



SALARY SCHEDULES

September 2026

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SALARY SCHEDULE TEACHERS

DATE OF OPERATION: **From 6 December 2025**

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	83,707	3,209.62
Step 2	91,449	3,506.48
Step 3	94,728	3,632.21
Step 4	100,649	3,859.24
Step 5	106,523	4,084.47
Step 6	113,716	4,360.28
Step 7	120,542	4,622.01
Step 8	123,028	4,717.33
Step 9	125,520	4,812.88
Step 10	130,216	4,992.94

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) Registered 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>	Full day	Half day
Casual relief teachers	1600	\$602.71	\$301.36

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

Senior Teacher Allowance - 6 Dec 2025

	<i>Code</i>	Amount
Senior Teacher (Catholic School)	2004S	\$6,347

ALLOWANCE SCHEDULE PROMOTIONAL POSITIONS

DATE OF OPERATION: **From 6 December 2025**

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>	<i>Amount (\$)</i>	<i>Code</i>	<i>Amount (\$)</i>	<i>Code</i>	<i>Amount (\$)</i>	<i>Code</i>	<i>Amount (\$)</i>
Level 1	2017	17,686	2005	16,886	2009	14,264	2013	11,409
Level 2	2018	12,378	2006	11,817	2010	9,985	2014	7,985
Level 3	2019	8,840	2007	8,440	2011	7,130	2015	5,703
Level 4	2020	5,307	2008	5,066	2012	4,280	2016	3,422

PRIMARY SCHOOLS PRIMARY SPECIAL RESPONSIBILITY ALLOWANCES (SRAs)

Enrolments	SRAs	Total
<100	1 x \$3,356	\$3,356
100 - 300	2 x \$3,356	\$6,712
301+	3 x \$3,356	\$10,068

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	\$5,623
Exemplary Teacher (Catholic School) 2	2004A	\$8,378

SALARY SCHEDULE PRINCIPALS

DATE OF OPERATION: **From 6 December 2025**

SECONDARY / PRIMARY PRINCIPALS ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02031	177,982
Category 2	150 - 299	02032	186,847
Category 3	300 - 449	02033	195,710
Category 4	450 - 599	02034	204,571
Category 5	600 - 749	02035	213,435
Category 6	750 - 999	02036	233,820
Category 7	1000 - 1249	02037	242,680
Category 8	1250 - 1499	02038	251,545
Category 9	1500+	02039	260,408

BOARDING

Up to 120 boarders	2506B	22,049
121 - 170 boarders	2506C	25,725
171 plus boarders	2506D	29,401

SCHOOL CAR DEDUCTION \$196.37 per fortnight
from 6 December 2023

SALARY SCHEDULE DEPUTY PRINCIPALS

DATE OF OPERATION: **From 6 December 2025**

	Enrolment	Classification Code	Level	Base Salary (\$)
Category 1	<150	02141	Level 3	148,990
			Level 4	153,131
			Level 5	157,276
			Level 6	161,415
Category 2	150 - 299	02142	Level 3	151,648
			Level 4	156,677
			Level 5	161,707
			Level 6	166,733
Category 3	300-449	02143	Level 3	154,307
			Level 4	160,221
			Level 5	166,137
			Level 6	172,049
Category 4	450 - 599	02144	Level 3	156,965
			Level 4	163,766
			Level 5	170,566
			Level 6	177,368
Category 5	600-749	02145	Level 3	159,626
			Level 4	167,313
			Level 5	174,999
			Level 6	182,684
Category 6	750 - 999	02146	Level 3	165,741
			Level 4	175,466
			Level 5	185,190
			Level 6	194,917
Category 7	1000 - 1249	02147	Level 3	168,400
			Level 4	179,013
			Level 5	189,625
			Level 6	200,233
Category 8	1250 - 1499	02148	Level 3	171,058
			Level 4	182,555
			Level 5	194,055
			Level 6	205,554
Category 9	1500+	02149	Level 3	173,718
			Level 4	186,101
			Level 5	198,487
			Level 6	210,871

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 2025**

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	157,209
Category 2	150 - 299	02232	165,010
Category 3	300 - 449	02233	172,808
Category 4	450 - 599	02234	180,606
Category 5	600 - 749	02235	188,407
Category 6	750 - 999	02236	206,346
Category 7	1000 - 1249	02237	214,143
Category 8	1250 - 1499	02238	221,942
Category 9	1500+	02239	229,744

