

Appendix 4

This appendix contains the salary scales for education and care services, including minimum salary scales from 1 January 2023 and updates that will be available from 1 November 2023.

Minimum Salary Scales before 1 November 2023

The following salary scales should be used by services with regard to the minimum salary amounts from 1 January 2023 but **prior to 1 November 2023**. By paying at least these salary amounts to all employed certificated teachers, Education and Care and Hospital-based services are eligible for higher funding rates.

Minimum Salary Scale for Certificated Teachers

Step	Qualification Group Notations	Salary from 1 January 2023	Indicative hourly rate *
1	P1E, P2E, P3E	\$51,358	\$24.69
2		\$53,544	\$25.74
3	P3+E	\$55,948	\$26.90
4	P4E	\$58,133	\$27.95
5	P5E	\$61,794	\$29.71
6		\$65,776	\$31.62
7		\$68,103	\$32.74
8		\$70,431	\$33.86
9		\$72,758	\$34.98
10	P1M, P2M, P3M	\$75,230	\$36.17
11	P3+M, P4M, P5M	\$79,413	\$38.18

Minimum Salary Scale for Management Positions

Step	Salary from 1 January 2023	Indicative hourly rate *
K2, K3, K4	\$79,413	\$38.18

- Base Funding Rates are available to services who pay at least Step 1
- Parity Funding Rates are available to services who pay at least Steps 1 to 6
- Extended Parity Funding Rates are available to services who pay at least Steps 1 to 11 and the management salary step

Only services who wish to receive the extended parity funding rates are required to pay a minimum salary to certificated teachers employed in a management position.

Minimum Salary Scales from 1 November 2023

The following four salary scales should be used by services with regard to the minimum salary amounts **from 1 November 2023**:

- Base Salary Scale
- Parity Salary Scale
- Extended Parity Salary Scale
- Full Parity Salary Scale

By paying at least the salary amounts specified in these four salary scales to all employed certificated teachers, Education and Care and Hospital-based services are eligible for higher funding rates. Please note the updated names for the salary scales and the addition of the Full Parity Salary Scale.

Base Salary Scale (Step 1)

Education and Care and Hospital-based services who pay all employed certificated teachers at least the amount described in the Base Salary Scale will be eligible to receive the Base Funding Rates

Minimum Salary Scale for Certificated Teachers

Step	Qualification Group Notations	Salary from 1 November 2023	Indicative hourly rate*	Salary from 1 December 2023	Indicative hourly rate *
1	P1E, P2E, P3E	\$51,358	\$24.69	\$57,358	\$27.58

Note: The Base Salary Scale is only effective from 1 November 2023.

Parity Salary Scale (Step 1-6)

Education and Care and Hospital-based services who pay all employed certificated teachers at least the amount described in the Parity Salary Scale will be eligible to receive the Parity Funding Rates.

Minimum Salary Scale for Certificated Teachers

Step	Qualification Group Notations	Salary from 1 November 2023	Indicative hourly rate*	Salary from 1 December 2023	Indicative hourly rate*
1	P1E, P2E, P3E	\$51,358	\$24.69	\$57,358	\$27.58
2		\$53,544	\$25.74	\$59,544	\$28.63
3	P3+E	\$55,948	\$26.90	\$61,948	\$29.78
4	P4E	\$58,133	\$27.95	\$64,133	\$30.83
5	P5E	\$61,794	\$29.71	\$67,794	\$32.59
6		\$65,776	\$31.62	\$71,869	\$34.55

Note: The Parity Salary Scale is only effective from 1 November 2023.

**Extended
Parity Salary
Scale (Partial
Step 1 – 11 +
Partial
Management
Step)**

Education and Care and Hospital-based services who pay all employed certificated teachers at least the amounts described in the Extended Parity Salary Scale will be eligible to receive the Extended Parity Funding Rates.

