

Pay Guide - Educational Services (Teachers) Award

[MA000077]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2021.

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

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Queensland employees only: rates for employees in Queensland affected by a Transitional Pay Equity Order are not provided in this pay guide. These rates can be calculated using the [Pay and Conditions Tool](#).

Rates of pay

Teachers - not in a children's or early childhood service that usually operates for at least 8 hours each day for 48 weeks or more per year

Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate |
|----------------|-----------------|-----------------|
| Level 1 | \$1,029.72 | \$27.10 |
| Level 2 | \$1,050.94 | \$27.66 |
| Level 3 | \$1,079.53 | \$28.41 |
| Level 4 | \$1,118.46 | \$29.43 |
| Level 5 | \$1,157.44 | \$30.46 |
| Level 6 | \$1,193.71 | \$31.41 |
| Level 7 | \$1,229.97 | \$32.37 |
| Level 8 | \$1,268.92 | \$33.39 |
| Level 9 | \$1,307.91 | \$34.42 |
| Level 10 | \$1,346.86 | \$35.44 |
| Level 11 | \$1,385.86 | \$36.47 |
| Level 12 | \$1,424.76 | \$37.49 |

Casual

A casual employee engaged for less than five consecutive days will receive no higher than the salary at Level 8.

| Classification | Full day pay rate | Half day pay rate - not working in a children's or early childhood service | Up to 4 hours pay rate - working in a children's or early childhood service NOT operating for at least 48 weeks per year | Up to 2 hours pay rate - working in a children's or early childhood service NOT operating for at least 48 weeks per year |
|-----------------------|--------------------------|---|---|---|
| Level 1 | \$257.43 | \$128.72 | \$135.48 | \$67.74 |
| Level 2 | \$262.74 | \$131.37 | \$138.28 | \$69.14 |
| Level 3 | \$269.88 | \$134.94 | \$142.04 | \$71.02 |
| Level 4 | \$279.62 | \$139.81 | \$147.16 | \$73.58 |
| Level 5 | \$289.36 | \$144.68 | \$152.28 | \$76.14 |
| Level 6 | \$298.43 | \$149.21 | \$157.08 | \$78.54 |
| Level 7 | \$307.49 | \$153.75 | \$161.84 | \$80.92 |
| Level 8 | \$317.23 | \$158.62 | \$166.96 | \$83.48 |
| Level 9 | \$326.98 | \$163.49 | \$172.08 | \$86.04 |
| Level 10 | \$336.72 | \$168.36 | \$177.24 | \$88.62 |
| Level 11 | \$346.47 | \$173.23 | \$182.36 | \$91.18 |
| Level 12 | \$356.19 | \$178.10 | \$187.48 | \$93.74 |

Teachers - in a children's or early childhood service that usually operates for at least 8 hours each day for 48 weeks or more per year

Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday | Overtime - first 3 hours | Overtime - after 3 hours | Early morning shift | Afternoon shift |
|-----------------------|------------------------|------------------------|-----------------|---------------------------------|---------------------------------|----------------------------|------------------------|
| Level 1 | \$1,070.91 | \$28.18 | \$35.23 | \$42.27 | \$56.36 | \$31.00 | \$32.41 |
| Level 2 | \$1,092.98 | \$28.76 | \$35.95 | \$43.14 | \$57.52 | \$31.64 | \$33.07 |
| Level 3 | \$1,122.71 | \$29.55 | \$36.94 | \$44.33 | \$59.10 | \$32.51 | \$33.98 |
| Level 4 | \$1,163.19 | \$30.61 | \$38.26 | \$45.92 | \$61.22 | \$33.67 | \$35.20 |
| Level 5 | \$1,203.73 | \$31.68 | \$39.60 | \$47.52 | \$63.36 | \$34.85 | \$36.43 |
| Level 6 | \$1,241.46 | \$32.67 | \$40.84 | \$49.01 | \$65.34 | \$35.94 | \$37.57 |
| Level 7 | \$1,279.17 | \$33.66 | \$42.08 | \$50.49 | \$67.32 | \$37.03 | \$38.71 |
| Level 8 | \$1,319.67 | \$34.73 | \$43.41 | \$52.10 | \$69.46 | \$38.20 | \$39.94 |
| Level 9 | \$1,360.23 | \$35.80 | \$44.75 | \$53.70 | \$71.60 | \$39.38 | \$41.17 |
| Level 10 | \$1,400.73 | \$36.86 | \$46.08 | \$55.29 | \$73.72 | \$40.55 | \$42.39 |
| Level 11 | \$1,441.29 | \$37.93 | \$47.41 | \$56.90 | \$75.86 | \$41.72 | \$43.62 |
| Level 12 | \$1,481.75 | \$38.99 | \$48.74 | \$58.49 | \$77.98 | \$42.89 | \$44.84 |

