

Queensland Child Care Transitional Rates of Pay To apply from the first full pay period on or after 1 July 2011					
Child Care Industry Award - State (NAPSA) South East DIVISION		Childrens Services Award 2010		MIN BASE RATE OF PAY FOR AGREEMENT FROM 1/7/11	
Award Classification		Award Classification		Minimum Rate	Casual (23.8%)
ACW - Unqualified	Year 1	1.1	Commence	15.86	19.63
	Year 2	2.1	Commence	16.47	20.39
	Year 3	2.2	After 1 year	17.04	21.09
		3A.1	Commence	17.78	22.01
	3A.2	After 1 year	18.06	22.36	
ACW - Qualified	Year 1	3.1	Commence	18.06	22.36
	Year 2	3.2	After 1 year	18.68	23.12
	Year 3	3.3	After 2 years	19.27	23.85
		3.4	Diploma	19.71	24.41
Group Leader Unqual	Year 1	4A.1	Commence	19.27	23.85
	Year 2	4A.2	After 1 year	19.54	24.19
		4A.3	After 2 years	19.65	24.33
		4A.4	After 3 years	19.77	24.47
		4A.5	After 4 years	19.88	24.61
Group Leader 1 Yr Qual	Year 1	4A.1	Commence	19.27	23.85
	Year 2	4A.2	After 1 year	19.54	24.19
	Year 3	4A.3	After 2 years	19.81	24.52
		4A.4	After 3 years	20.08	24.86
		4A.5	After 4 years	20.35	25.20
Group Leader Diploma	Year 1	4.1	Commence	21.27	26.34
	Year 2	4.2	After 1 year	21.59	26.73
	Year 3	4.3	After 2 years	21.92	27.13
Group Leader 3 Yr Qual	Year 1	4.1	Commence	21.27	26.34
	Year 2	4.2	After 1 year	21.59	26.73
	Year 3	4.3	After 2 years	21.92	27.13
Assist Director Diploma & Appointed	Year 1	5.1	commence	22.24	27.54
	Year 2	5.2	After 1 year	22.57	27.94
	Year 3	5.3	After 2 years	22.89	28.33
Adv Dip / 3 Yr qual	Year 1	5.4	Adv Dip	22.97	28.43
	Year 2			22.88	28.33
Director Unqual <39 places	Year 1	6A.1	commence	24.05	29.77
	Year 2	6A.2	After 1 year	24.14	29.89
		6A.3	After 2 years	24.28	30.06
Director Unqual 40 - 59 places	Year 1	6A.1	commence	24.05	29.77
	Year 2	6A.2	After 1 year	24.14	29.89
		6A.3	After 2 years	24.28	30.06
Director Unqual 60+ places	Year 1	6A.1	commence	24.05	29.77
	Year 2	6A.2	After 1 year	24.14	29.89
		6A.3	After 2 years	24.28	30.06
Director 1Yr qual <39 Places	Year 1	6A.1	commence	24.01	29.72
	Year 2	6A.2	After 1 year	24.40	30.21
		6A.3	After 2 years	24.54	30.38
Director 1Yr qual 40 - 59 Places	Year 1	6A.1	commence	24.01	29.72
	Year 2	6A.2	After 1 year	24.40	30.21
		6A.3	After 2 years	24.54	30.38
Director 1Yr qual 60+ Places	Year 1	6A.1	commence	24.01	29.72
	Year 2	6A.2	After 1 year	24.40	30.21
		6A.3	After 2 years	24.54	30.38
Director 2Yr qual <39 Places	Year 1	6.1	commence	25.22	31.22
	Year 2	6.2	After 1 Year	25.78	31.92
	Year 3	6.3	After 2 Years	26.10	32.32
	Year 4			26.29	32.55
Director 2Yr qual 40 - 59 Places	Year 1	6.4	commence	25.90	32.06
	Year 2	6.5	After 1 Year	26.43	32.72
	Year 3	6.6	After 2 Years	26.76	33.13
	Year 4			26.94	33.36
Director 2Yr qual 60+ Places	Year 1	6.7	commence	26.28	32.53
	Year 2	6.8	After 1 Year	26.85	33.24
	Year 3	6.9	After 2 Years	27.17	33.63
	Year 4			27.35	33.86
Director 3Yr Qual <39 places	Year 1	6.1	commence	25.65	31.75
	Year 2	6.2	After 1 Year	25.97	32.15
	Year 3	6.3	After 2 Years	26.29	32.55
	Year 4			26.86	33.25
	Year 5			27.00	33.43
	Year 6			27.20	33.67
	Year 7			27.39	33.91
	Year 8			27.57	34.14
	Year 9			27.76	34.37