Minimum Salary Scale for Certificated Teachers

Step	Qualification Group Notations	Salary from 1 November 2023	Indicative hourly rate*	Salary from 1 December 2023	Indicative hourly rate*
1	P1E, P2E, P3E	\$51,358	\$24.69	\$57,358	\$27.58
2		\$53,544	\$25.74	\$59,544	\$28.63
3	P3+E	\$55,948	\$26.90	\$61,948	\$29.78
4	P4E	\$58,133	\$27.95	\$64,133	\$30.83
5	P5E	\$61,794	\$29.71	\$67,794	\$32.59
6		\$65,776	\$31.62	\$71,869	\$34.55
7		\$68,103	\$32.74	\$74,152	\$35.65
8		\$70,431	\$33.86	\$76,403	\$36.73
9		\$72,758	\$34.98	\$78,715	\$37.84
10	P1M, P2M, P3M	\$75,230	\$36.17	\$81,112	\$39.00
11	P3+M, P4M, P5M	\$79,413	\$38.18	\$85,457	\$41.09

Minimum Salary Scale for Management Positions

Step	Salary from 1 November 2023	Indicative hourly rate*	Salary from 1 December 2023	Indicative hourly rate*
K2, K3, K4	\$79,413	\$38.18	\$85,457	\$41.09

Note: The Extended Parity Salary Scale is only effective from 1 November 2023.

**Full Parity
Salary Scale
(Full Step 1 –
11 + Full
Management
Steps)**

Education and Care and Hospital-based services who pay all employed certificated teachers at least the amount described in the Full Parity Salary Scale will be eligible to receive the Full Parity Funding Rates.

Minimum Salary Scales for Certificated Teachers

Step	Qualification Group Notations	Salary from 1 November 2023	Indicative hourly rate*	Salary from 1 December 2023	Indicative hourly rate*
1	P1E, P2E, P3E	\$51,358	\$24.69	\$57,358	\$27.58
2		\$53,544	\$25.74	\$59,544	\$28.63
3	P3+E	\$55,948	\$26.90	\$61,948	\$29.78
4	P4E	\$58,133	\$27.95	\$64,133	\$30.83
5	P5E	\$61,794	\$29.71	\$67,794	\$32.59
6		\$65,776	\$31.62	\$71,869	\$34.55
7		\$70,040	\$33.67	\$76,261	\$36.66
8		\$75,190	\$36.15	\$81,566	\$39.21
9		\$79,413	\$38.18	\$85,915	\$41.31
10	P1M, P2M, P3M	\$85,490	\$41.10	\$92,175	\$44.31
11	P3+M, P4M, P5M	\$90,000	\$43.27	\$96,820	\$46.56

Minimum Salary Scale for Management Positions

Step	Salary from 1 November 2023	Indicative hourly rate*	Salary from 1 December 2023	Indicative hourly rate*
K2	\$94,175	\$45.28	\$101,120	\$48.62
K3	\$99,327	\$47.75	\$106,427	\$51.17
K4	\$107,770	\$51.81	\$115,123	\$55.35

Note: The Full Parity Salary Scale is only effective from 1 November 2023. Full Parity Funding Rates are a higher set of funding rates available to education and care and hospital-based services who pay all employed certificated teachers according to the Full Parity Salary Scale.

**Entry and
Maximum
Salary Steps**

The Qualification Group notation used in the minimum salary scales denotes the:

- Entry (E) salary step for that qualification group
- Maximum (M) salary step for that qualification group

For the qualification groups please see [Chapter 3-B-2](#)

**Indicative
Hourly Rates**

The minimum salaries in this appendix represent a yearly salary calculated on the basis of a 40-hour employed week.

Where a teacher generally works more or less than 40 hours per week, the salary should be calculated to ensure the required hourly rate is maintained.

An indicative hourly rate can be found by dividing the minimum salary level by 2080 (40 hours x 52 weeks), rounding is to be applied to at least two decimal places.

*** Please note, rounding to two-decimal places has been applied to the indicative hourly rates in the Minimum Salary Scales.**
