



SALARY SCHEDULES

June 2025

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SALARY SCHEDULE TEACHERS

DATE OF OPERATION: **From 6 December 2024**

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	81,269	3,116.14
Step 2	88,785	3,404.33
Step 3	91,969	3,526.42
Step 4	97,717	3,746.82
Step 5	103,420	3,965.49
Step 6	110,404	4,233.28
Step 7	117,031	4,487.38
Step 8	119,445	4,579.95
Step 9	121,864	4,672.70
Step 10	126,423	4,847.51

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 step 2 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	\$585.16	\$292.58

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

Senior Teacher Allowance - 6 Dec 2024

	<i>Code</i>	<i>Amount</i>
Senior Teacher (Catholic School)	2004S	\$6,162

ALLOWANCE SCHEDULE PROMOTIONAL POSITIONS

DATE OF OPERATION: **From 6 December 2024**

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)	
	<i>Code</i>	Amount (\$)	<i>Code</i>	Amount (\$)	<i>Code</i>	Amount (\$)	<i>Code</i>	Amount (\$)
Level 1	2017	17,171	2005	16,394	2009	13,849	2013	11,077
Level 2	2018	12,017	2006	11,473	2010	9,694	2014	7,752
Level 3	2019	8,583	2007	8,194	2011	6,922	2015	5,537
Level 4	2020	5,152	2008	4,918	2012	4,155	2016	3,322

PRIMARY SCHOOLS PRIMARY SPECIAL RESPONSIBILITY ALLOWANCES (SRAs)

Enrolments	SRAs	Total
<100	1 x \$3,258	\$3,258
100 - 300	2 x \$3,258	\$6,516
301+	3 x \$3,258	\$9,774

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	\$5,459
Exemplary Teacher (Catholic School) 2	2004A	\$8,134

SALARY SCHEDULE PRINCIPALS

DATE OF OPERATION:

From 6 December 2024

SECONDARY / PRIMARY PRINCIPALS ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02031	172,798
Category 2	150 - 299	02032	181,405
Category 3	300 - 449	02033	190,010
Category 4	450 - 599	02034	198,613
Category 5	600 - 749	02035	207,218
Category 6	750 - 999	02036	227,010
Category 7	1000 - 1249	02037	235,612
Category 8	1250 - 1499	02038	244,218
Category 9	1500+	02039	252,823

BOARDING

Up to 120 boarders	2506B	21,407
121 - 170 boarders	2506C	24,976
171 plus boarders	2506D	28,545

SCHOOL CAR DEDUCTION

\$196.37 per fortnight
from 6 December 2023

SALARY SCHEDULE DEPUTY PRINCIPALS

DATE OF OPERATION: **From 6 December 2024**

Deputy Principals - pre 1 January 2012 conditions

ENROLMENT

		<i>Classification Code</i>	Base Salary (\$)
Category 1	<150	02131	152,630
Category 2	150 - 299	02132	160,204
Category 3	300 - 449	02133	167,775
Category 4	450 - 599	02134	175,346
Category 5	600 - 749	02135	182,919
Category 6	750 - 999	02136	200,336
Category 7	1000 - 1249	02137	207,906
Category 8	1250 - 1499	02138	215,478
Category 9	1500+	02139	223,052

Deputy Principals - post 1 January 2012 conditions - From 06 December 2024

	Enrolment	Classification Code	Level	Base Salary (\$)
Category 1	<150	02141	Level 3	144,650
			Level 4	148,671
			Level 5	152,695
			Level 6	156,714
Category 2	150 - 299	02142	Level 3	147,231
			Level 4	152,114
			Level 5	156,997
			Level 6	161,877
Category 3	300-449	02143	Level 3	149,813
			Level 4	155,554
			Level 5	161,298
			Level 6	167,038
Category 4	450 - 599	02144	Level 3	152,393
			Level 4	158,996
			Level 5	165,598
			Level 6	172,202
Category 5	600-749	02145	Level 3	154,977
			Level 4	162,440
			Level 5	169,902
			Level 6	177,363
Category 6	750 - 999	02146	Level 3	160,914
			Level 4	170,355
			Level 5	179,796
			Level 6	189,240
Category 7	1000 - 1249	02147	Level 3	163,495
			Level 4	173,799
			Level 5	184,102
			Level 6	194,401
Category 8	1250 - 1499	02148	Level 3	166,076
			Level 4	177,238
			Level 5	188,403
			Level 6	199,567
Category 9	1500+	02149	Level 3	168,658
			Level 4	180,681
			Level 5	192,706
			Level 6	204,729
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 2024**

