

**INDEPENDENT SCHOOLS ACT (PROFESSIONAL AND OPERATIONAL STAFF) MULTI-  
ENTERPRISE AGREEMENT 2025  
SALARY SCALES 1 JULY 2025**

**Table 1 – Clerical and Administrative Employees**

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
<b>Level 1</b>		
Step 1	67,742	2,598.32
Step 2	69,710	2,673.81
Step 3	71,682	2,749.45
Step 4	73,648	2,824.85
<b>Level 2</b>		
Step 1	75,596	2,899.57
Step 2	77,510	2,972.99
Step 3	79,449	3,047.36
Step 4	81,366	3,120.89
<b>Level 3</b>		
Step 1	83,493	3,202.47
Step 2	85,592	3,282.98
Step 3	87,692	3,363.53
Step 4	89,892	3,447.91
<b>Level 4</b>		
Step 1	91,860	3,523.40
Step 2	93,829	3,598.92
Step 3	95,799	3,674.48
Step 4	97,762	3,749.78
<b>Level 5</b>		
Step 1	99,519	3,817.17
Step 2	101,716	3,901.44
Step 3	103,676	3,976.61
Step 4	105,643	4,052.06
Step 6	110,000	4,219.18
Step 7	115,000	4,410.96

**Table 2 – School Assistants**

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
<b>Level 1</b>		
Step 1	65,445	2,510.22
Step 2	67,713	2,597.21
Step 3	69,881	2,680.37
Step 4	72,294	2,772.92
<b>Level 2</b>		
Step 1	76,106	2,919.13
Step 2	78,211	2,999.87
Step 3	80,312	3,080.46
Step 4	82,412	3,161.01

<b>Level 3</b>		
Step 1	82,737	3,173.47
Step 2	83,614	3,207.11
Step 3	85,795	3,290.77
Step 4	87,900	3,371.51
<b>Level 4</b>		
Step 1	91,860	3,523.40
Step 2	93,830	3,598.96
Step 3	95,799	3,674.48
Step 4	97,762	3,749.78

**Table 3 – Building and Maintenance Employees, Grounds and Horticultural Employees, Kitchen Staff, Janitor, Canteen and Uniform Shop Employees, Laundry Staff, Cleaning Staff, Caretakers and Bus Drivers**

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
Level 1	58,280	2,235.40
Level 2	60,666	2,326.92
Level 3	61,892	2,373.94
Level 4	67,132	2,574.93
Level 5	74,673	2,864.17
Level 6	82,212	3,153.34

**Table 4 – Boarding House Employees**

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
Level 1	72,294	2,772.92
Level 2	82,412	3,161.01
Level 3	87,900	3,371.51
Level 4	97,762	3,749.78
<b>Full -Time and Part -Time Boarding Services Employees Not Working Averaged Hours on Sunday – 6am to 6pm</b>		
Level 1*	48.63	
Level 2*	50.12	
Level 3*	54.58	
Level 4*	59.05	
<b>Casual Boarding Services Employees Not Working Averaged Hours on Sunday – 6am to 6pm</b>		
Level 1*	55.58	
Level 2*	57.28	
Level 3*	62.38	
Level 4*	67.48	

\*Rates have been adjusted in accordance with the annual wage review

**Table 5 – Nurses**

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
Nurse	92,132	3,533.83
Senior Nurse	104,646	4,013.82

**Table 6 – ICT Technicians and other ICT Employees**

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
<b>Level 1</b>		
Step 1	65,445	2,510.22
Step 2	67,661	2,595.22
Step 3	69,881	2,680.37

<b>Level 2</b>		
	82,737	3,173.47
<b>Level 3</b>		
	91,860	3,523.40

**Table 7 – Directors of Child Care Centres/Vacation Care Services and Child Care Workers**

	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
<b>Child Care Workers</b>		
1	53,830	2,064.71
2.1	56,592	2,170.65
2.2	57,605	2,209.51
3.1	61,506	2,359.13
3.2	64,402	2,470.21
3.3	64,712	2,482.10
3.4	65,021	2,493.96
4.1	66,684	2,557.74
4.2	71,157	2,729.31
4.3	71,499	2,742.43
5.1	69,164	2,652.87
5.2	72,525	2,781.78
5.3	73,209	2,808.02
5.4	73,894	2,834.29
<b>Directors</b>		
1.1	79,439	3,046.98
1.2	80,536	3,089.05
1.3	81,631	3,131.05
2.1	84,839	3,254.10
2.2	85,777	3,290.08
2.3	86,794	3,329.08
3.1	88,283	1,691.90
3.2	88,987	3,413.20
3.3	90,161	3,458.23

**Table 8 – Instructional Services Employees**

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
<b>Level 1*</b>	55,102	2,112.00
<b>Level 2*</b>	56,782	2,176.40
<b>Level 3*</b>	61,839	2,370.20
<b>Level 4*</b>	66,905	2,564.40
<b>Level 5*</b>	74,017	2,837.00

\*Rates have been adjusted in accordance with the annual wage review

**Table 9 – Wellbeing Service Employees**

	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
<b>Counsellor</b>		
1.1	79,811	3,061.24
1.2	82,142	3,150.65
1.3	86,415	3,314.55
2.1	89,796	3,444.23
2.2	93,055	3,569.23
2.3	98,455	3,776.36
3	104,786	4,019.19
<b>Psychologists</b>		
1	96,014	3,682.73

2	100,320	3,847.89
3	104,623	4,012.94
4	108,927	4,178.02
5	113,232	4,343.15
6	117,538	4,508.31
7	121,842	4,673.39

#### Allowances

Allowances	Allowances effective from the first full pay period on or after 1 July 2025
Overtime Meal Allowance*	19.93 per occasion
Sleepover Allowance*	61.36 per sleepover

\*Rates have been adjusted in accordance with the annual wage review