Table 2 of 2

| Classification | Night shift - rotating | Night shift - non-rotating | Working through a meal break | Less than 10 hour break between shifts |
|-----------------------|-------------------------------|-----------------------------------|-------------------------------------|---|
| Level 1 | \$33.11 | \$36.63 | \$42.27 | \$56.36 |
| Level 2 | \$33.79 | \$37.39 | \$43.14 | \$57.52 |
| Level 3 | \$34.72 | \$38.42 | \$44.33 | \$59.10 |
| Level 4 | \$35.97 | \$39.79 | \$45.92 | \$61.22 |
| Level 5 | \$37.22 | \$41.18 | \$47.52 | \$63.36 |
| Level 6 | \$38.39 | \$42.47 | \$49.01 | \$65.34 |
| Level 7 | \$39.55 | \$43.76 | \$50.49 | \$67.32 |
| Level 8 | \$40.81 | \$45.15 | \$52.10 | \$69.46 |
| Level 9 | \$42.07 | \$46.54 | \$53.70 | \$71.60 |
| Level 10 | \$43.31 | \$47.92 | \$55.29 | \$73.72 |
| Level 11 | \$44.57 | \$49.31 | \$56.90 | \$75.86 |
| Level 12 | \$45.81 | \$50.69 | \$58.49 | \$77.98 |

Casual

A casual employee engaged for less than five consecutive days will receive no higher than the salary at Level 8.

Table 1 of 2

| Classification | Full day pay rate | Up to 4 hours pay rate | Up to 2 hours pay rate | Saturday - full day | Saturday | Overtime - first 3 hours | Overtime - after 3 hours |
|----------------|-------------------|------------------------|------------------------|---------------------|----------|--------------------------|--------------------------|
| Level 1 | \$267.73 | \$140.92 | \$70.46 | \$334.66 | \$44.04 | \$52.85 | \$70.46 |
| Level 2 | \$273.25 | \$143.80 | \$71.90 | \$341.56 | \$44.94 | \$53.93 | \$71.90 |
| Level 3 | \$280.68 | \$147.72 | \$73.86 | \$350.85 | \$46.16 | \$55.40 | \$73.86 |
| Level 4 | \$290.80 | \$153.04 | \$76.52 | \$363.50 | \$47.83 | \$57.39 | \$76.52 |
| Level 5 | \$300.93 | \$158.40 | \$79.20 | \$376.16 | \$49.50 | \$59.40 | \$79.20 |
| Level 6 | \$310.37 | \$163.36 | \$81.68 | \$387.96 | \$51.05 | \$61.26 | \$81.68 |
| Level 7 | \$319.79 | \$168.32 | \$84.16 | \$399.74 | \$52.60 | \$63.12 | \$84.16 |
| Level 8 | \$329.92 | \$173.64 | \$86.82 | \$412.40 | \$54.26 | \$65.12 | \$86.82 |
| Level 9 | \$340.06 | \$178.96 | \$89.48 | \$425.08 | \$55.93 | \$67.11 | \$89.48 |
| Level 10 | \$350.18 | \$184.32 | \$92.16 | \$437.73 | \$57.60 | \$69.12 | \$92.16 |
| Level 11 | \$360.32 | \$189.64 | \$94.82 | \$450.40 | \$59.26 | \$71.12 | \$94.82 |
| Level 12 | \$370.44 | \$194.96 | \$97.48 | \$463.05 | \$60.93 | \$73.11 | \$97.48 |