SALARY SCHEDULE ASSISTANT PRINCIPALS

ASSISTANT PRINCIPALS COVERED BY A DEED OF AGREEMENT

DATE OF OPERATION: **From 6 December 2025**

ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02331	143,360
Category 2	150 - 299	02332	150,450
Category 3	300 - 449	02333	157,541
Category 4	450 - 599	02334	164,629
Category 5	600 - 749	02335	171,721
Category 6	750 - 999	02336	188,030
Category 7	1000 - 1249	02337	195,118
Category 8	1250 - 1499	02338	202,209
Category 9	1500+	02339	209,300

SALARY SCHEDULE BUSINESS MANAGERS (SECONDARY AND COMPOSITE)

DATE OF OPERATION: **From 6 December 2025**

Category 1	<150	15001	Level 1	148,990
			Level 2	153,131
			Level 3	157,276
			Level 4	161,415
Category 2	150 - 299	15002	Level 1	151,648
			Level 2	156,677
			Level 3	161,707
			Level 4	166,733
Category 3	300-449	15003	Level 1	154,307
			Level 2	160,221
			Level 3	166,137
			Level 4	172,049
Category 4	450 - 599	15004	Level 1	156,965
			Level 2	163,766
			Level 3	170,566
			Level 4	177,368
Category 5	600-749	15005	Level 1	159,626
			Level 2	167,313
			Level 3	174,999
			Level 4	182,684
Category 6	750 - 999	15006	Level 1	165,741
			Level 2	175,466
			Level 3	185,190
			Level 4	194,917
Category 7	1000 - 1249	15007	Level 1	168,400
			Level 2	179,013
			Level 3	189,625
			Level 4	200,233
Category 8	1250 - 1499	15008	Level 1	171,058
			Level 2	182,555
			Level 3	194,055
			Level 4	205,554
Category 9	1500+	15009	Level 1	173,718
			Level 2	186,101
			Level 3	198,487
			Level 4	210,871

Business Managers Salary Schedule continued on Page 9

SALARY SCHEDULE BUSINESS MANAGERS (SECONDARY AND COMPOSITE)

DATE OF OPERATION: **From 6 December 2025**

Level 1 Min level for Business Manager in a secondary or composite school

Level 4 Max level for Business Manager in a secondary or composite school

See Guideline for Business Manager Levels for more information

Note:

1. This schedule applies to secondary and composite Business Managers, or the person in the College most responsible for finances besides the Principal, however so called.
2. The appropriate Level should be selected based on the complexity of the role and the responsibility it carries.
3. A full-time Business Manager works 38 hour week and accrues 20 days annual leave per year. No additional allowances or benefits, such as motor vehicles, are to be provided.
4. All Business Managers are required to hold a qualification as either a Chartered Accountant or Certified Practicing Accountant, unless otherwise agreed by the Executive Director.
5. It is strongly encouraged that a nominee of the Director of Finance, Infrastructure and Digital Technology be included as a panel member for any appointments to the role of Business Manager.
6. These provisions do not apply to Business Managers appointed prior to 25 August 2025.

SALARY SCHEDULE

EDUCATION ASSISTANTS AND FIRST NATIONS EDUCATORS

DATE OF OPERATION: **8 September 2026**

The minimum rate of salary payable to employees shall be:

	Step	Annual Base Salary
Education Assistants -	Step 1	\$59,473
General Level 1	Step 2	\$60,926
	Step 3	\$63,126
<i>Classification code 03231</i>		
Education Assistants -	Step 1	\$65,306
General Level 2	Step 2	\$66,842
<i>Classification code 03232</i>		
Education Assistants -	Step 1	\$68,129
Students with Disabilities Level 1	Step 2	\$69,458
<i>Classification code 03233</i>		
Education Assistants -	Step 1	\$70,870
Students with Disabilities Level 2	Step 2	\$74,129
<i>Classification code 03234</i>		
First Nations Educators -	Step 1	\$68,129
Level 1	Step 2	\$69,458
<i>Classification code 03235</i>		
First Nations Educators -	Step 1	\$70,870
Level 2	Step 2	\$74,129
<i>Classification code 03236</i>		

Note - Reduced Working Year Arrangement is not applicable to this classification type.

