

Independent Schools NSW PAOS Rates

Annual Rates of Pay for Boarding Services Employees

Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum 4.5%	From the first full pay period on or after 1 February 2027 per annum 4%
1	\$65,370	\$68,312	\$71,044
2	\$69,279	\$72,397	\$75,293
3	\$76,069	\$79,492	\$82,672
4	\$83,129	\$86,870	\$90,345

Annual Rates of Pay for Classroom Support Services Employees

Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum 5%	From the first full pay period on or after 1 February 2027 per annum 5%
1.1	\$71,568	\$75,146	\$78,903
1.2	\$71,912	\$75,508	\$79,283
1.3	\$72,256	\$75,869	\$79,662
2.1	\$76,244	\$80,056	\$84,059
2.2	\$76,611	\$80,442	\$84,464
2.3	\$76,977	\$80,826	\$84,867
3.1	\$80,609	\$84,639	\$88,871
3.2	\$80,996	\$85,046	\$89,298
3.3	\$81,384	\$85,453	\$89,726
4.1	\$84,699	\$88,934	\$93,381

4.2	\$85,107	\$89,362	\$93,830
4.3	\$85,514	\$89,790	\$94,280

Annual Rates of Pay for Clerical and Administration Services Employees

Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum 4.5%	From the first full pay period on or after 1 February 2027 per annum 4%
1.1	\$63,634	\$66,498	\$69,158
1.2	\$64,246	\$67,137	\$69,822
1.3	\$64,858	\$67,777	\$70,488
2.1	\$71,427	\$74,641	\$77,627
2.2	\$73,506	\$76,814	\$79,887
3.1	\$81,875	\$85,559	\$88,981
3.2	\$83,443	\$87,198	\$90,686
3.3	\$85,011	\$88,836	\$92,389
4.1	\$96,022	\$100,343	\$104,357
4.2	\$98,053	\$102,465	\$106,564
5.1	\$96,945	\$101,308	\$105,360
5.2	\$98,996	\$103,451	\$107,589
6.1	\$100,464	\$104,985	\$109,184
6.2	\$103,229	\$107,874	\$112,189
7.1	\$106,142	\$110,918	\$115,355
7.2	\$108,265	\$113,137	\$117,662
8.1	\$109,370	\$114,292	\$118,864
8.2	\$111,557	\$116,577	\$121,240

Annual Rates of Pay for Curriculum/Resources Services Employees

Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum 5%	From the first full pay period on or after 1 February 2027 per annum 5%
1.1	\$76,941	\$80,788	\$84,827
1.2	\$77,304	\$81,169	\$85,227
2.1	\$81,345	\$85,412	\$89,683
2.2	\$81,729	\$85,815	\$90,106
3.1	\$85,473	\$89,747	\$94,234
3.2	\$85,876	\$90,170	\$94,679
4.1	\$86,279	\$90,593	\$95,123
4.2	\$86,683	\$91,017	\$95,568

Annual Rates of Pay for ICT Support Services Employees

Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum 4.5%	From the first full pay period on or after 1 February 2027 per annum 4%
1.1	\$75,489	\$78,886	\$82,041
1.2	\$75,852	\$79,265	\$82,436
1.3	\$79,811	\$83,402	\$86,738
1.4	\$80,578	\$84,204	\$87,572
2.1	\$81,875	\$85,559	\$88,981
2.2	\$83,443	\$87,198	\$90,686
2.3	\$86,645	\$90,544	\$94,166
3.1	\$86,700	\$90,602	\$94,226

3.2	\$92,406	\$96,564	\$100,427
3.3	\$96,022	\$100,343	\$104,357
4.1	\$97,868	\$102,272	\$106,363
4.2	\$99,938	\$104,435	\$108,612
5.1	\$103,229	\$107,874	\$112,189
5.2	\$105,294	\$110,032	\$114,433
6.1	\$110,558	\$115,533	\$120,154
6.2	\$112,769	\$117,844	\$122,558

Annual Rates of Pay for Instructional Services Employees

Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum 4.5%	From the first full pay period on or after 1 February 2027 per annum 4%
1.1	\$51,648	\$53,972	\$56,131
1.2	\$53,239	\$55,635	\$57,860
2.1	\$53,897	\$56,322	\$58,575
2.2	\$54,862	\$57,331	\$59,624
3.1	\$56,892	\$59,452	\$61,830
3.2	\$59,746	\$62,435	\$64,932
4.1	\$61,687	\$64,463	\$67,042
4.2	\$64,641	\$67,550	\$70,252
5.1	\$66,963	\$69,976	\$72,775
5.2	\$71,513	\$74,731	\$77,720

