



July 2026 Pay Tables for Neighbourhood Houses covered by Multi Employer Agreements made between 2010-2024

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The Annual wage case for 2026-2027 delivered a 4.75% increase in award rates, payable from the first pay period on or after 1 July 2026. All employers should review their individual situations and use the information in this report as a guide only.

How to use these pay tables

1. For each type of employee, go to the relevant pay table.
2. Given the significant increase in the Award rates, the Award rate will be above the Enterprise Agreement rate therefore the Award rate applies and has been used in most cases. **Schedule 4D is the exception, with a different version for the 2024 Agreement.**

If an employee was previously on a rate higher than award rates, their new rate can not be lower than their pay rate as at 30 June 2026.

The worker retention payment rate for eligible ECEC employees will be greater than the Collective Agreement rate. The worker retention rates are available here: www.education.gov.au/early-childhood/providers/workforce/wages/minimum-rates-you-must-pay-workers

Disclaimer

These pay tables have been prepared based on information available from the Fair Work Commission. The rates included in this document are intended to be used as a guide and may be subject to change. It is the responsibility of the employer to ensure correct payment to employees. No reader should act in complete reliance or fail to act on the basis of the rates contained within this document. Although every attempt has been made to verify the accuracy of the financial information, Neighbourhood Houses Victoria excludes any liability for any loss or damage occasioned by any corporation, organisation, employer or person acting or failing to act as a result of any matter contained in this guide. In all instances, you should familiarise yourself with the underpinning award

Schedule 3A: Adult and Community Education Employees (2010-2024)

Classification		WEEKLY RATE	HOURLY RATE	CASUAL RATE
Level 1				
	Year 1	\$1,024.70	\$26.97	\$33.71
	Year 2	\$1,073.10	\$28.24	\$35.30
	Year 3	\$1,106.20	\$29.11	\$36.39
Level 2				
	Year 1	\$1,119.90	\$29.47	\$36.84
	Year 2	\$1,139.90	\$30.00	\$37.50
	Year 3	\$1,139.90	\$30.00	\$37.50
Level 3				
	Year 1	\$1,182.10	\$31.11	\$38.89
	Year 2	\$1,241.40	\$32.67	\$40.84
	Year 3	\$1,241.40	\$32.67	\$40.84
Level 4				
	Year 1	\$1,275.00	\$33.55	\$41.94
	Year 2	\$1,325.40	\$34.88	\$43.60
	Year 3	\$1,325.40	\$34.88	\$43.60
Level 5				
	Year 1	\$1,415.10	\$37.24	\$46.55
	Year 2	\$1,482.50	\$39.01	\$48.76
	Year 3	\$1,482.50	\$39.01	\$48.76
Level 6				
	Year 1	\$1,519.30	\$39.98	\$49.98
	Year 2	\$1,608.80	\$42.34	\$52.93
	Year 3	\$1,608.80	\$42.34	\$52.93
Level 7				
	Year 1	\$1,646.00	\$43.32	\$54.15
	Year 2	\$1,743.90	\$45.89	\$57.36
Level 8	Year 1	\$1,853.40	\$48.77	\$60.96
Level 9	Year 1	\$1,959.70	\$51.57	\$64.46

Schedule 3B: Social and Community Service Employees (2010-2024)

Modern Award (SCHADS) SACS Levels	WEEKLY RATE	HOURLY RATE	CASUAL RATE
1.1	\$1,046.90	\$27.55	\$34.44
1.2	\$1,080.60	\$28.44	\$35.55
1.3	\$1,119.10	\$29.45	\$36.81
SCHCADS (SACS) level 2			
2.1 (1st Year)	\$1,376.49	\$36.23	\$45.29
2.2 (2nd Year (Cert IV))	\$1,419.79	\$37.36	\$46.70
2.3 (3rd Year)	\$1,462.96	\$38.50	\$48.13
2.4 (4th Year)	\$1,501.95	\$39.53	\$49.41
Class I (qualified) (Translating to SCHCADS (SACS) level 3			
3.1 (1st Year (ass dip/adv'd cert))	\$1,538.59	\$40.49	\$50.61
3.2 (2nd Year)	\$1,582.94	\$41.66	\$52.08
3.3 (3rd Year (3 year degree))	\$1,616.71	\$42.55	\$53.19
4.4 (4th Year (4 year degree))	\$1,649.97	\$43.42	\$54.28
Class II (a) Translating to SCHCADS (SACS) level 4			
4.1	\$1,774.74	\$46.70	\$58.38
4.2	\$1,821.07	\$47.92	\$59.90
4.3	\$1,867.93	\$49.16	\$61.45
4.4	\$1,909.51	\$50.25	\$62.81
Class II (a) Translating to SCHCADS (SACS) level 5			
5.1	\$2,030.20	\$53.43	\$66.79
5.2	\$2,073.91	\$54.58	\$68.23
5.3	\$2,122.13	\$55.85	\$69.81
Level 6			
6.1	\$2,218.02	\$58.37	\$72.96
6.2	\$2,267.02	\$59.66	\$74.58
6.3	\$2,316.16	\$60.95	\$76.19
Level 7			
7.1	\$2,398.95	\$63.13	\$78.91