Education Assistants and First Nations Educators - Allowances from 8 September 2026

(1) In-Charge allowance

- a. An Education Assistant or First Nations Educator Employee who is directed to supervise or is left in-charge of an entire class for one (1) lesson shall be paid at their MHR plus 10% of the MHR for their Level and Step for the period for which they are left in charge. *code 23010*
- b. If an Education Assistant or First Nations Educator Employee who is directed to supervise or is left in-charge of an entire class for one (1) day or more, they shall be paid at the MHR, plus 20% of the MHR for their Level and Step for the whole period for which they are left in charge. *code 23020*
- c. If the Education Assistant or First Nations Educator Employee who is left in-charge for a period exceeding three (3) days, they shall be paid at the MHR for their Level and Step, plus thirty 30% of the MHR for their Level and Step for the whole period for which they are in charge. *code 23030*

(2) Special Responsibility allowance

School Enrolments	Number of SRA's payable	Total	
< 100	1 x \$1000	\$1,000	<i>code 23001</i>
100-300	2 x \$1000	\$2,000	<i>code 23002</i>
301 - 600	3 x \$1000	\$3,000	<i>code 23003</i>
601 -	4 x \$1000	\$4,000	<i>code 23004</i>

SALARY SCHEDULE EARLY LEARNING CENTRES

DATE OF OPERATION: **From 8 September 2026**

The minimum rate of salary payable to employees shall be:

	Step	Annual Rate
Working towards a Certificate III		
Level 1	1.1	\$62,503
<i>Classification code 12001</i>	1.2	\$63,013
Certificate III		
Level 2	2.1	\$67,260
<i>Classification code 12002</i>	2.2	\$68,668
	2.3	
Working towards Diploma		
Level 3	3.1	\$72,042
<i>Classification code 12003</i>	3.2	\$72,819
Diploma		
Level 4	4.1	\$75,173
<i>Classification code 12004</i>	4.2	\$75,367
ELC Manager		
Level 5	5.1	\$86,120
Licensed up to 39 enrolments	5.2	\$86,727
<i>Classification code 12005</i>	5.3	\$87,504
Level 5	5.4	\$89,780.40
Licensed for between 40-59 enrolments	5.5	\$90,780.40
<i>Classification code 12005</i>	5.6	\$91,780.40
Level 5	5.7	\$93,780.40
Licensed for 60 or more enrolments	5.8	\$94,780.40
<i>Classification code 12005</i>	5.9	\$95,780.40

Allowances

(1)	Educational Leaders Allowance	\$4,412.84 per annum	<i>code 25005</i>
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SALARY SCHEDULE OUTSIDE SCHOOL HOURS CARE

DATE OF OPERATION:

From 8 September 2026

The minimum rate of salary payable to employees shall be:

			Step	Annual Rate
Level 1	Unqualified <i>Code 13001</i>		1.1	\$62,430
			1.2	\$66,193
			1.3	\$68,426
Level 2	Qualified <i>Code 13002</i>		2.1	\$69,426
			2.2	\$70,732
Level 3	Nominated <i>Code 13003</i>		3.1	\$75,173
			3.2	\$75,368
Level 4	OSHC Manager <i>Code 13004</i>	licensed up to 39 enrolments	4.1	\$86,120
			4.2	\$86,727
			4.3	\$87,504
		licensed from 40 to 59 enrolments	4.4	\$89,781
			4.5	\$90,781
			4.6	\$91,781
		licensed for 60 or more enrolments	4.7	\$93,781
			4.8	\$94,781
			4.9	\$95,781

Allowances

- (1) An OSHC Employee left in charge of children will receive their MHR plus 15% of their MHR for each hour they are left in charge. *code 23015*
- (2) Service Management Allowance - 20% of base salary where an Employee is responsible for managing both an ELC and an OSHC Service. *code 25006*

SALARY SCHEDULE

FACILITIES AND SCHOOL OPERATIONAL SERVICES

DATE OF OPERATION:

From 8 September 2026

The minimum rates of salary payable to employees shall be:

Level	Step	Annual Rate
Level 1 - <i>includes Cleaner, Kitchen/ Canteen Assistant, Laundry Assistant, Grounds/ Maintenance Assistant, Uniform Shop Assistant, Handyperson, Bus Driver</i> <i>Classification Code 04001</i>	Step 1	\$64,226
	Step 2	\$65,495
	Step 3	\$66,763
Level 2 - <i>includes Non-trade qualified Cook, Gardener, Cleaner, Kitchen/ Canteen Assistant, Uniform Shop Assistant</i> <i>Classification Code 04002</i>	Step 1	\$67,209
	Step 2	\$68,140
	Step 3	\$69,071
Level 3 - <i>includes Cook, Cleaning Coordinator, Grounds person, Maintenance person, Canteen Coordinator/Manager or Uniform Shop Coordinator/Manager (with no Employee supervisory responsibility)</i> <i>Classification Code 04003</i>	Step 1	\$69,840
	Step 2	\$70,405
	Step 3	\$70,970
Level 4 - <i>includes Uniform Shop Coordinator/ Manager, Canteen Coordinator/Manager, Qualified Cook, Senior Grounds person</i> <i>Classification Code 04004</i>	Step 1	\$73,345
	Step 2	\$75,015
	Step 3	\$76,684
Level 5 - <i>includes Assistant Property Manager, Head Grounds person</i> <i>Classification Code 04005</i>	Step 1	\$78,955
	Step 2	\$80,683
	Step 3	\$82,411
Level 6 - <i>includes Property Manager, Facilities Manager</i> <i>Classification Code 04006</i>	Step 1	\$85,128
	Step 2	\$87,790
	Step 3	\$90,451

* Note: to be read in conjunction with the information in the WA Catholic School Support Staff Enterprise Agreement 2024 Schedule 2 Part 4 on typical requirements at each level.

Allowances

Higher Duties Allowance - A Facilities and School Operational Services Employee whom the Employer directs to perform higher duties for one day or more will be paid the MHR that applies to the first Step in the higher Level for the whole period during which the higher duties are performed. code 29096

SALARY SCHEDULE

ADMINISTRATIVE AND TECHNICAL SERVICES

DATE OF OPERATION: **From 8 September 2026**

The minimum salary payable to employees shall be:

Salary Level	Step	Annual Base Salary
Level 1 <i>Classification code 08090</i>	1	\$64,275
	2	\$64,904
	3	\$65,504
	4	\$66,102
	5	\$66,731
	6	\$67,360
Level 2 <i>Classification code 08091</i>	1	\$69,190
	2	\$70,448
	3	\$71,644
	4	\$72,905
	5	\$74,132
	6	\$75,362
Level 3 <i>Classification code 08092</i>	1	\$77,819
	2	\$79,316
	3	\$80,791
	4	\$82,250
	5	\$83,749
	6	\$85,218
Level 4 <i>Classification code 08093</i>	1	\$81,532
	2	\$83,988
	3	\$86,445
	4	\$88,931
	5	\$91,386
	6	\$93,845
Level 5 <i>Classification code 08094</i>	1	\$95,881
	2	\$97,307
	3	\$98,728
	4	\$100,153
	5	\$101,577
	6	\$102,999
Level 6 <i>Classification code 08095</i>	1	\$104,166
	2	\$105,617
	3	\$107,068
	4	\$108,519
	5	\$109,969
	6	\$112,893

SALARY SCHEDULE BOARDING HOUSE SERVICES

DATE OF OPERATION: **From 8 September 2026**

The minimum salary payable to employees shall be:

Salary Level	Step	Annual Rate
Level 1	1	\$63,928
<i>Classification Code 09001</i>	2	\$65,801
	3	\$68,293
	4	\$70,786
	5	\$73,281
Level 2	1	\$75,772
<i>Classification Code 09002</i>	2	\$79,514
	3	\$83,256
Level 3	1	\$86,112
<i>Classification Code 09003</i>	2	\$89,341
Level 4	1	\$96,876
<i>Classification Code 09004</i>	2	\$102,258

Note - Reduced Working Year Arrangement is not applicable to this classification type.

