

## Table 1 Annual Rates

**Table 1(a) - Annual Rates of Pay for Boarding Services Employees**

	1	2	3
Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum	From the first full pay period on or after 1 February 2027 per annum
		4.5%	4%
1	\$65,370	\$68,312	\$71,044
2	\$69,279	\$72,397	\$75,293
3	\$76,069	\$79,492	\$82,672
4	\$83,129	\$86,870	\$90,345

**Table 1(b) - Annual Rates of Pay for Classroom Support Services Employees**

	1	2	3
Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum	From the first full pay period on or after 1 February 2027 per annum
		5%	5%
1.1	\$71,568	\$75,146	\$78,903
1.2	\$71,912	\$75,508	\$79,283
1.3	\$72,256	\$75,869	\$79,662
2.1	\$76,244	\$80,056	\$84,059
2.2	\$76,611	\$80,442	\$84,464

2.3	\$76,977	\$80,826	\$84,867
3.1	\$80,609	\$84,639	\$88,871
3.2	\$80,996	\$85,046	\$89,298
3.3	\$81,384	\$85,453	\$89,726
4.1	\$84,699	\$88,934	\$93,381
4.2	\$85,107	\$89,362	\$93,830
4.3	\$85,514	\$89,790	\$94,280

**Table 1(c) - Annual Rates of Pay for Clerical and Administration Services Employees**

	1	2	3
Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum	From the first full pay period on or after 1 February 2027 per annum
		4.5%	4%
1.1	\$63,634	\$66,498	\$69,158
1.2	\$64,246	\$67,137	\$69,822
1.3	\$64,858	\$67,777	\$70,488
2.1	\$71,427	\$74,641	\$77,627
2.2	\$73,506	\$76,814	\$79,887
3.1	\$81,875	\$85,559	\$88,981
3.2	\$83,443	\$87,198	\$90,686
3.3	\$85,011	\$88,836	\$92,389

4.1	\$96,022	\$100,343	\$104,357
4.2	\$98,053	\$102,465	\$106,564
5.1	\$98,053	\$102,465	\$106,564
5.2	\$98,996	\$103,451	\$107,589
6.1	\$100,464	\$104,985	\$109,184
6.2	\$103,229	\$107,874	\$112,189
7.1	\$106,142	\$110,918	\$115,355
7.2	\$108,265	\$113,137	\$117,662
8.1	\$109,370	\$114,292	\$118,864
8.2	\$111,557	\$116,577	\$121,240

**Table 1(d) - Annual Rates of Pay for Curriculum/Resources Services Employees**

	1	2	3
Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum	From the first full pay period on or after 1 February 2027 per annum
		5%	5%
1.1	\$76,941	\$80,788	\$84,827
1.2	\$77,304	\$81,169	\$85,227
2.1	\$81,345	\$85,412	\$89,683
2.2	\$81,729	\$85,815	\$90,106
3.1	\$85,473	\$89,747	\$94,234

3.2	\$85,876	\$90,170	\$94,679
4.1	\$86,279	\$90,593	\$95,123
4.2	\$86,683	\$91,017	\$95,568

**Table 1(e) - Annual Rates of Pay for ICT Support Services Employees**

	1	2	3
Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum  4.5%	From the first full pay period on or after 1 February 2027 per annum  4%
1.1	\$75,489	\$78,886	\$82,041
1.2	\$75,852	\$79,265	\$82,436
1.3	\$79,811	\$83,402	\$86,738
1.4	\$80,578	\$84,204	\$87,572
2.1	\$81,875	\$85,559	\$88,981
2.2	\$83,443	\$87,198	\$90,686
2.3	\$86,645	\$90,544	\$94,166
3.1	\$86,700	\$90,602	\$94,226
3.2	\$92,406	\$96,564	\$100,427
3.3	\$96,022	\$100,343	\$104,357
4.1	\$97,868	\$102,272	\$106,363
4.2	\$99,938	\$104,435	\$108,612

5.1	\$103,229	\$107,874	\$112,189
5.2	\$105,294	\$110,032	\$114,433
6.1	\$110,558	\$115,533	\$120,154
6.2	\$112,769	\$117,844	\$122,558