7.2	\$2,449.36	\$64.46	\$80.58
7.3	\$2,499.20	\$65.77	\$82.21
Level 8			
8.1	\$2,602.75	\$68.49	\$85.61
8.2	\$2,653.94	\$69.84	\$87.30
8.3	\$2,705.27	\$71.19	\$88.99

Schedule 3C: Childrens Services Employees (2010-2024)

Note: The worker retention payment rate for eligible ECEC employees will be greater than the Collective Agreement rate. The worker retention rates are available here: www.education.gov.au/early-childhood/providers/workforce/wages/minimum-rates-you-must-pay-workers

Former Classification	New Classification from 1/3/2026	Weekly Pay Rate (as at 1/3/2026)	Hourly Base Rate	Casual
Support Worker				
Support Workers level 1.1 on commencement	Support Workers level 1.1 on commencement	\$1,004.90	\$26.44	\$33.06
Support Workers level 2.1 on commencement	Support Workers level 2.1 on commencement	\$1,023.40	\$26.93	\$33.66
Support Workers level 2.2 after 1 year	Support Workers level 2.2 after 1 year	\$1,057.00	\$27.82	\$34.78
Support Workers level 3.1 on commencement	Support Workers level 3.1 on commencement	\$1,119.10	\$29.45	\$36.81
Childrens Services Employee				
Children's services employee level 1.1 on commencement	Level 1 - Introductory Educator	\$1,094.80	\$28.81	\$36.01
Children's services employee level 2.1 on commencement	Level 2 - Educator	\$1,128.40	\$29.69	\$37.12
Children's services employee level 2.2 after 1 year	Level 2 - Educator	\$1,128.40	\$29.69	\$37.12
Children's services employee level 3A.1 on commencement	Level 2 - Educator	\$1,128.40	\$29.69	\$37.12
Children's services employee level 3A.2 after 1 year	Level 2 - Educator	\$1,128.40	\$29.69	\$37.12
Children's services employee level 3.1 on commencement	Level 3 - Qualified Educator	\$1,233.90	\$32.47	\$40.59
Children's services employee level 3.2 after 1 year	Level 3 - Qualified Educator	\$1,233.90	\$32.47	\$40.59
Children's services employee level 3.3 after 2 years (But less than 4 years at Level 3)	Level 3 - Qualified Educator	\$1,233.90	\$32.47	\$40.59
Children's services employee level 3.3 (4+ years at Level 3)	Level 4 - Experienced Educator	\$1,316.70	\$34.65	\$43.31