Allowances

(1) Sleepover Allowance	\$61.36 per sleepover	<i>code 25001</i>
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SALARY SCHEDULE NURSING SERVICES

DATE OF OPERATION: **From 8 September 2026**

The minimum rate of salary payable to employees shall be:

Salary Level		Step	Annual Rate
School Nurse	Level 1 <i>code 06001</i>	1	\$75,454.19
		2	\$80,212.19
		3	\$80,602.36
		4	\$82,432
School Nurse	Level 2 <i>code 06002</i>	1	\$85,369
		2	\$88,307
		3	\$91,249
		4	\$94,216
Nurse Manager	Level 3 <i>code 06003</i>	1	\$95,722.59
		2	\$100,643
		3	\$106,025

Note - Reduced Working Year Arrangement is not applicable to this classification type.

SALARY SCHEDULE MENTAL HEALTH SERVICES

DATE OF OPERATION: **From 8 September 2026**

YOUTH WORKERS

Classification Code 18001

Step	Annual Base Salary
Step 1	\$83,719
Step 2	\$85,447
Step 3	\$94,301
Step 4	\$96,734
Step 5	\$98,888

SOCIAL WORKERS AND COUNSELLORS

Classification Code 19001

Step	Annual Base Salary
Step 1	\$88,530
Step 2	\$92,515
Step 3	\$96,934
Step 4	\$102,456
Step 5	\$111,018
Step 6	\$116,596

DATE OF OPERATION: **From 8 September 2026**

PROVISIONALLY REGISTERED PSYCHOLOGISTS AND PSYCHOLOGISTS

Classification Code 17001

Step	Annual Base Salary
Step 1	\$94,955
Step 2	\$100,058
Step 3	\$105,168
Step 4	\$110,268
Step 5	\$115,367
Step 6	\$123,678
Step 7	\$129,185
Step 8	\$134,192
Step 9	\$139,204

Classifications for Provisionally Registered Psychologists and Psychologists

- (a) Registered Psychologist (AHPRA registered)
enter step 3 - exit step 9
- (b) Provisionally Registered Psychologist
enter step 1, then held at step 2 until AHPRA registered
- (c) Additional degree acquired (Relevant Master's degree)
increase one incremental step effective from date evidence provided.

Note - Full- and part-time Mental Health Services employees work under a Reduced Working Year Arrangement, but the Adjusted Base Salary includes payment of an additional three non-term weeks.

SALARY SCHEDULE INSTRUCTIONAL SERVICES

DATE OF OPERATION: **From 8 September 2026**

The minimum salary payable to employees shall be:

Salary Level	Step	Annual Base Salary
Level 1		<i>Classification code 16001</i>
	1	\$56,559
	2	\$58,629
Level 2		<i>Classification code 16002</i>
	1	\$67,847
	2	\$69,070
Level 3		<i>Classification code 16003</i>
	1	\$71,616
	2	\$75,210
Level 4		<i>Classification code 16004</i>
	1	\$82,967
	2	\$86,941
Level 5		<i>Classification code 16005</i>
	1	\$90,061
	2	\$96,195

SALARY SCHEDULE ALLOWANCES FOR SUPPORT STAFF

DATE OF OPERATION: **8 September 2026**

- (1) Accreditation allowance \$500 per annum *code 2004M*
- (2) Bus allowance \$16.08 per round trip *code 2039*
Does not apply to an Employee:
a. employed as a bus driver;
b. where it is an inherent requirement or regular part of the their role; or
c. in the Boarding House Services Classification.
- (3) A casual employee shall be paid 25% in addition to the rates prescribed for the work performed, with a minimum payment of 2 hours. See Agreement for full conditions.
- (4) Tool Allowance \$17.90 per week *code 25010*
Tool Allowance - \$33.88 per week *code 25011*
Carpenters and joiners
- (5) First Aid Allowance \$920.47 per annum *code 2041*
Note: does not apply to an Employee:
a. in the Nursing Services Classification;
b. employed exclusively as a First Aid Officer; or
c. who, as part of their role, is required to hold a first aid qualification.
- (6) Car Vehicle Allowance \$0.99 per kilometre *code 26001*
Motorbike Allowance \$0.33 per kilometre *code 26002*
- (7) Junior Employee Rates
A junior Employee employed in a Classification in Schedule 2 is to be paid at the percentage of the Base Salary/MHR at the lowest Step for their Classification and Level in Schedule 2, according to the following table:

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

LOCATION ALLOWANCE SCHEDULE

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

DATE OF OPERATION: **From 1 July 2026**

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	23.00	2102L	46.00
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	23.00	2102L	46.00
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.