**Table 1(f) - Annual Rates of Pay for Instructional Services Employees**

	<b>1</b>	<b>2</b>	<b>3</b>
<b>Level</b>	<b>From the first full pay period on or after 1 February 2025 per annum</b>	<b>From the first full pay period on or after 1 February 2026 per annum</b>	<b>From the first full pay period on or after 1 February 2027 per annum</b>
		<b>4.5%</b>	<b>4%</b>
1.1	\$51,648	\$53,972	\$56,131
1.2	\$53,239	\$55,635	\$57,860
2.1	\$53,897	\$56,322	\$58,575
2.2	\$54,862	\$57,331	\$59,624
3.1	\$56,892	\$59,452	\$61,830
3.2	\$59,746	\$62,435	\$64,932
4.1	\$61,687	\$64,463	\$67,042
4.2	\$64,641	\$67,550	\$70,252
5.1	\$66,963	\$69,976	\$72,775
5.2	\$71,513	\$74,731	\$77,720

**Table 1(g) - Annual Rates of Pay for School Operational Services Employees**

	1	2	3
Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum  4.5%	From the first full pay period on or after 1 February 2027 per annum  4%
1.1	\$55,224	\$57,709	\$60,017
1.2	\$57,480	\$60,067	\$62,470
1.3	\$59,625	\$62,308	\$64,800
2.1	\$60,130	\$62,836	\$65,349
2.2	\$62,668	\$65,488	\$68,108
2.3	\$64,367	\$67,264	\$69,955
3.1	\$64,800	\$67,716	\$70,425
3.2	\$65,295	\$68,233	\$70,962
3.3	\$66,916	\$69,927	\$72,724
4.1	\$67,300	\$70,329	\$73,142
4.2	\$68,400	\$71,478	\$74,337
5.1	\$70,000	\$73,150	\$76,076
5.2	\$75,000	\$78,375	\$81,510
6.1	\$79,897	\$83,492	\$86,832
6.2	\$82,450	\$86,160	\$89,606

**Table 1(h) - Annual Rates of Pay for Nursing Services Employees**

	1	2	3
Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum	From the first full pay period on or after 1 February 2027 per annum
		4.5%	4%
1 <sup>st</sup> year of service	\$69,642	\$72,776	\$75,687
2 <sup>nd</sup> year of service	\$74,374	\$77,721	\$80,830
3 <sup>rd</sup> year of service	\$76,554	\$79,999	\$83,199
4 <sup>th</sup> year of service	\$79,013	\$82,569	\$85,872
5 <sup>th</sup> year of service	\$81,460	\$85,126	\$88,531
6 <sup>th</sup> year of service	\$83,276	\$87,023	\$90,504
7 <sup>th</sup> year of service	\$87,366	\$91,297	\$94,949
8 <sup>th</sup> year of service	\$90,759	\$94,843	\$98,637
Senior Nurse	\$103,085	\$107,724	\$112,033

Note: Nurses who are providing health counselling shall be appointed to a level that is not less than that which is applicable to a Nurse in his or her 3rd year of service and shall progress upon completion of further service.

**Table 1(i) - Annual Rates of Pay for Preschool/Childcare Services Employees**

	1	2	3
Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum  4.5%	From the first full pay period on or after 1 February 2027 per annum  4%
1	\$57,338	\$59,918	\$62,315
2.1	\$57,810	\$60,411	\$62,827
2.2	\$58,261	\$60,883	\$63,318
2.3	\$58,731	\$61,374	\$63,829
2.4	\$59,292	\$61,960	\$64,438
3.1	\$64,154	\$67,041	\$69,723
3.2	\$67,227	\$70,252	\$73,062
3.3	\$67,873	\$70,927	\$73,764
4.1	\$68,000	\$71,060	\$73,902
4.2	\$71,294	\$74,502	\$77,482
5.1	\$74,747	\$78,111	\$81,235
5.2	\$78,467	\$81,998	\$85,278
6.1	\$78,500	\$82,033	\$85,314
6.2	\$79,444	\$83,019	\$86,340
6.3	\$88,711	\$92,703	\$96,411
Preschool/Childcare Services Director (other than a Qualified	\$88,800	\$92,796	\$96,508



Teacher) Level 1			
Preschool/Childcare Services Director (other than a Qualified Teacher) Level 2	\$89,585	\$93,616	\$97,361
Preschool/Childcare Services Director (other than a Qualified Teacher) Level 3	\$92,542	\$96,706	\$100,574