Children's services employee level 3.4 (Diploma)	Level 5 - Advanced Educator	\$1,389.50	\$36.57	\$45.71
Children's services employee level 4A.1 on commencement	Level 6 - Room Leader	\$1,316.70	\$34.65	\$43.31
Children's services employee level 4A.2 on commencement	Level 6 - Room Leader	\$1,316.70	\$34.65	\$43.31
Children's services employee level 4A.3 on commencement	Level 6 - Room Leader	\$1,316.70	\$34.65	\$43.31
Children's services employee level 4A.4 on commencement	Level 6 - Room Leader	\$1,316.70	\$34.65	\$43.31
Children's services employee level 4A.5 on commencement	Level 6 - Room Leader	\$1,316.70	\$34.65	\$43.31
Children's services employee level 4.1 on commencement	Level 6 - Room Leader	\$1,453.50	\$38.25	\$47.81
Children's services employee level 4.2 after 1 year	Level 6 - Room Leader	\$1,453.50	\$38.25	\$47.81
Children's services employee level 4.3 after 2 years	Level 6 - Room Leader	\$1,453.50	\$38.25	\$47.81
Children's services employee level 5A.1 on commencement	Level 7 - Assistant Director	\$1,519.90	\$40.00	\$50.00
Children's services employee level 5A.2 after 1 year	Level 7 - Assistant Director	\$1,519.90	\$40.00	\$50.00
Children's services employee level 5A.3 after 2 years	Level 7 - Assistant Director	\$1,519.90	\$40.00	\$50.00
Children's services employee level 5.1 on commencement	Level 7 - Assistant Director	\$1,519.90	\$40.00	\$50.00
Children's services employee level 5.2 after 1 year	Level 7 - Assistant Director	\$1,519.90	\$40.00	\$50.00
Children's services employee level 5.3 after 2 years	Level 7 - Assistant Director	\$1,519.90	\$40.00	\$50.00
Children's services employee level 5.4	Level 7 - Assistant Director	\$1,519.90	\$40.00	\$50.00
Children's services employee level 6A.1 on commencement	Level 8 - Director	\$1,752.70	\$46.12	\$57.65
Children's services employee level 6A.2 after 1 year	Level 8 - Director	\$1,752.70	\$46.12	\$57.65
Children's services employee level 6A.3 after 2 years	Level 8 - Director	\$1,752.70	\$46.12	\$57.65

Children's services employee level 6. 1 on commencement	Level 8 - Director	\$1,752.70	\$46.12	\$57.65
Children's services employee level 6.2 after 1 year	Level 8 - Director	\$1,752.70	\$46.12	\$57.65
Children's services employee level 6.3 after 2 years	Level 8 - Director	\$1,752.70	\$46.12	\$57.65
Children's services employee level 6.4 on commencement	Level 8 - Director	\$1,752.70	\$46.12	\$57.65
Children's services employee level 6.5 after 1 year	Level 8 - Director	\$1,752.70	\$46.12	\$57.65
Children's services employee level 6.6 after 2 years	Level 8 - Director	\$1,752.70	\$46.12	\$57.65
Children's services employee level 6.7 on commencement	Level 8 - Director	\$1,752.70	\$46.12	\$57.65
Children's services employee level 6.8 after 1 year	Level 8 - Director	\$1,752.70	\$46.12	\$57.65
Children's services employee level 6.9 after 2 years	Level 8 - Director	\$1,752.70	\$46.12	\$57.65
NOTE: Retained minimum rates at levels 3A.1, 3A.2, 3.3, 4.5A and 6.4 to 6.9 apply only if higher than the translated classification minimum because the 4.75% increase is not applied to a retained rate.				

Schedule 3D: Tutors and Teachers (2024)

NHACE Agreement 2024

Increment	Increment	Annual	Weekly	Hour	Casual	Casual Contact	
Tutor 1							
	Increment 1	\$65,648.33	\$1,258.43	\$33.12	\$41.40		
	Increment 2	\$66,523.66	\$1,275.21	\$33.56	\$41.95		
	Increment 3	\$67,838.89	\$1,300.43	\$34.22	\$42.78		
Tutor 2							
	Increment 1	\$66,523.66	\$1,275.21	\$33.56	\$41.95		
	Increment 2	\$67,838.89	\$1,300.43	\$34.22	\$42.78		
	Increment 3	\$69,167.36	\$1,325.89	\$34.89	\$43.61		
	Increment 4	\$71,965.03	\$1,379.52	\$36.30	\$45.38		
	Increment 5	\$73,830.03	\$1,415.27	\$37.24	\$46.56		
	Increment 6	\$75,528.08	\$1,447.82	\$38.10	\$47.63		
Tutor 3							
	Increment 1	\$66,141.48	\$1,267.89	\$33.37	\$41.71	\$63.35	Above award
	Increment 2	\$68,256.88	\$1,308.44	\$34.43	\$43.04	\$65.38	Above award
	Increment 3	\$70,442.79	\$1,350.34	\$35.54	\$44.42	\$67.47	Above award
	Increment 4	\$71,203.91	\$1,364.93	\$35.92	\$44.90	\$68.20	Above award
	Increment 5	\$71,965.03	\$1,379.52	\$36.30	\$45.38	\$68.93	
	Increment 6	\$73,830.03	\$1,415.27	\$37.24	\$46.56	\$70.72	
	Increment 7	\$75,528.08	\$1,447.82	\$38.10	\$47.63	\$72.34	
	Increment 8	\$77,393.23	\$1,483.58	\$39.04	\$48.80	\$74.13	
	Increment 9	\$79,267.12	\$1,519.50	\$39.99	\$49.98	\$75.93	
Teacher 1							
	Increment 1	\$68,256.88	\$1,308.44	\$34.43	\$43.04	\$65.38	Above award
	Increment 2	\$70,442.79	\$1,350.34	\$35.54	\$44.42	\$67.47	Above award
	Increment 3	\$71,203.91	\$1,364.93	\$35.92	\$44.90	\$68.20	Above award

