

**Table 1 - Proposed NSW General Salaries 2024 - 2027 - Core Employees\***

\* This scale applies to all general staff except Pre-school/childcare Services streams

| Classification Level | Incremental Step | Starting payrate in 2023 |    | 1-Feb-24 |    | 1-Feb-25 |    | 1-Feb-26 |
|----------------------|------------------|--------------------------|----|----------|----|----------|----|----------|
| Level 1              | Step 1           | 58,125                   | 4% | 60,450   | 4% | 62,868   | 4% | 65,383   |
|                      | Step 2           | 58,972                   | 4% | 61,331   | 4% | 63,784   | 4% | 66,335   |
|                      | Step 3           | 61,263                   | 4% | 63,714   | 4% | 66,262   | 4% | 68,913   |
|                      | Step 4           | 63,567                   | 4% | 66,110   | 4% | 68,754   | 4% | 71,504   |
|                      | Step 5           | 65,668                   | 4% | 68,295   | 4% | 71,027   | 4% | 73,868   |
| Level 2              | Step 1           | 66,194                   | 4% | 68,842   | 4% | 71,595   | 4% | 74,459   |
|                      | Step 2           | 67,692                   | 4% | 70,400   | 4% | 73,216   | 4% | 76,144   |
|                      | Step 3           | 69,959                   | 4% | 72,757   | 4% | 75,668   | 4% | 78,694   |
|                      | Step 4           | 71,034                   | 4% | 73,875   | 4% | 76,830   | 4% | 79,904   |
|                      | Step 5           | 72,127                   | 4% | 75,012   | 4% | 78,013   | 4% | 81,133   |
| Level 3              | Step 1           | 72,198                   | 4% | 75,086   | 4% | 78,089   | 4% | 81,213   |
|                      | Step 2           | 74,037                   | 4% | 76,998   | 4% | 80,078   | 4% | 83,282   |
| Level 4              | Step 1           | 75,876                   | 4% | 78,911   | 4% | 82,067   | 4% | 85,350   |
|                      | Step 2           | 77,329                   | 4% | 80,422   | 4% | 83,639   | 4% | 86,985   |
|                      | Step 3           | 78,785                   | 4% | 81,936   | 4% | 85,214   | 4% | 88,622   |
|                      | Step 4           | 80,068                   | 4% | 83,271   | 4% | 86,602   | 4% | 90,066   |
| Level 5              | Step G1          | 71,776                   | 4% | 74,647   | 4% | 77,633   | 4% | 80,738   |
|                      | Step G2          | 75,498                   | 4% | 78,518   | 4% | 81,659   | 4% | 84,925   |
|                      | Step G3          | 79,598                   | 4% | 82,782   | 4% | 86,093   | 4% | 89,537   |
|                      | Step G4          | 83,704                   | 4% | 87,052   | 4% | 90,534   | 4% | 94,156   |
|                      | Step 1           | 88,882                   | 4% | 92,437   | 4% | 96,135   | 4% | 99,980   |
|                      | Step 2           | 91,452                   | 4% | 95,110   | 4% | 98,914   | 4% | 102,871  |
|                      | Step 3           | 93,039                   | 4% | 96,761   | 4% | 100,631  | 4% | 104,656  |
| Level 6              | Step 1           | 97,185                   | 4% | 101,072  | 4% | 105,115  | 4% | 109,320  |
|                      | Step 2           | 99,260                   | 4% | 103,230  | 4% | 107,360  | 4% | 111,654  |
|                      | Step 3           | 101,336                  | 4% | 105,389  | 4% | 109,605  | 4% | 113,989  |
| Level 7              | Step 1           | 105,493                  | 4% | 109,713  | 4% | 114,101  | 4% | 118,665  |
|                      | Step 2           | 107,571                  | 4% | 111,874  | 4% | 116,349  | 4% | 121,003  |
| Level 8              | Step 1           | 117,862                  | 4% | 122,576  | 4% | 127,480  | 4% | 132,579  |