**Table 1(j) - Annual Rates of Pay for Wellbeing Services Employees**

Classification	Level	1	2	3
		From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum  4.5%	From the first full pay period on or after 1 February 2027 per annum  4%
<b>Wellbeing Services - Non-Graduate Employee</b>	<b>1.1</b>	\$79,811	\$83,402	\$86,738
	<b>1.2</b>	\$82,142	\$85,838	\$89,272
	<b>1.3</b>	\$86,415	\$90,304	\$93,916
<b>Wellbeing Services - Graduate Employee</b>	<b>2.1</b>	\$89,796	\$93,837	\$97,590
	<b>2.2</b>	\$93,055	\$97,242	\$101,132
	<b>2.3</b>	\$98,455	\$102,885	\$107,000
<b>Wellbeing Services - Senior Employee</b>	<b>3</b>	\$104,786	\$109,501	\$113,881
<b>Wellbeing Services - Psychologist</b>	<b>1</b>	\$90,100	\$94,155	\$97,921
	<b>2</b>	\$96,898	\$101,258	\$105,308
	<b>3</b>	\$101,036	\$105,583	\$109,806
	<b>4</b>	\$105,173	\$109,906	\$114,302
	<b>5</b>	\$112,499	\$117,561	\$122,263
	<b>6</b>	\$120,962	\$126,405	\$131,461
	<b>7</b>	\$127,281	\$133,009	\$138,329

## Table 2 – Junior Rates

	Percentage of Adult Rate of Pay	
Clause No.	13.2(a)- (d) and (f)	13.2(e)
	<b>Classroom Support Services, Curriculum/Resources Services, Clerical and Administration Services, ICT Support Services, School Operational Services (Maintenance, Grounds and Green Keeping, Canteen and Uniform Shop Employees), Instructional Services</b>	<b>Preschool/Childcare Services</b>
Under 17 years of age	60	70
At 17 years of age	60	80
At 18 years of age	70	90
At 19 years of age	80	100
At 20 years of age	90	100

## Table 3 – Other Rates and Allowances

2025 to 2027		1	2	3
Brief Description of Allowance Item	Clause No.	From the first full pay period on or after 1 February 2025	From the first full pay period on or after 1 February 2026	From the first full pay period on or after 1 February 2027
Weekly Motor Car Allowance	<b>15.1(b)</b>	\$107.96 per week for a vehicle 1500 cc or less  \$133.45 per week for a vehicle over 1500 cc	\$107.96 per week for a vehicle 1500 cc or less  \$133.45 per week for a vehicle over 1500 cc	\$107.96 per week for a vehicle 1500 cc or less  \$133.45 per week for a vehicle over 1500 cc
Per km Motor Car Allowance*	<b>15.1(c)</b>	\$0.99 per km	To increase in line with the Award*	To increase in line with the Award*
Per km Motorcycle Allowance*	<b>15.1(c)</b>	\$0.33 per km	To increase in line with the Award*	To increase in line with the Award*

Laundering of Uniforms & Protective Clothing – all Employees except School Operational Services (Maintenance, Grounds, Green Keeping, Cooking/Catering, Housekeeping, Laundry, Cleaning and Caretaking Services) & Nursing Services*		<b>15.2(a)</b>	\$0.30 per day	To increase in line with the Award*	To increase in line with the Award*
Laundering of Uniforms & Protective Clothing – School Operational Services (Maintenance, Grounds, Green Keeping, Cooking/Catering, Housekeeping, Laundry, Cleaning and Caretaking Services) & Nursing Services**		<b>15.2(b)</b>	\$1.87 per day**	\$1.87 per day**	\$1.87 per day**
Special Cleaning allowance#		<b>15.3</b>	\$2.48 per day	\$2.57 per day	\$2.68 per day
Qualification Allowance – Cleaning Supervisor's Course#		<b>15.4</b>	\$5.18 per day	\$5.39 per day	\$5.60 per day
Leading Hand Allowance#	In charge of 1-5 Employees	<b>15.5</b>	\$31.87 per week	\$33.14 per week	\$34.47 per week
	In charge of 6 -10 Employees		\$39.61 per week	\$41.20 per week	\$42.85 per week
	In charge of 11-15 Employees		\$53.20 per week	\$55.32 per week	\$57.54 per week
	In charge of over 16 Employees		\$64.29 per week	\$66.86 per week	\$69.54 per week
	Extra Employee over 20		\$0.94 per week	\$0.97 per week	\$1.01 per week
First Aid and Medication Allowance#		<b>15.6</b> <b>15.7(d)</b>	\$7.46 per day	\$7.76 per day	\$8.07 per day
Nominated Supervisor Allowance– Preschool/Childcare Services#		<b>15.8(a)</b>	\$48.40 per week	\$50.34 per week	\$52.35 per week
Educational Leader Allowance– Preschool/Childcare Services#		<b>15.8(b)</b>	\$84.63 per week	To increase with the Award***	To increase with the Award***
Sleepover Allowance*		<b>15.10</b>	\$59.29 per sleepover	To increase in line with the Award*	To increase in line with the Award*
Overtime Meal Allowance*		<b>15.11</b>	\$19.43 per meal	To increase in line with the Award*	To increase in line with the Award*