Annual Rates of Pay for School Operational Services Employees

Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum 4.5%	From the first full pay period on or after 1 February 2027 per annum 4%
1.1	\$55,224	\$57,709	\$60,017
1.2	\$57,480	\$60,067	\$62,470
1.3	\$59,625	\$62,308	\$64,800
2.1	\$60,130	\$62,836	\$65,349
2.2	\$62,668	\$65,488	\$68,108
2.3	\$64,367	\$67,264	\$69,955
3.1	\$64,800	\$67,716	\$70,425
3.2	\$65,295	\$68,233	\$70,962
3.3	\$66,916	\$69,927	\$72,724
4.1	\$67,300	\$70,329	\$73,142
4.2	\$68,400	\$71,478	\$74,337
5.1	\$70,000	\$73,150	\$76,076
5.2	\$75,000	\$78,375	\$81,510
6.1	\$79,897	\$83,492	\$86,832
6.2	\$82,450	\$86,160	\$89,606

Annual Rates of Pay for Nursing Services Employees

Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum 4.5%	From the first full pay period on or after 1 February 2027 per annum 4%
1 st year of service	\$69,642	\$72,776	\$75,687
2 nd year of service	\$74,374	\$77,721	\$80,830
3 rd year of service	\$76,554	\$79,999	\$83,199
4 th year of service	\$79,013	\$82,569	\$85,872
5 th year of service	\$81,460	\$85,126	\$88,531
6 th year of service	\$83,276	\$87,023	\$90,504
7 th year of service	\$87,366	\$91,297	\$94,949
8 th year of service	\$90,759	\$94,843	\$98,637
Senior Nurse	\$103,085	\$107,724	\$112,033

Note: Nurses who are providing health counselling shall be appointed to a level that is not less than that which is applicable to a Nurse in his or her 3rd year of service and shall progress upon completion of further service.

Annual Rates of Pay for Preschool/Childcare Services Employees

Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum 4.5%	From the first full pay period on or after 1 February 2027 per annum 4%
1	\$57,338	\$59,918	\$62,315
2.1	\$57,810	\$60,411	\$62,827
2.2	\$58,261	\$60,883	\$63,318
2.3	\$58,731	\$61,374	\$63,829
2.4	\$59,292	\$61,960	\$64,438
3.1	\$64,154	\$67,041	\$69,723

3.2	\$67,227	\$70,252	\$73,062
3.3	\$67,873	\$70,927	\$73,764
4.1	\$68,000	\$71,060	\$73,902
4.2	\$71,294	\$74,502	\$77,482
5.1	\$74,747	\$78,111	\$81,235
5.2	\$78,467	\$81,998	\$85,278
6.1	\$78,500	\$82,033	\$85,314
6.2	\$79,444	\$83,019	\$86,340
6.3	\$88,711	\$92,703	\$96,411
Preschool/Childcare Services Director (other than a Qualified Teacher) Level 1	\$88,800	\$92,796	\$96,508
Preschool/Childcare Services Director (other than a Qualified Teacher) Level 2	\$89,585	\$93,616	\$97,361
Preschool/Childcare Services Director (other than a Qualified Teacher) Level 3	\$92,542	\$96,706	\$100,574

Annual Rates of Pay for Wellbeing Services Employees

Classification	Level	From the first full pay period on or after 1 February 2025 per annum	From the first full pay period on or after 1 February 2026 per annum	From the first full pay period on or after 1 February 2027 per annum
			4.5%	4%
Wellbeing Services - Non-Graduate Employee	1.1	\$79,811	\$80,194	\$83,402
	1.2	\$82,142	\$82,537	\$85,838
	1.3	\$86,415	\$86,830	\$90,303
Wellbeing Services - Graduate Employee	2.1	\$89,796	\$90,227	\$93,836
	2.2	\$93,055	\$93,502	\$97,242
	2.3	\$98,455	\$98,928	\$102,885
Wellbeing Services - Senior Employee	3	\$104,786	\$105,290	\$109,502

Wellbeing Services - Psychologist	1	\$90,100	\$94,155	\$97,921
	2	\$96,898	\$101,258	\$105,309
	3	\$101,036	\$105,583	\$109,806
	4	\$105,173	\$109,906	\$114,302
	5	\$112,499	\$117,561	\$122,264
	6	\$120,962	\$126,405	\$131,461
	7	\$127,281	\$133,009	\$138,329