	Increment 4	\$71,965.03	\$1,379.52	\$36.30	\$45.38	\$68.93	
	Increment 5	\$73,830.03	\$1,415.27	\$37.24	\$46.56	\$70.72	
	Increment 6	\$75,528.08	\$1,447.82	\$38.10	\$47.63	\$72.34	
	Increment 7	\$77,393.23	\$1,483.58	\$39.04	\$48.80	\$74.13	
	Increment 8	\$79,267.12	\$1,519.50	\$39.99	\$49.98	\$75.93	
	Increment 9	\$81,686.44	\$1,565.87	\$41.21	\$51.51	\$78.24	
	Increment 10	\$83,938.69	\$1,609.05	\$42.34	\$52.93	\$80.40	
	Increment 11	\$85,926.92	\$1,647.16	\$43.35	\$54.18	\$82.31	
Teacher 2							
	Increment 1	\$70,442.79	\$1,350.34	\$35.54	\$44.42	\$67.47	Above award
	Increment 2	\$71,203.91	\$1,364.93	\$35.92	\$44.90	\$68.20	Above award
	Increment 3	\$71,965.03	\$1,379.52	\$36.30	\$45.38	\$68.93	
	Increment 4	\$73,830.03	\$1,415.27	\$37.24	\$46.56	\$70.72	
	Increment 5	\$75,528.08	\$1,447.82	\$38.10	\$47.63	\$72.34	
	Increment 6	\$77,393.23	\$1,483.58	\$39.04	\$48.80	\$74.13	
	Increment 7	\$79,267.12	\$1,519.50	\$39.99	\$49.98	\$75.93	
	Increment 8	\$81,686.44	\$1,565.87	\$41.21	\$51.51	\$78.24	
	Increment 9	\$83,938.69	\$1,609.05	\$42.34	\$52.93	\$80.40	
	Increment 10	\$85,926.92	\$1,647.16	\$43.35	\$54.18	\$82.31	
Teacher 3							
	Increment 1	\$71,203.91	\$1,364.93	\$35.92	\$44.90	\$68.20	Above award
	Increment 2	\$71,965.03	\$1,379.52	\$36.30	\$45.38	\$68.93	
	Increment 3	\$73,830.03	\$1,415.27	\$37.24	\$46.56	\$70.72	
	Increment 4	\$75,528.08	\$1,447.82	\$38.10	\$47.63	\$72.34	
	Increment 5	\$77,393.23	\$1,483.58	\$39.04	\$48.80	\$74.13	
	Increment 6	\$79,267.12	\$1,519.50	\$39.99	\$49.98	\$75.93	
	Increment 7	\$81,686.44	\$1,565.87	\$41.21	\$51.51	\$78.24	
	Increment 8	\$83,938.69	\$1,609.05	\$42.34	\$52.93	\$80.40	
	Increment 9	\$85,926.92	\$1,647.16	\$43.35	\$54.18	\$82.31	

Schedule 3D: Tutors and Teachers (2010, 2016, 2018)