Table 2 of 2

| Classification | Early morning shift - full day | Early morning shift | Afternoon shift - full day | Afternoon shift | Night shift - rotating - full day | Night shift - rotating | Night shift - non-rotating - full day | Night shift - non-rotating |
|----------------|--------------------------------|---------------------|----------------------------|-----------------|-----------------------------------|------------------------|---------------------------------------|----------------------------|
| Level 1 | \$294.50 | \$38.75 | \$307.89 | \$40.51 | \$314.58 | \$41.40 | \$348.05 | \$45.80 |
| Level 2 | \$300.58 | \$39.55 | \$314.24 | \$41.34 | \$321.07 | \$42.24 | \$355.23 | \$46.74 |
| Level 3 | \$308.75 | \$40.62 | \$322.78 | \$42.47 | \$329.80 | \$43.39 | \$364.88 | \$48.01 |
| Level 4 | \$319.88 | \$42.09 | \$334.42 | \$44.00 | \$341.69 | \$44.96 | \$378.04 | \$49.74 |
| Level 5 | \$331.02 | \$43.56 | \$346.07 | \$45.54 | \$353.59 | \$46.53 | \$391.21 | \$51.48 |
| Level 6 | \$341.41 | \$44.92 | \$356.93 | \$46.97 | \$364.68 | \$47.99 | \$403.48 | \$53.09 |
| Level 7 | \$351.77 | \$46.29 | \$367.76 | \$48.39 | \$375.75 | \$49.44 | \$415.73 | \$54.70 |
| Level 8 | \$362.91 | \$47.75 | \$379.41 | \$49.92 | \$387.66 | \$51.01 | \$428.90 | \$56.43 |
| Level 9 | \$374.07 | \$49.21 | \$391.07 | \$51.45 | \$399.57 | \$52.57 | \$442.08 | \$58.16 |
| Level 10 | \$385.20 | \$50.69 | \$402.71 | \$52.99 | \$411.46 | \$54.14 | \$455.23 | \$59.90 |
| Level 11 | \$396.35 | \$52.15 | \$414.37 | \$54.52 | \$423.38 | \$55.71 | \$468.42 | \$61.63 |
| Level 12 | \$407.48 | \$53.61 | \$426.01 | \$56.05 | \$435.27 | \$57.27 | \$481.57 | \$63.36 |

Allowances

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

| Allowances | Rate |
|-----------------------------------|---|
| * Director's allowance - level 1 | \$3.12 per hour |
| * Director's allowance - level 2 | \$3.86 per hour |
| * Director's allowance - level 3 | \$4.69 per hour |
| * Leadership allowance - level 1A | \$2.17 per hour |
| * Leadership allowance - level 1B | \$1.90 per hour |
| * Leadership allowance - level 1C | \$1.71 per hour |
| * Leadership allowance - level 2A | \$1.49 per hour |
| * Leadership allowance - level 2B | \$1.29 per hour |
| * Leadership allowance - level 2C | \$1.08 per hour |
| * Leadership allowance - level 3A | \$0.75 per hour |
| * Leadership allowance - level 3B | \$0.64 per hour |
| * Leadership allowance - level 3C | \$0.43 per hour |
| Vehicle allowance - motor car | \$0.80 per km up to a maximum of 400 kms per week |
| Vehicle allowance - motorcycle | \$0.27 per km up to a maximum of 400 kms per week |

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.