Tool Allowance*	<b>15.13</b>	\$17.90 per week for tradesperson \$33.88 per week for a carpenter or joiner	To increase in line with the Award*	To increase in line with the Award*
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# These allowances have been provided with an increase per annum, as per the salary increase.

\* These allowances will increase to reflect the respective allowance in the Educational Services (Schools) General Staff Award 2020 (Award) as at the increase date.

\*\* The Laundering of Uniforms & Protective Clothing Allowance for Maintenance, Grounds and Green Keeping, General Operational Employees & Nursing Services has been adjusted in line with the movement of All Groups CPI - Weighted average of eight capital cities between March 2010 Quarter and up to and including the June 2016 Quarter.

\*\*\* This allowance will increase to reflect the respective allowance in the Children's Services Award 2020 as at the increase date.

# Schedule 4 – Translocation Provisions to this Agreement

**Table 1 – Translocation of Employees covered by the *Independent Schools NSW (Support and Operational Staff) Multi-Enterprise Agreement 2021***

An Employee who was employed by an Employer covered by the *Independent Schools NSW (Support and Operational Staff) Multi-Enterprise Agreement 2021* immediately prior to the Commencement Date and remains employed by that Employer on the Commencement Date will be classified on and from the Commencement Date in accordance with the Table below.

Classification under the <i>Independent Schools NSW (Support and Operational Staff) Multi-Enterprise Agreement 2021</i> immediately prior to the Commencement Date	New classification on Commencement Date
<b>Boarding</b>	<b>Boarding Services</b>
Boarding Level 1	Boarding Services Level 1
Boarding Level 2	Boarding Services Level 2
Boarding Level 3	Boarding Services Level 3
Boarding Level 4	Boarding Services Level 4
<b>School Assistants</b>	<b>Classroom Support Services</b>
School Assistants Level 1	Classroom Support Services Level 1.1
School Assistants Level 2	Classroom Support Services Level 2.1
School Assistants Level 3	Classroom Support Services Level 3.1
School Assistants Level 4	Classroom Support Services Level 4.1
<b>Clerical and Administration</b>	<b>Clerical and Administration Services</b>
Clerical Level 1.1	Clerical and Administration Services Level 1.1
Clerical Level 1.2	Clerical and Administration Services Level 1.2
Clerical Level 2.1	Clerical and Administration Services Level 3.1
Clerical Level 2.2	Clerical and Administration Services Level 3.2
Clerical Level 2.3	Clerical and Administration Services Level 3.3
Clerical Level 2.4	Clerical and Administration Services Level 3.3
Clerical Level 3.1	Clerical and Administration Services Level 4.1
Clerical Level 3.2	Clerical and Administration Services Level 4.2
Clerical Level 3.3	Clerical and Administration Services Level 4.2
Administrator Level 4.1	Clerical and Administration Services Level 5.1
Administrator Level 4.2	Clerical and Administration Services Level 5.2

