 per fortnight
from 6 December 2023

SALARY SCHEDULE DEPUTY PRINCIPALS

DATE OF OPERATION: **From 6 December 2023**

Deputy Principals - pre 1 January 2012 conditions

ENROLMENT

		<i>Classification Code</i>	Base Salary (\$)
Category 1	<150	02131	143,964
Category 2	150 - 299	02132	151,108
Category 3	300 - 449	02133	158,249
Category 4	450 - 599	02134	165,390
Category 5	600 - 749	02135	172,534
Category 6	750 - 999	02136	188,962
Category 7	1000 - 1249	02137	196,102
Category 8	1250 - 1499	02138	203,244
Category 9	1500+	02139	210,388

Deputy Principals - post 1 January 2012 conditions - From 06 December 2023

	Enrolment	<i>Classification Code</i>	Level	Base Salary (\$)
Category 1	<150	02141	Level 3	136,438
			Level 4	140,230
			Level 5	144,025
			Level 6	147,816
Category 2	150 - 299	02142	Level 3	138,872
			Level 4	143,477
			Level 5	148,083
			Level 6	152,686
Category 3	300-449	02143	Level 3	141,307
			Level 4	146,722
			Level 5	152,140
			Level 6	157,554
Category 4	450 - 599	02144	Level 3	143,741
			Level 4	149,969
			Level 5	156,196
			Level 6	162,425
Category 5	600-749	02145	Level 3	146,178
			Level 4	153,217
			Level 5	160,256
			Level 6	167,293
Category 6	750 - 999	02146	Level 3	151,778
			Level 4	160,683
			Level 5	169,588
			Level 6	178,496
Category 7	1000 - 1249	02147	Level 3	154,213
			Level 4	163,931
			Level 5	173,649
			Level 6	183,364
Category 8	1250 - 1499	02148	Level 3	156,647
			Level 4	167,175
			Level 5	177,706
			Level 6	188,236
Category 9	1500+	02149	Level 3	159,082
			Level 4	170,423
			Level 5	181,764
			Level 6	193,105

Level 3 Min level for Assistant DP in a secondary school
 Level 4 Max level for Assistant DP in a secondary school
 Level 5 Min level for DP in a secondary school
 Level 6 Max level for DP in a secondary school

SALARY SCHEDULE HEADS OF PRIMARY/MIDDLE/SECONDARY

DATE OF OPERATION: **From 6 December 2023**

Head of Primary / Head of Middle / Head of Secondary

The enrolment numbers to be used are for the applicable portion of the school only. Eg enrolment numbers for the primary portion of the school or for the secondary portion of the school.

ENROLMENT FOR RELEVANT PORTION OF SCHOOL

		<i>Classification Code</i>	Base Salary (\$)
Category 1	<150	02231	143,964
Category 2	150 - 299	02232	151,108
Category 3	300 - 449	02233	158,249
Category 4	450 - 599	02234	165,390
Category 5	600 - 749	02235	172,534
Category 6	750 - 999	02236	188,962
Category 7	1000 - 1249	02237	196,102
Category 8	1250 - 1499	02238	203,244
Category 9	1500+	02239	210,388

SALARY SCHEDULE ASSISTANT PRINCIPALS

ASSISTANT PRINCIPALS COVERED BY A DEED OF AGREEMENT

DATE OF OPERATION: **From 6 December 2023**

ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02331	131,282
Category 2	150 - 299	02332	137,775
Category 3	300 - 449	02333	144,268
Category 4	450 - 599	02334	150,760
Category 5	600 - 749	02335	157,253
Category 6	750 - 999	02336	172,188
Category 7	1000 - 1249	02337	178,679
Category 8	1250 - 1499	02338	185,172
Category 9	1500+	02339	191,667

ASSISTANT PRINCIPALS EMPLOYED UNDER THE TEACHERS ENTERPRISE BARGAINING AGREEMENT (See Agreement for full name)

DATE OF OPERATION: **From 6 December 2023**

ANNUAL ALLOWANCE

Promotion Position	School Enrolment (School 100 - 300)	School Enrolment (School > 300)
	<i>Code</i>	<i>Code</i>
	Amount (\$)	Amount (\$)
One AP	2000A	N/A
Two APs	2000B	2000C
Three APs	N/A	2000D

SALARY SCHEDULE TEACHERS' AIDES & TEACHING ASSISTANTS

DATE OF OPERATION: **From 1 January 2024**

The minimum rate of salary payable to employees shall be:

	Step	Annual Rate (\$)
Teacher Assistants - General unqualified	Step 1	52,692
	Step 2	54,145
	Step 3	56,345
<i>Classification code 03231</i>		
Teacher Assistants - General qualified	Step 1	58,525
	Step 2	60,061
<i>Classification code 03232</i>		
Teacher Assistants - Special Learning Needs unqualified	Step 1	61,349
	Step 2	62,677
<i>Classification code 03233</i>		
Teacher Assistants - Special Learning Needs qualified	Step 1	64,089
	Step 2	67,348
<i>Classification code 03234</i>		
Aboriginal Teacher Assistants - unqualified	Step 1	61,349
	Step 2	62,677
<i>Classification code 03235</i>		
Aboriginal Teacher Assistants - qualified	Step 1	64,089
	Step 2	67,348
<i>Classification code 03236</i>		
Community Teachers in designated Kimberley Schools	Step 1	65,314
	Step 2	68,490
<i>Classification code 03237</i>		

General Conditions

(1) A Teachers' Assistant or Aboriginal Teachers' Assistant left in charge of pupils for a full session shall be paid at his/her ordinary rate plus 10% for the period for which they are left in charge, provided that, if the period for which the employee is left in charge exceeds three days, they shall be paid at the ordinary rate plus 20% for the whole period for which they are in charge, except where provided for in the CEO Aboriginal Teaching Assistants Manual.

(2) \$500 per annum *code 2004M*

(3) \$16.08 per round trip *code 2039*

(4) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 2 hours. See Agreement for full conditions.

SALARY SCHEDULE CHILD CARE (LONG DAY CARE)

DATE OF OPERATION: **From 1 January 2024**

Child Care (Long Day Care)

The minimum rate of salary payable to employees shall be:

	Step	Annual Rate (\$)
Unqualified		
Level 1	Step 1	55,722
<i>Classification code 12101</i>	Step 2	56,232
Cert III or IV qualified		
Level 2	Step 1	60,480
<i>Classification code 12102</i>	Step 2	61,887
Diploma Qualified		
Level 3	Step 1	65,261
<i>Classification code 12103</i>	Step 2	66,038
Assistant Director- Diploma Qualified		
Level 4	Step 1	68,392
<i>Classification code 12104</i>	Step 2	68,587
Director - Degree or Diploma Qualified		
Level 5	Step 1	79,339
<i>Classification code 12105</i>	Step 2	79,946
	Step 3	80,723

Pre-School Teachers - See the Salary Schedule for Teachers page 1

General Conditions

- (1) Accreditation Allowance \$500 per annum *code 2004M*

- (2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 3 hours. See Agreement for full conditions.

- (3) **Junior Rates:** An employee under the age of 21 years who is employed as a Child Care employee Level 1 shall be paid a percentage of the rate applicable to an adult employee. The percentages of the adult rate shall be:

At or under 16 years of age	50%
At 17 years of age	60%
At 18 years of age	75%
At 19 years of age	85%
At 20 Years of age	95%
Thereafter at the adult rate	

SALARY SCHEDULE OUT OF SCHOOL HOURS EMPLOYEES

DATE OF OPERATION: **From 1 January 2024**

Out of School Hours Employees

	Year of Experience	Annual Rate (\$)
Out of School Hours Employees <i>Classification code 12201</i>	Year 1	55,649
	Year 2	59,412
	Year 3	61,645
	Year 4	63,951
	Year 5	66,208

An Out of School Hours employee left in charge of children for a full session shall be paid at his/her ordinary rate plus 10% for the period for which they are left in charge, provided that, if the period for which the employee is left in charge exceeds three days, they shall be paid at the ordinary rate plus 20% for the whole period for which they are in charge.

General Conditions

- (1) Accreditation Allowance \$500 per annum *code 2004M*

- (2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 2 hours. See Agreement for full conditions.