NHACE Agreements 2010, 2016 and 2018

Award Level	Increment	Annual	Weekly	Hour	Casual	Casual Contact
Tutor 1						
	Increment 1	\$65,648.32	\$1,258.43	\$33.12	\$41.37	
	Increment 2	\$66,523.66	\$1,275.21	\$33.56	\$41.92	
	Increment 3	\$67,838.89	\$1,300.43	\$34.22	\$42.75	
Tutor 2						
	Increment 1	\$66,523.66	\$1,275.21	\$33.56	\$41.92	
	Increment 2	\$67,838.89	\$1,300.43	\$34.22	\$42.75	
	Increment 3	\$69,167.36	\$1,325.89	\$34.89	\$43.59	
	Increment 4	\$71,965.03	\$1,379.52	\$36.30	\$45.35	
	Increment 5	\$73,830.03	\$1,415.27	\$37.24	\$46.53	
	Increment 6	\$75,528.08	\$1,447.82	\$38.10	\$47.60	
Tutor 3						
	Increment 1	\$65,648.32	\$1,258.43	\$33.12	\$41.37	\$62.88
	Increment 2	\$66,523.66	\$1,275.21	\$33.56	\$41.92	\$63.72
	Increment 3	\$67,838.89	\$1,300.43	\$34.22	\$42.75	\$64.98
	Increment 4	\$69,167.36	\$1,325.89	\$34.89	\$43.59	\$66.25
	Increment 5	\$71,965.03	\$1,379.52	\$36.30	\$45.35	\$68.93
	Increment 6	\$73,830.03	\$1,415.27	\$37.24	\$46.53	\$70.72
	Increment 7	\$75,528.08	\$1,447.82	\$38.10	\$47.60	\$72.34
	Increment 8	\$77,393.23	\$1,483.58	\$39.04	\$48.77	\$74.13
	Increment 9	\$79,267.12	\$1,519.50	\$39.99	\$49.95	\$75.93
Teacher 1						
	Increment 1	\$66,523.66	\$1,275.21	\$33.56	\$41.92	\$63.72
	Increment 2	\$67,838.89	\$1,300.43	\$34.22	\$42.75	\$64.98
	Increment 3	\$69,167.36	\$1,325.89	\$34.89	\$43.59	\$66.25

	Increment 4	\$71,965.03	\$1,379.52	\$36.30	\$45.35	\$68.93
	Increment 5	\$73,830.03	\$1,415.27	\$37.24	\$46.53	\$70.72
	Increment 6	\$75,528.08	\$1,447.82	\$38.10	\$47.60	\$72.34
	Increment 7	\$77,393.23	\$1,483.58	\$39.04	\$48.77	\$74.13
	Increment 8	\$79,267.12	\$1,519.50	\$39.99	\$49.95	\$75.93
	Increment 9	\$81,686.44	\$1,565.87	\$41.21	\$51.48	\$78.24
	Increment 10	\$83,938.69	\$1,609.05	\$42.34	\$52.90	\$80.40
	Increment 11	\$85,926.92	\$1,647.16	\$43.35	\$54.15	\$82.31
Teacher 2						
	Increment 1	\$67,838.89	\$1,300.43	\$34.22	\$42.75	\$64.98
	Increment 2	\$69,167.36	\$1,325.89	\$34.89	\$43.59	\$66.25
	Increment 3	\$71,965.03	\$1,379.52	\$36.30	\$45.35	\$68.93
	Increment 4	\$73,830.03	\$1,415.27	\$37.24	\$46.53	\$70.72
	Increment 5	\$75,528.08	\$1,447.82	\$38.10	\$47.60	\$72.34
	Increment 6	\$77,393.23	\$1,483.58	\$39.04	\$48.77	\$74.13
	Increment 7	\$79,267.12	\$1,519.50	\$39.99	\$49.95	\$75.93
	Increment 8	\$81,686.44	\$1,565.87	\$41.21	\$51.48	\$78.24
	Increment 9	\$83,938.69	\$1,609.05	\$42.34	\$52.90	\$80.40
	Increment 10	\$85,926.92	\$1,647.16	\$43.35	\$54.15	\$82.31
Teacher 3						
	Increment 1	\$69,167.36	\$1,325.89	\$34.89	\$43.59	\$66.25
	Increment 2	\$71,965.03	\$1,379.52	\$36.30	\$45.35	\$68.93
	Increment 3	\$73,830.03	\$1,415.27	\$37.24	\$46.53	\$70.72
	Increment 4	\$75,528.08	\$1,447.82	\$38.10	\$47.60	\$72.34
	Increment 5	\$77,393.23	\$1,483.58	\$39.04	\$48.77	\$74.13
	Increment 6	\$79,267.12	\$1,519.50	\$39.99	\$49.95	\$75.93
	Increment 7	\$81,686.44	\$1,565.87	\$41.21	\$51.48	\$78.24
	Increment 8	\$83,938.69	\$1,609.05	\$42.34	\$52.90	\$80.40
	Increment 9	\$85,926.92	\$1,647.16	\$43.35	\$54.15	\$82.31