

MODEL A SCHOOLS PROPOSED SUPPORT STAFF FULL-TIME ANNUAL RATES OF PAY 2026
As at 22 April 2026

School Support Staff (UNAVERAGED)

Classification	29 January 2026*	29 January 2027**	29 January 2028**
1	75,379	78,017	80,553
2a	78,125	80,859	83,487
2b	78,905	81,667	84,321
2c	79,692	82,481	85,162
3a	83,418	86,338	89,144
3b	84,254	87,203	90,037
3c	85,085	88,063	90,925
4a	88,710	91,815	94,799
4b	89,593	92,729	95,743
4c	95,529	98,873	102,086
5	101,634	105,191	108,610
6	113,537	117,511	121,330

General Operational Staff (UNAVERAGED)

Classification	29 January 2026*	29 January 2027**	29 January 2028**
1.1	55,630	57,577	59,448
1.2	57,645	59,663	61,602
2.1	57,825	59,849	61,794
2.2	59,637	61,724	63,730
3.1	61,007	63,142	65,194
3.2	62,112	64,286	66,375
4.1	63,727	65,957	68,101
4.2	66,917	69,259	71,510
5.1	66,278	68,598	70,827
5.2	66,971	69,259	71,510

Maintenance and Outdoor Staff (UNAVERAGED)

Level	29 January 2026*	29 January 2027**	29 January 2028**
1	65,412	67,701	69,901
2	65,966	68,275	70,494
3	67,220	69,573	71,834
4 (Trade Qualified Entry Point)	72,869	75,419	77,870
5	74,193	76,790	79,286

Nurses (UNAVERAGED)

Classification	29 January 2026*	29 January 2027**	29 January 2028**
1st Year of Service	79,643	82,431	85,110
2nd Year of Service	79,643	82,431	85,110
3rd Year of Service	79,643	82,431	85,110
4th Year of Service	82,105	84,979	87,741
5th Year of Service	84,918	87,890	90,746
6th Year of Service	88,699	91,803	94,787
7th Year of Service	93,055	96,312	99,442
8th Year of Service	96,674	100,058	103,310
Senior Nurse	109,800	113,643	117,336

Information Technology Staff (UNAVERAGED)

Classification	29 January 2026*	29 January 2027**	29 January 2028**
1.1	78,125	80,859	83,487
1.2	78,905	81,667	84,321
1.3	79,692	82,481	85,162
2.1	88,710	91,815	94,799
2.2	89,593	92,729	95,743
2.3	90,481	93,648	96,692
3	104,071	107,713	111,214
4	117,372	121,480	125,428
5	128,655	133,158	137,486

Boarding House Staff

Classification	29 January 2026*	29 January 2027**	29 January 2028**
Level 1	66,207	68,524	70,751
Level 2	71,969	74,488	76,909
Level 3	77,720	80,440	83,054
Level 4	86,357	89,379	92,284

Counsellors and Psychologists

Classification	29 January 2026*	29 January 2027**	29 January 2028**
Counsellor Level 1	83,450	86,371	89,178
Counsellor Level 2			
Step 1	94,000	97,290	100,452
Step 2	98,000	101,430	104,726
Step 3	103,000	106,605	110,070
Psychologist			
Provisional	95,000	98,325	101,521
Step 1	104,000	107,640	111,138
Step 2	112,000	115,920	119,687
Step 3	121,000	125,235	129,305
Step 4	124,500	128,858	133,046
Step 5	128,000	132,480	136,786
Senior Psychologist	148,000	153,180	158,158

* To be backpaid from the first full pay period on or after this date.

** Payable from the first full pay period on or after this date.