SALARY SCHEDULE SCHOOL EMPLOYEES

DATE OF OPERATION: **From 1 January 2024**

The minimum rates of salary payable to employees shall be:

Gardeners and Cleaners Wages Classification

		Annual Rate (\$)
Cleaner	<i>Code 04040</i>	57,445
Groundsperson	<i>Code 04043</i>	58,295
Groundsperson /Handyperson Grade 1	<i>Code 04044</i>	59,242
Groundsperson /Handyperson Grade 2	<i>Code 04045</i>	60,164
Senior Groundsperson / Handyperson	<i>Code 04046</i>	62,057
Head Groundsperson	<i>Code 04047</i>	71,378

Domestic Employees

Level 2:	<i>Code 04041</i>	56,887
Kitchen Attendant, Canteen Assistant House Attendant, Dining Attendant, Sewing Attendant, Laundry Attendant		
Level 3:		
Cooks (Other)	<i>Code 04042</i>	57,373
Level 5:		
First Cook Grade 1 or Cook working alone	<i>Code 04048</i>	59,242
Sewing Supervisor	<i>Code 04051</i>	59,242

Level 6:

First Cook, Grade 2	<i>Code 04049</i>	60,164
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Level 7:

Tradesperson Cook	<i>Code 04050</i>	62,057
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Juniors: Percentage of Appropriate Adult Rate

Under 16 years of age	60%
16 to 17 years of age	70%
17 to 18 years of age	80%

General Conditions:

(1) Senior employees other than the Head Groundsperson and leading hands appointed as such by the employer to be in charge of three or more other employees shall be paid \$25.95 per week in addition to the rates prescribed herein.

(2) For all work done on any day after a break referred to in subclause (3) of Clause 46. - Hours of the Agreement , the employee shall be paid an allowance of \$1.60 per hour for each such hour worked. *Code 2035*

(3) Accreditation Allowance	\$500 per annum	<i>Code 2004M</i>
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(4) Bus Allowance	\$16.08 per round trip	<i>Code 2039</i>
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(5) A casual employee shall be paid 20 % in addition to the rates prescribed for the work performed, with a minimum payment of 4 hours. See Agreement for full conditions.

SALARY SCHEDULE ADMINISTRATIVE & TECHNICAL OFFICERS

DATE OF OPERATION: **From 13 June 2023**

The minimum salary payable to employees shall be:

Salary Level	Category A 48 weeks work Annual Rate (\$)		Category B 44 weeks work Annual Rate (\$)		Category C 40 weeks work Annual Rate (\$)
LEVEL 1	<i>Class code 08090</i>		<i>Step</i>		
	56,121	1	52,936	1	48,632
	56,671	2	53,455	2	49,109
	57,195	3	53,949	3	49,563
	57,717	4	54,442	4	50,015
	58,266	5	54,959	5	50,491
	58,816	6	55,478	6	50,968
LEVEL 2	<i>Class code 08091</i>				
	60,413	1	56,985	1	52,352
	61,512	2	58,021	2	53,304
	62,556	3	59,006	3	54,209
	63,657	4	60,045	4	55,163
	64,728	5	61,055	5	56,091
	65,802	6	62,068	6	57,022
LEVEL 3	<i>Class code 08092</i>				
	67,948	1	64,092	1	58,881
	69,254	2	65,324	2	60,013
	70,542	3	66,539	3	61,129
	71,817	4	67,741	4	62,234
	73,125	5	68,975	5	63,367
	74,407	6	70,184	6	64,478
LEVEL 4	<i>Class code 08093</i>				
	71,189	1	67,149	1	61,690
	73,334	2	69,172	2	63,549
	75,479	3	71,196	3	65,407
	77,650	4	73,243	4	67,289
	79,794	5	75,266	5	69,147
	81,940	6	77,290	6	71,006
LEVEL 5	<i>Class code 08094</i>				
	83,719	1	78,968	1	72,548
	84,963	2	80,141	2	73,626
	86,204	3	81,312	3	74,701
	87,448	4	82,485	4	75,779
	88,691	5	83,658	5	76,856
	89,933	6	84,829	6	77,933

Juniors

Percentage of the rate appropriate to Level 1

Under 17 years of age	60%
17 years of age	70%
18 years of age	80%
19 years of age	90%

General Conditions

(1) Accreditation Allowance \$500 per annum *Code 2004M*

(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 1 day. See Agreement for full conditions

(3) First Aid Allowance \$500 per annum *Code 2041*
Code 2041A for part Allowance

SALARY SCHEDULE BOARDING HOUSE SUPERVISORS

DATE OF OPERATION: **From 13 June 2023**

The minimum salary payable to employees shall be:

Salary Level	Annual Rate (\$)
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Supervisor:	<i>Classification Code 09102</i>
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Step 1	56,562
Step 2	58,220
Step 3	60,424
Step 4	62,630
Step 5	64,838
Step 6	67,042
Step 7	70,353
Step 8	73,664

Houseparent:	<i>Classification Code 09103</i>
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Step 1	56,562
Step 2	58,220
Step 3	60,424
Step 4	62,630
Step 5	64,838

The maximum salary level for a houseparent shall be determined as the fifth year of experience.

