

Early Childhood Education & Care



**IEU the union for early childhood teachers**

10 March 2025

## **Uniting EA and the Early Childhood Worker Retention Grant (ECWRG) Update**

Dear Uniting Members,

Uniting has finalised the wording for their proposed application to vary the *Uniting Early Learning NSW & ACT Enterprise Agreement*. **We recommend that members vote “yes” to the variation.** If the vote is successful, Uniting will lodge an application to vary the agreement with the Fair Work Commission and once approved, Uniting will have a compliant industrial instrument in place and will apply for the Commonwealth Government funded pay increases in the ECWRG. Funded increases will be back paid from 2 December 2024 if the application is made before 30 June 2025.

The variation includes funded increases to salaries and allowances and will extend the enterprise agreement until December 2026 to ensure it remains current for the entire funding period. A further funded increase for teachers and educators in long day care services will apply from 1 December 2026. Uniting will commence discussions regarding the new enterprise agreement around June 2026 to ensure teachers and educators employed in preschools receive a pay increase in July 2026. In addition, negotiations are continuing in the Fair Work Commission for the IEU’s supported bargaining application to cover preschool teachers and educators.

### **Next steps**

You will receive a copy of the variation to review. Voting will open on 17 March and close on 21 March. Please email any questions or concerns to ECEC Organiser Lisa James: [lisa@ieu.asn.au](mailto:lisa@ieu.asn.au)

### **Your union membership**

We are proud to be a professional education union. We are dedicated to the early education and non-government school sectors, rather than covering employees across a wide range of industries. Our ECEC Organisers are qualified and experienced early childhood teachers who are best placed to support teachers with any workplace issues.

Strong union membership is essential to support our ongoing advocacy for the ECEC teaching profession. Please encourage your colleagues to [Join the IEU!](#)



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## Uniting EL EA and ECWRG hourly rates

Long Day Care	Uniting EL EA July 2024 3%	ECWRG funded increase	New rate
<b>Level 1 Graduate</b>	\$37.60	\$3.67	\$41.27
	\$38.95		\$42.62
	\$39.90		\$43.57
	\$41.88		\$45.55
<b>Level 2 Proficient</b>	\$43.73	\$4.02	\$47.75
	\$44.83		\$48.85
	\$45.92		\$49.94
<b>Level 3 Proficient + 3 yrs.</b>	\$47.75	\$4.37	\$52.12
	\$49.66		\$54.03
	\$51.00		\$55.37
<b>Level 4 + 3 yrs.</b>	\$53.88	\$4.73	\$58.61
	\$54.59		\$59.32
<b>Level 5 HALT</b>	\$59.41	\$5.08	\$62.76
<b>Director's Allowance Annual</b>	Up to 39 \$7,630	Up to 39 \$805	Up to 39 \$8,435
	40 – 59 \$9,312	40 – 59 \$998	40 – 59 \$10,310
	60-79 \$11,624	60+ \$1,211	60-79 \$12,835
	80+ \$14,520		80+ \$15,731
<b>Ed. Leader Allowance Annual</b>	\$4,412	\$441	\$4,853