



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2022–23**  
(C2023/1)

**EDUCATIONAL SERVICES (TEACHERS) AWARD 2020**  
[MA000077]

Educational services

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT CATANZARITI  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2023

*Annual Wage Review 2022–23.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 17.1 and inserting the following:

<b>Classification</b>	<b>Criteria</b>	<b>Minimum weekly rate - preschools and schools (full time employee)</b>	<b>Minimum annual salary - preschools and schools (full time employee)</b>	<b>Minimum weekly rate - long day care centres (full time employee)</b>	<b>Minimum annual rate - long day care centres (full time employee)</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	Graduate teacher and all other teachers (as defined) including those holding provisional or conditional accreditation/registrati	1293.80	67,513	1345.60	70,214

<b>Classification</b>	<b>Criteria</b>	<b>Minimum weekly rate - preschools and schools (full time employee)</b>	<b>Minimum annual salary - preschools and schools (full time employee)</b>	<b>Minimum weekly rate - long day care centres (full time employee)</b>	<b>Minimum annual rate - long day care centres (full time employee)</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
	on				
Level 2	Teacher with proficient accreditation/registration or equivalent	1414.20	73,793	1470.80	76,745
Level 3	Teacher with proficient accreditation/registration or equivalent after 3 years' satisfactory teaching service at Level 2	1539.60	80,334	1601.10	83,547
Level 4	Teacher with proficient accreditation/registration or equivalent after 3 years' satisfactory teaching service at Level 3	1664.90	86,876	1731.50	90,351
Level 5	Teacher with Highly Accomplished/Lead Teacher accreditation /registration or equivalent	1790.30	93,416	1861.90	97,153

2. By deleting the table appearing in clause 19.2(b) and inserting the following:

<b>Level</b>	<b>Number of places</b>	<b>\$ per annum</b>
1	Up to 39 places	7764.00
2	40–59 places	9620.60
3	60 or more places	11,679.75

3. By deleting the table appearing in clause 19.3(g)(i) and inserting the following:

<b>Category</b>	<b>\$ per annum</b>		
	<b>A</b>	<b>B</b>	<b>C</b>

Category	\$ per annum		
	A	B	C
Level 1	5401.04	4725.91	4253.32
Level 2	3713.22	3206.87	2700.52
Level 3	1856.61	1586.56	1080.21

4. By deleting the amount “\$4022.05” appearing in clause 19.4(c) and inserting “\$4253.32”.

5. By deleting the table appearing in clause B.1.1 and inserting the following:

	All employees (excluding Schedule A)	Teachers employed in early childhood services operating for at least 48 weeks per year (Schedule A)						
		Full day rate	Full day rate	Early morning shift <sup>2</sup>	Afternoon shift <sup>3</sup>	Night shift (rotating) <sup>4</sup>	Night (non-rotating) <sup>5</sup>	Saturday
		% of casual full day rate <sup>6</sup>						
		100%	100%	110%	115%	117.5%	130%	125%
		\$	\$	\$	\$	\$	\$	\$
Level 1	323.45	336.40	370.04	386.86	395.27	437.32	420.50	
Level 2	353.55	367.70	404.47	422.86	432.05	478.01	459.63	
Level 3 <sup>1</sup>	384.90	400.28	440.31	460.32	470.33	520.36	500.35	
Level 4	416.23	432.88	476.17	497.81	508.63	562.74	541.10	
Level 5	447.58	465.48	512.03	535.30	546.94	605.12	581.85	

6. By deleting the table appearing in clause B.1.2 and inserting the following:

	All employees (excluding Schedule A)
All employees	Half day rate
	\$
Level 1	161.73
Level 2	176.78
Level 3 <sup>1</sup>	192.45
Level 4	208.11
Level 5	223.79

7. By deleting the table appearing in clause B.1.3 and inserting the following:

<b>Level</b>	<b>2-hour rate</b>	<b>4-hour rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	85.12	170.24
Level 2	93.04	186.08
Level 3 <sup>1</sup>	101.28	202.56
Level 4	109.54	219.08
Level 5	117.78	235.56

8. By deleting the table appearing in clause B.1.4 and inserting the following:

<b>Level</b>	<b>2-hour rate</b>	<b>4-hour rate</b>	<b>Overtime - first 3 hours</b>	<b>Overtime - after 3 hours</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	88.52	177.04	66.39	88.52
Level 2	96.76	193.52	72.57	96.76
Level 3 <sup>1</sup>	105.34	210.68	79.01	105.34
Level 4	113.92	227.84	85.44	113.92
Level 5	122.50	245.00	91.88	122.50

9. By deleting the amount “\$63,842” appearing in clause C.1.1 and inserting “\$67,513”.

10. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
<b>Director’s allowance:</b>	19.2(b)			
Level 1		11.5	7764.00	per annum
Level 2		14.25	9620.60	per annum
Level 3		17.3	11,679.75	per annum
<b>Leadership allowance:</b>	19.3(g)(i)			
Level 1A		8.0	5401.04	per annum
Level 1B		7.0	4725.91	per annum

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Level 1C		6.3	4253.32	per annum
Level 2A		5.5	3713.22	per annum
Level 2B		4.75	3206.87	per annum
Level 2C		4.0	2700.52	per annum
Level 3A		2.75	1856.61	per annum
Level 3B		2.35	1586.56	per annum
Level 3C		1.6	1080.21	per annum
Educational leader allowance	19.4(c)	6.3	4253.32	per annum

B. This determination comes into operation on 1 July 2023. In accordance with s 286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2023.

PRESIDENT