General Conditions

(1) Accreditation Allowance \$500 per annum *code 2004M*

(2) A relief supervisor shall be paid per rostered shift at a rate calculated at Step 6 divided by 200.

Paycode 1602 \$44.11 Per Hour

(3) A relief houseparent shall be paid per rostered shift at a rate calculated at Step 5 divided by 200.

Paycode 1603 \$42.66 Per Hour

SALARY SCHEDULE NURSES

DATE OF OPERATION: **From 13 June 2023**

The minimum rate of salary payable to employees shall be:

Salary Level	Annual Rate (\$)	
<i>Class. Code 06070</i>		<i>Step</i>
1st Year	65,108	1
2nd Year	67,708	2
3rd Year	70,333	3
4th Year	72,934	4
5th Year	75,533	5
6th Year	78,133	6
7th Year	80,736	7
8th Year	83,361	8

General Conditions

(1) Accreditation Allowance \$500 per annum *code 2004M*

(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 2 hours. See Agreement for full conditions.

SALARY SCHEDULE SOCIAL WORKERS

DATE OF OPERATION: From 13 June 2023

SOCIAL WORKERS

Classification Code 11001

Step	Annual Rate (\$)
Step 1	77,299
Step 2	80,779
Step 3	84,637
Step 4	89,459
Step 5	96,934
Step 6	101,805

General conditions

(1) Accreditation Allowance \$500 per annum *code 2004M*

(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 4 hours. See Agreement for full conditions.

SALARY SCHEDULE PSYCHOLOGISTS

DATE OF OPERATION: **From 1 January 2023**

Classification Code - see below

Step	Annual Rate (\$)
Step 1	83,312
Step 2	87,789
Step 3	92,272
Step 4	96,747
Step 5	101,221
Step 6	108,513
Step 7	113,344
Step 8	117,734
Step 9	122,135

General Conditions

(1) Accreditation Allowance \$500 per annum *code 2004M*

(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work

(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 4 hours. See Agreement for full conditions.

(3) Classifications

(a) Qualified Psychologist - not provisionally registered

Classification Code 11004 enter step 1 - exit step 1

(b) Provisionally Registered Psychologist

Classification Code 11005

- with no teaching qualification enter step 1, then held at step 2 until registered

Classification Code 11002

- with teaching qualification enter step 2, then held at step 3 until registered

(c) Registered Psychologist

Classification Code 11006

- with no teaching qualification enter step 2
exit step 7

Classification Code 11003

- with teaching qualification enter step 3
exit step 9

LOCATION ALLOWANCE SCHEDULE

AREA: The location allowance is payable to eligible employees in those towns as indicated below.

DATE OF OPERATION: **From 1 January 2024**

Town	Code	Half Rate Allowance per fortnight (\$)		Full Rate Allowance per fortnight (\$)
Balgo Hills	2002A	207.42	2102A	414.83
Beagle Bay	2002C	188.20	2102C	376.41
Billiluna	2002A	207.42	2102A	414.83
Boulder	2002L	21.88	2102L	43.75
Broome	2002G	135.90	2102G	271.82
Carnarvon	2002I	59.87	2102I	119.75
Derby	2002E	141.97	2102E	283.93
Esperance	2002J	37.95	2102J	75.90
Kalgoorlie	2002L	21.88	2102L	43.75
Karratha	2002F	148.63	2102F	297.25
Kununurra	2002B	177.87	2102B	355.75
Lake Gregory/Mulan	2002P	207.42	2102P	414.83
Lombadina	2002Q	188.20	2102Q	376.41
Mullewa	2002U	34.29	2102U	68.57
Port Hedland	2002H	138.30	2102H	276.60
Red Hill / Halls Creek	2002D	170.03	2102D	340.05
Ringer Soak/Yaruman	2002R	207.42	2102R	414.83
Southern Cross	2002K	34.29	2102K	68.57
Turkey Creek/Warmun	2002T	188.20	2102T	376.41
Wyndham	2002M	176.92	2102M	353.86

NOTE: Full rates are received by staff with a dependant.
Half rates are received by staff with no dependant.