<b>School Assistants</b>	<b>Curriculum/Resources Services</b>
School Assistants Level 1	Curriculum/Resources Services Level 1.1
School Assistants Level 2	Curriculum/Resources Services Level 1.2
School Assistants Level 3	Curriculum/Resources Services Level 2.1
School Assistants Level 4	Curriculum/Resources Services Level 3.1
School Assistants Level 4	Curriculum/Resources Services Level 4.1
<b>ICT</b>	<b>ICT Support Services</b>
School Assistants Level 1 and 2 Clerical Assistant Level 1.1	ICT Support Services Level 1.1
School Assistants Level 3 Clerical Officer Level 2.1 to 2.4	ICT Support Services Level 2.1 ICT Support Services Level 2.1 to 2.3 (depending on corresponding step)
School Assistants Level 4 Senior Clerical Officer Level 3.1	ICT Support Services Level 3.1
Level 4 Administrator	ICT Support Services Levels 4, 5 or 6 (dependent on school size)
<b>General Operational Staff Maintenance, Grounds, Green Keeping, Canteen, and Uniform Shop Staff, Cleaners and Bus Drivers</b>	<b>School Operational Services</b>
Laundry Level 1 Cooking and Catering Level 1 Cleaners Level 1	School Operational Services Level 1.1
Cleaners Level 2	School Operational Services Level 1.2
Maintenance Grounds Level 1.1	School Operational Services Level 1.3
Cooking and Catering Level 2 Laundry Level 2	School Operational Services Level 2.1
Maintenance Grounds Level 1.2 and 1.3 General Hand Levels 1.1, 1.2 and 1.3	School Operational Services Level 2.2
Bus Trade Qualified	School Operational Services Level 2.3
Cooking and Catering Level 3 Caretaker Level 3	School Operational Services Level 3.1
Level 2 Qualified Trade 2(a)	School Operational Services Level 3.2

Level 2 Qualified Trade 2(b)	School Operational Services Level 3.3
Cooking and Catering Level 4	School Operational Services Level 4.1
Cooking and Catering Level 5	School Operational Services Level 5.1
Maintenance, Grounds, Greenkeeping and Uniform Shop – Level 3 Supervisor	School Operational Services Level 5.2
<b>Long Day Care, Preschool and OOSH Centre Staff</b>	<b>Preschool/Child Care Services</b>
Childcare Worker (Step 1) (No Quals)	Preschool/Childcare Services Level 2.1
Childcare Worker (Step 2) (No Quals)	Preschool/Childcare Services Level 2.1
Childcare Worker (Step 3) (No Quals)	Preschool/Childcare Services Level 2.2
Childcare Worker (Step 4) (No Quals)	Preschool/Childcare Services Level 2.3
Childcare Worker (Step 5) (No Quals)	Preschool/Childcare Services Level 2.4
Advanced Childcare Worker (Step 1) & Childcare workers with Cert III	Preschool/Childcare Services Level 3.1
Advanced Childcare Worker (Step 2)	Preschool/Childcare Services Level 3.2
Advanced Childcare Worker (Step 3)	Preschool/Childcare Services Level 3.3
Advanced Childcare Worker (Diploma Qualified) (Step 1)	Preschool/Childcare Services Level 4.1
Advanced Childcare Worker (Diploma Qualified) (Step 2)	Preschool/Childcare Services Level 4.2
Advanced Childcare Worker (Diploma Qualified) (Step 3)	Preschool/Childcare Services Level 5.1
Advanced Childcare Worker (Diploma Qualified) (Step 4)	Preschool/Childcare Services Level 5.2
Assistant Coordinator Level 1	Preschool/Childcare Services Level 6.1
Assistant Coordinator Level 2	Preschool/Childcare Services Level 6.1
Assistant Coordinator (Diploma Qualified)	Preschool/Childcare Services Level 6.2

Co-ordinator	Preschool/Childcare Services Level 6.3
Co-ordinator (Diploma Qualified) – Levels 1 & 2	Preschool/Childcare Services Director (other than a Qualified Teacher) Level 1
Co-ordinator (Diploma Qualified) – Levels 3	Preschool/Childcare Services Director (other than a Qualified Teacher) Level 2
Co-ordinator (Diploma Qualified) – Levels 4	Preschool/Childcare Services Director (other than a Qualified Teacher) Level 3
<b>Wellbeing Services Staff</b>	<b>Wellbeing Services</b>
Wellbeing Services Level 1 – Non Graduate	Wellbeing Services Level 1 – Non Graduate Employee (to the appropriate step based on years of service)
Wellbeing Services Level 2 – Graduate	Wellbeing Services Level 2 – Graduate Employee (to the appropriate step based on years of service)
Wellbeing Services Level 3 – Senior Staff	Wellbeing Services Level 3 – Senior Employee (to the appropriate step based on years of service)
Wellbeing Services – Psychologists (year 1-7)	Wellbeing Services – Psychologists (to the appropriate step based on years of service)

Employees who may have had an opportunity to progress within their appointed classification to a higher pay point will only progress to the next higher pay point under the new classification structure after 12 months, in accordance with **clause 12.3 Progression**.