

# Independent Schools ACT PAOS Rates

## Annual Rates of Pay for Clerical and Administrative Employees

Classification	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%
<b>Level 1</b>			
Step 1	\$67,742	\$70,790	\$73,622
Step 2	\$69,710	\$72,847	\$75,761
Step 3	\$71,682	\$74,908	\$77,904
Step 4	\$73,648	\$76,962	\$80,040
<b>Level 2</b>			
Step 1	\$75,596	\$78,998	\$82,158
Step 2	\$77,510	\$80,998	\$84,238
Step 3	\$79,449	\$83,024	\$86,345
Step 4	\$81,366	\$85,027	\$88,428
<b>Level 3</b>			
Step 1	\$83,493	\$87,250	\$90,740
Step 2	\$85,592	\$89,444	\$93,022
Step 3	\$87,692	\$91,638	\$95,304
Step 4	\$89,892	\$93,937	\$97,694
<b>Level 4</b>			
Step 1	\$91,860	\$95,994	\$99,834
Step 2	\$93,829	\$98,051	\$101,973
Step 3	\$95,799	\$100,110	\$104,114
Step 4	\$97,762	\$102,161	\$106,247
<b>Level 5</b>			
Step 1	\$99,519	\$103,997	\$108,157
Step 2	\$101,716	\$106,293	\$110,545
Step 3	\$103,676	\$108,341	\$112,675
Step 4	\$105,643	\$110,397	\$114,813
<b>Level 6</b>	\$110,000	\$114,950	\$119,548
<b>Level 7</b>	\$115,000	\$120,175	\$124,982

## Annual Rates of Pay for School Assistants

Classification	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%
<b>Level 1</b>			
Step 1	\$65,445	\$68,390	\$71,126
Step 2	\$67,713	\$70,760	\$73,590
Step 3	\$69,881	\$73,026	\$75,947
Step 4	\$72,294	\$75,547	\$78,569
<b>Level 2</b>			
Step 1	\$76,106	\$79,531	\$82,712
Step 2	\$78,211	\$81,730	\$84,999
Step 3	\$80,312	\$83,926	\$87,283
Step 4	\$82,412	\$86,121	\$89,566
<b>Level 3</b>			
Step 1	\$82,737	\$86,460	\$89,918
Step 2	\$83,614	\$87,377	\$90,872
Step 3	\$85,795	\$89,656	\$93,242
Step 4	\$87,900	\$91,856	\$95,530
<b>Level 4</b>			
Step 1	\$91,860	\$95,994	\$99,834
Step 2	\$93,830	\$98,052	\$101,974
Step 3	\$95,799	\$100,110	\$104,114
Step 4	\$97,762	\$102,161	\$106,247

**Annual Rates of Pay for Building and Maintenance Employees, Grounds and Horticultural Employees, Kitchen Staff, Janitor, Canteen and Uniform Shop Employees, Laundry Staff, Cleaning Staff, Caretakers and Bus Drivers**

Classification	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%
Level 1	\$58,280	\$60,903	\$63,339
Level 2	\$60,666	\$63,396	\$65,932
Level 3	\$61,892	\$64,677	\$67,264
Level 4	\$67,132	\$70,153	\$72,959
Level 5	\$74,673	\$78,033	\$81,154
Level 6	\$82,212	\$85,912	\$89,348

**Annual Rates of Pay for Boarding House Employees**

Classification	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%
Level 1	\$72,294	\$75,547	\$78,569
Level 2	\$82,412	\$86,121	\$89,566
Level 3	\$87,900	\$91,856	\$95,530
Level 4	\$97,762	\$102,161	\$106,247

**Annual Rates of Pay for Nurses**

Classification	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%
Nurse	\$92,132	\$96,278	\$100,129
Senior Nurse	\$104,646	\$109,355	\$113,729

**Annual Rates of Pay for ICT Technicians and other ICT Employees**

Classification	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%
Level 1			
Step 1	\$65,445	\$68,390	\$71,126
Step 2	\$67,661	\$70,706	\$73,534
Step 3	\$69,881	\$73,026	\$75,947
Level 2	\$82,737	\$86,460	\$89,918
Level 3	\$91,860	\$95,994	\$99,834

**Annual Rates of Pay for Directors of Child Care Centres/Vacation Care Services and Child Care Workers**

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 4.5%	From the first full pay period on or after 1 February 2027 per annum 4%
Child Care Worker – Level 1	1	\$53,830	\$56,252	\$58,502
Child Care Worker – Level 2	2.1	\$56,592	\$59,139	\$61,505
	2.2	\$57,605	\$60,197	\$62,605
Child Care Worker – Level 3	3.1	\$61,506	\$64,274	\$66,845
	3.2	\$64,402	\$67,300	\$69,992
	3.3	\$64,712	\$67,624	\$70,329
	3.4	\$65,021	\$67,947	\$70,665
Child Care Worker – Level 4	4.1	\$66,684	\$69,685	\$72,472
	4.2	\$71,157	\$74,359	\$77,333
	4.3	\$71,499	\$74,716	\$77,705
Child Care Worker – Level 5	5.1	\$69,164	\$72,276	\$75,167
	5.2	\$72,525	\$75,789	\$78,821
	5.3	\$73,209	\$76,503	\$79,563
	5.4	\$73,894	\$77,219	\$80,308
Directors of Child Care Centres/Vacation Care Services Level 1	1.1	\$79,439	\$83,014	\$86,335
	1.2	\$80,536	\$84,160	\$87,526
	1.3	\$81,631	\$85,304	\$88,716
Directors of Child Care Centres/Vacation Care Services Level 2	2.1	\$84,839	\$88,657	\$92,203
	2.2	\$85,777	\$89,637	\$93,222
	2.3	\$86,794	\$90,700	\$94,328
Directors of Child Care Centres/Vacation Care Services Level 3	3.1	\$87,969	\$91,928	\$95,605
	3.2	\$88,987	\$92,991	\$96,711
	3.3	\$90,161	\$94,218	\$97,987

**Annual Rates of Pay for Instructional Services Employees**

Classification	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%
Level 1	\$53,239	\$55,635	\$57,860
Level 2	\$54,862	\$57,331	\$59,624
Level 3	\$59,746	\$62,435	\$64,932
Level 4	\$64,641	\$67,550	\$70,252
Level 5	\$71,513	\$74,731	\$77,720

## 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 4.5%	From the first full pay period on or after 1 February 2027 per annum 4%
<b>Counsellor</b>				
Level 1	1.1	\$79,811	\$83,402	\$86,738
	1.2	\$82,142	\$85,838	\$89,272
	1.3	\$86,415	\$90,304	\$93,916
Level 2	2.1	\$89,796	\$93,837	\$97,590
	2.2	\$93,055	\$97,242	\$101,132
	2.3	\$98,455	\$102,885	\$107,000
Level 3 (Senior Counsellor)	3	\$104,786	\$109,501	\$113,881
<b>Psychologists</b>				
Year 1		\$96,014	\$100,335	\$104,348
Year 2		\$100,320	\$104,834	\$109,027
Year 3		\$104,623	\$109,331	\$113,704
Year 4		\$108,927	\$113,829	\$118,382
Year 5		\$113,232	\$118,327	\$123,060
Year 6		\$117,538	\$122,827	\$127,740
Year 7		\$121,842	\$127,325	\$132,418