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	152,630
Category 2	150 - 299	02232	160,204
Category 3	300 - 449	02233	167,775
Category 4	450 - 599	02234	175,346
Category 5	600 - 749	02235	182,919
Category 6	750 - 999	02236	200,336
Category 7	1000 - 1249	02237	207,906
Category 8	1250 - 1499	02238	215,478
Category 9	1500+	02239	223,052

SALARY SCHEDULE ASSISTANT PRINCIPALS

ASSISTANT PRINCIPALS COVERED BY A DEED OF AGREEMENT

DATE OF OPERATION: **From 6 December 2024**

ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02331	139,184
Category 2	150 - 299	02332	146,068
Category 3	300 - 449	02333	152,952
Category 4	450 - 599	02334	159,834
Category 5	600 - 749	02335	166,719
Category 6	750 - 999	02336	182,553
Category 7	1000 - 1249	02337	189,435
Category 8	1250 - 1499	02338	196,319
Category 9	1500+	02339	203,204

SALARY SCHEDULE

TEACHERS' AIDES & TEACHING ASSISTANTS

DATE OF OPERATION: **From 1 January 2025**

The minimum rate of salary payable to employees shall be:

	Step	Annual Rate (\$)
Teacher Assistants -	Step 1	\$56,082
General unqualified	Step 2	\$57,535
	Step 3	\$59,736
<i>Classification code 03231</i>		
Teacher Assistants -	Step 1	\$61,916
General qualified	Step 2	\$63,452
<i>Classification code 03232</i>		
Teacher Assistants -	Step 1	\$64,739
Special Learning Needs unqualified	Step 2	\$66,068
<i>Classification code 03233</i>		
Teacher Assistants -	Step 1	\$67,479
Special Learning Needs qualified	Step 2	\$70,738
<i>Classification code 03234</i>		
Aboriginal Teacher Assistants -	Step 1	\$64,739
unqualified	Step 2	\$66,068
<i>Classification code 03235</i>		
Aboriginal Teacher Assistants -	Step 1	\$67,479
qualified	Step 2	\$70,738
<i>Classification code 03236</i>		
Community Teachers in designated	Step 1	\$68,704
Kimberley Schools	Step 2	\$71,880
<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) Accreditation allowance \$500 per annum *code 2004M*

(3) Bus allowance \$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 2025**

Child Care (Long Day Care)

The minimum rate of salary payable to employees shall be:

	Step	Annual Rate (\$)
Unqualified		
Level 1	Step 1	\$59,112
Classification code 12101	Step 2	\$59,622
Cert III or IV qualified		
Level 2	Step 1	\$63,870
Classification code 12102	Step 2	\$65,278
Diploma Qualified		
Level 3	Step 1	\$68,652
Classification code 12103	Step 2	\$69,428
Assistant Director- Diploma Qualified		
Level 4	Step 1	\$71,783
Classification code 12104	Step 2	\$71,977
Director - Degree or Diploma Qualified		
Level 5	Step 1	\$82,730
Classification code 12105	Step 2	\$83,337
	Step 3	\$84,113

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 2025**

Out of School Hours Employees

	Year of Experience	Annual Rate (\$)
Out of School Hours Employees <i>Classification code 12201</i>	Year 1	\$59,040
	Year 2	\$62,802
	Year 3	\$65,035
	Year 4	\$67,341
	Year 5	\$69,598

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 2025**

The minimum rates of salary payable to employees shall be:

Gardeners and Cleaners Wages

Classification		Annual Rate (\$)
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Cleaner	Code 04040	\$60,836
Groundsperson	Code 04043	\$61,685
Groundsperson /Handyperson Grade 1	Code 04044	\$62,632
Groundsperson /Handyperson Grade 2	Code 04045	\$63,554
Senior Groundsperson / Handyperson	Code 04046	\$65,448
Head Groundsperson	Code 04047	\$74,768

Domestic Employees

Level 2: Kitchen Attendant, Canteen Assistant House Attendant, Dining Attendant, Sewing Attendant, Laundry Attendant	Code 04041	\$60,278
Level 3: Cooks (Other)	Code 04042	\$60,763
Level 5: First Cook Grade 1 or Cook working alone	Code 04048	\$62,632
Sewing Supervisor	Code 04051	\$62,632

Level 6:

First Cook, Grade 2	Code 04049	\$63,554
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Level 7:

Tradesperson Cook	Code 04050	\$65,448
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Juniors:

Percentage of Appropriate Adult Rate

Under 16 years of age	60%
16 to 17 years of age	70%
	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 | Code 2004M |
|-----------------------------|-----------------|------------|

- | | | |
|-------------------|------------------------|-----------|
| (4) Bus Allowance | \$16.08 per round trip | Code 2039 |
|-------------------|------------------------|-----------|

- (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 2025**

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>		<i>Step</i>	
	\$61,285	1	\$57,807	1	\$53,107
	\$61,885	2	\$58,373	2	\$53,627
	\$62,456	3	\$58,912	3	\$54,122
	\$63,027	4	\$59,450	4	\$54,617
	\$63,627	5	\$60,016	5	\$55,137
	\$64,227	6	\$60,582	6	\$55,657
LEVEL 2	<i>Class code 08091</i>				
	\$65,971	1	\$62,227	1	\$57,168
	\$67,171	2	\$63,359	2	\$58,208
	\$68,312	3	\$64,435	3	\$59,197
	\$69,513	4	\$65,568	4	\$60,237
	\$70,684	5	\$66,673	5	\$61,252
	\$71,855	6	\$67,777	6	\$62,267
LEVEL 3	<i>Class code 08092</i>				
	\$74,199	1	\$69,988	1	\$64,298
	\$75,625	2	\$71,333	2	\$65,534
	\$77,032	3	\$72,661	3	\$66,753
	\$78,424	4	\$73,974	4	\$67,959
	\$79,852	5	\$75,321	5	\$69,197
	\$81,253	6	\$76,642	6	\$70,411
LEVEL 4	<i>Class code 08093</i>				
	\$77,739	1	\$73,327	1	\$67,366
	\$80,081	2	\$75,537	2	\$69,395
	\$82,424	3	\$77,747	3	\$71,426
	\$84,794	4	\$79,982	4	\$73,479
	\$87,135	5	\$82,190	5	\$75,508
	\$89,479	6	\$84,401	6	\$77,539
LEVEL 5	<i>Class code 08094</i>				
	\$91,422	1	\$86,234	1	\$79,223
	\$92,780	2	\$87,515	2	\$80,400
	\$94,135	3	\$88,793	3	\$81,574
	\$95,493	4	\$90,074	4	\$82,751
	\$96,850	5	\$91,354	5	\$83,927
	\$98,207	6	\$92,634	6	\$85,103

Juniors Percentage of the rate appropriate to Level 1

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
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(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 2025**

The minimum salary payable to employees shall be:

Salary Level	Annual Rate (\$)
Supervisor:	<i>Classification Code 09102</i>
Step 1	\$61,766
Step 2	\$63,576
Step 3	\$65,984
Step 4	\$68,392
Step 5	\$70,803
Step 6	\$73,210
Step 7	\$76,825
Step 8	\$80,441

Houseparent:	<i>Classification Code 09103</i>
Step 1	\$61,766
Step 2	\$63,576
Step 3	\$65,984
Step 4	\$68,392
Step 5	\$70,803

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	\$48.16 Per Hour
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(3) A relief houseparent shall be paid per rostered shift at a rate calculated at Step 5 divided by 200.

Paycode	1603	\$46.58 Per Hour
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SALARY SCHEDULE NURSES

DATE OF OPERATION: **From 13 June 2025**

The minimum rate of salary payable to employees shall be:

Salary Level	Annual Rate (\$)
<i>Class. Code 06070</i>	<i>Step</i>
1st Year	\$71,098 1
2nd Year	\$73,937 2
3rd Year	\$76,804 3
4th Year	\$79,644 4
5th Year	\$82,482 5
6th Year	\$85,321 6
7th Year	\$88,163 7
8th Year	\$91,030 8

General Conditions

(1) Accreditation Allowance	\$500	per annum	code 2004M
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(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 2025**

SOCIAL WORKERS

Classification Code 11001

Step

Step 1	\$84,411
Step 2	\$88,210
Step 3	\$92,424
Step 4	\$97,689
Step 5	\$105,852
Step 6	\$111,171

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 6 December 2024**

Classification Code - see below

Step	Annual Rate (\$)
Step 1	\$90,977
Step 2	\$95,865
Step 3	\$100,761
Step 4	\$105,647
Step 5	\$110,533
Step 6	\$118,497
Step 7	\$123,771
Step 8	\$128,566
Step 9	\$133,372

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.

(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		Half Rate Allowance per fortnight (\$)		Full Rate Allowance per fortnight (\$)
	<i>Code</i>			
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.