**Table 2 - Proposed NSW General Salaries 2024 - 2027 - School Operational Services**

| Classification Level | Incremental Step | Starting payrate in 2023 | 1-Feb-24 |        | 1-Feb-25 |         | 1-Feb-26 |         |
|----------------------|------------------|--------------------------|----------|--------|----------|---------|----------|---------|
| Level 1              | Step 1           | 54,312                   | 4%       | 56,484 | 4%       | 58,744  | 4%       | 61,094  |
|                      | Step 2           | 56,419                   | 4%       | 58,676 | 4%       | 61,023  | 4%       | 63,464  |
|                      | Step 3           | 58,567                   | 4%       | 60,910 | 4%       | 63,346  | 4%       | 65,880  |
| Level 2              | Step 1           | 59,712                   | 4%       | 62,100 | 4%       | 64,584  | 4%       | 67,168  |
|                      | Step 2           | 60,281                   | 4%       | 62,692 | 4%       | 65,200  | 4%       | 67,808  |
| Level 3              | Step 1           | 60,706                   | 4%       | 63,134 | 4%       | 65,660  | 4%       | 68,286  |
|                      | Step 2           | 61,699                   | 4%       | 64,167 | 4%       | 66,734  | 4%       | 69,403  |
|                      | Step 3           | 62,692                   | 4%       | 65,200 | 4%       | 67,808  | 4%       | 70,520  |
| Level 4              | Step 1           | 63,567                   | 4%       | 66,110 | 4%       | 68,754  | 4%       | 71,504  |
|                      | Step 2           | 65,671                   | 4%       | 68,298 | 4%       | 71,030  | 4%       | 73,871  |
|                      | Step 3           | 67,692                   | 4%       | 70,400 | 4%       | 73,216  | 4%       | 76,144  |
|                      | Step 4           | 72,198                   | 4%       | 75,086 | 4%       | 78,089  | 4%       | 81,213  |
| Level 5              | Step G1          | 63,195                   | 4%       | 65,723 | 4%       | 68,352  | 4%       | 71,086  |
|                      | Step G2          | 66,505                   | 4%       | 69,165 | 4%       | 71,932  | 4%       | 74,809  |
|                      | Step G3          | 69,811                   | 4%       | 72,603 | 4%       | 75,508  | 4%       | 78,528  |
|                      | Step G4          | 73,123                   | 4%       | 76,048 | 4%       | 79,090  | 4%       | 82,253  |
|                      | Step 1           | 76,428                   | 4%       | 79,485 | 4%       | 82,665  | 4%       | 85,971  |
|                      | Step 2           | 80,580                   | 4%       | 83,803 | 4%       | 87,155  | 4%       | 90,642  |
| Level 6              | Step 1           | 93,039                   | 4%       | 96,761 | 4%       | 100,631 | 4%       | 104,656 |

**Table 3 - Proposed NSW General Salaries 2024 - 2027 - Pre-school/ Childcare Services Stream**

| Classification Level | Incremental Step | Starting payrate in 2023 | 1-Feb-24 |        | 1-Feb-25 |        | 1-Feb-26 |        |
|----------------------|------------------|--------------------------|----------|--------|----------|--------|----------|--------|
| Level 1              | Step 1           | 49,025                   | 5%       | 51,391 | 5%       | 53,842 | 4%       | 55,996 |
| Level 2              | Step 1           | 49,408                   | 5%       | 51,771 | 4%       | 53,842 | 4%       | 55,996 |

|         |        |        |    |        |    |        |    |        |
|---------|--------|--------|----|--------|----|--------|----|--------|
|         | Step 2 | 50,959 | 5% | 53,395 | 4% | 55,531 | 4% | 57,752 |
| Level 3 | Step 1 | 51,585 | 5% | 54,028 | 4% | 56,189 | 4% | 58,437 |
|         | Step 2 | 52,516 | 5% | 54,994 | 4% | 57,194 | 4% | 59,482 |
|         | Step 3 | 52,521 | 5% | 54,994 | 4% | 57,194 | 4% | 59,482 |
|         | Step 4 | 53,709 | 4% | 55,857 | 4% | 58,091 | 4% | 60,415 |
| Level 4 | Step 1 | 57,387 | 4% | 59,682 | 4% | 62,070 | 4% | 64,553 |
|         | Step 2 | 58,561 | 4% | 60,903 | 4% | 63,340 | 4% | 65,873 |
| Level 5 | Step 1 | 62,447 | 4% | 64,945 | 4% | 67,543 | 4% | 70,244 |
|         | Step 2 | 63,675 | 4% | 66,222 | 4% | 68,871 | 4% | 71,626 |
| Level 6 | Step 1 | 69,039 | 4% | 71,801 | 4% | 74,673 | 4% | 77,659 |
|         | Step 2 | 70,829 | 4% | 73,662 | 4% | 76,609 | 4% | 79,673 |
| Level 7 | Step 1 | 72,615 | 4% | 75,520 | 4% | 78,540 | 4% | 81,682 |
|         | Step 2 | 74,404 | 4% | 77,380 | 4% | 80,475 | 4% | 83,694 |
|         | Step 3 | 76,799 | 4% | 79,871 | 4% | 83,066 | 4% | 86,388 |
| Level 8 | Step 1 | 81,642 | 4% | 84,908 | 4% | 88,304 | 4% | 91,836 |
|         | Step 2 | 82,438 | 4% | 85,736 | 4% | 89,165 | 4% | 92,732 |

**Table 3 - Proposed NSW General Salaries 2024 - 2027 - Nursing Services Stream**

| Classification Level | Incremental Step | Starting payrate in 2023 | 1-Feb-24 |        | 1-Feb-25 |        | 1-Feb-26 |        |
|----------------------|------------------|--------------------------|----------|--------|----------|--------|----------|--------|
| Level 5              | Step 1           | 64,312                   | 4%       | 66,884 | 4%       | 69,560 | 4%       | 72,342 |
|                      | Step 2           | 68,484                   | 4%       | 71,223 | 4%       | 74,072 | 4%       | 77,035 |
|                      | Step 3           | 71,776                   | 4%       | 74,647 | 4%       | 77,633 | 4%       | 80,738 |
|                      | Step 4           | 75,067                   | 4%       | 78,070 | 4%       | 81,192 | 4%       | 84,440 |
|                      | Step 5           | 78,358                   | 4%       | 81,492 | 4%       | 84,752 | 4%       | 88,142 |
|                      | Step 6           | 81,650                   | 4%       | 84,916 | 4%       | 88,313 | 4%       | 91,845 |
|                      | Step 7           | 84,941                   | 4%       | 88,339 | 4%       | 91,872 | 4%       | 95,547 |
|                      | Step 8           | 88,233                   | 4%       | 91,762 | 4%       | 95,433 | 4%       | 99,250 |
| Level 6              | Step 1           | 73,043                   | 4%       | 75,965 | 4%       | 79,003 | 4%       | 82,163 |
|                      | Step 2           | 76,392                   | 4%       | 79,448 | 4%       | 82,626 | 4%       | 85,931 |
|                      | Step 3           | 78,358                   | 4%       | 81,492 | 4%       | 84,752 | 4%       | 88,142 |
|                      | Step 4           | 81,650                   | 4%       | 84,916 | 4%       | 88,313 | 4%       | 91,845 |
|                      | Step 5           | 84,941                   | 4%       | 88,339 | 4%       | 91,872 | 4%       | 95,547 |

|         |        |         |    |         |    |         |    |         |
|---------|--------|---------|----|---------|----|---------|----|---------|
|         | Step 6 | 88,233  | 4% | 91,762  | 4% | 95,433  | 4% | 99,250  |
|         | Step 7 | 91,524  | 4% | 95,185  | 4% | 98,992  | 4% | 102,952 |
| Level 7 | Step 1 | 97,186  | 4% | 101,073 | 4% | 105,116 | 4% | 109,321 |
| Level 8 | Step 1 | 109,649 | 4% | 114,035 | 4% | 118,596 | 4% | 123,340 |

**Table 4 - Proposed NSW General Salaries 2025 - 2027 - Psychologist Stream**

| <b>Classification<br/>Level</b>    | <b><i>Newly created<br/>payscale from 1<br/>July 2024</i></b> | <b>1-Jul-25</b> | <b>1-Jul-26</b> |
|------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| School<br>Psychologist<br>Level 1  | 95,317                                                        | 4% 99,130       | 4% 103,095      |
| School<br>Psychologist<br>Level 2  | 99,220                                                        | 4% 103,189      | 4% 107,316      |
| School<br>Psychologist<br>Level 3  | 106,131                                                       | 4% 110,376      | 4% 114,791      |
| School<br>Psychologist<br>Level 4  | 114,115                                                       | 4% 118,680      | 4% 123,427      |
| School<br>Psychologist<br>Level 5  | 140,502                                                       | 4% 146,122      | 4% 151,967      |
| School<br>Psychologist<br>Advanced | 151,742                                                       | 4% 157,812      | 4% 164,124      |