Director 3Yr Qual 40-59 places	Year 1	6.4	commence	26.33	32.60
	Year 2	6.5	After 1 Year	26.62	32.95
	Year 3	6.6	After 2 Years	26.94	33.36
	Year 4			27.51	34.06
	Year 5			27.66	34.24
	Year 6			27.85	34.48
	Year 7			27.85	34.48
	Year 8			27.85	34.48
	Year 9			28.41	35.18
Director 3Yr Qual 60+ places	Year 1	6.7	commence	26.71	33.07
	Year 2	6.8	After 1 Year	27.03	33.47
	Year 3	6.9	After 2 Years	27.35	33.86
	Year 4			27.92	34.57
	Year 5			28.07	34.74
	Year 6			28.26	34.98
	Year 7			28.45	35.22
	Year 8			28.64	35.45
	Year 9			28.82	35.68
SUPPORT		SUPPORT			
ACW - Unqualified	Year 1	1.1	Commence	15.86	19.63
	Year 2	2.1	Commence	16.47	20.39
	Year 3	2.2	After 1 year	17.04	21.09
		3.1	Commence	17.46	21.62

JUNIOR EMPLOYEES			
Childcare Industry Award - State (NAPSA) South East DIVISION	Childrens Services Award 2010	MIN BASE RATE OF PAY FOR AGREEMENT FROM 1/7/11	
JUNIORS ACW Year 1 - UNQUALIFIED		Minimum Rate	Casual (23.8%)
OLD AWARD LEVEL	MODERN AWARD LEVEL on commencement		
% of ACW Year 1:	% of CSE Levels 2.1:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	9.96	12.33
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	10.69	13.24
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.31	15.23
20 years of age: 85%	Under 20 yrs of age:100	13.92	17.23
Adult: 100%	Under 21 yrs of age:100	14.80	18.32
	Under 21 yrs of age:100	16.11	19.95
JUNIORS ACW Year 2- UNQUALIFIED		Minimum Rate	Casual (23.8%)
OLD AWARD LEVEL	MODERN AWARD LEVEL after 1 Year		
% of ACW Year 2:	% of CSE Levels 2.2:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	10.32	12.78
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	11.08	13.72
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.75	15.78
20 years of age: 85%	Under 20 yrs of age:100	14.42	17.85
Adult: 100%	Under 21 yrs of age:100	15.34	18.98
	Under 21 yrs of age:100	16.71	20.68
JUNIORS ACW Year 3- UNQUALIFIED		Minimum Rate	Casual (23.8%)
OLD AWARD LEVEL	MODERN AWARD LEVEL after 2 Year		
% of ACW Year 3:	% of CSE Levels 2.2:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	10.50	13.00
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	11.26	13.94
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.96	16.05
20 years of age: 85%	Under 20 yrs of age:100	14.67	18.16
Adult: 100%	Under 21 yrs of age:100	15.62	19.33
	Under 21 yrs of age:100	17.04	21.09
JUNIORS ACW Year 1 - QUALIFIED		Minimum Rate	Casual (23.8%)
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate on commencement		
% of ACW Year 1:	% of CSE Levels 3.1:		
17 and under 18 yrs old: 55%	Level 3 - 100%	13.53	16.75
18 and under 19 yrs old: 65%	Level 3 - 100%	14.53	17.99
19 and under 20 yrs old: 75%	Level 3 - 100%	15.54	19.24
20 years of age: 85%	Level 3 - 100%	16.55	20.49
Adult: 100%	Level 3 - 100%	18.06	22.36
JUNIORS ACW Year 2 - QUALIFIED		Minimum Rate	Casual (23.8%)
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate after 1 year		
% of ACW Year 2:	% of CSE Levels 3.2:		
17 and under 18 yrs old: 55%	Level 3 - 100%	13.99	17.32
18 and under 19 yrs old: 65%	Level 3 - 100%	15.03	18.61
19 and under 20 yrs old: 75%	Level 3 - 100%	16.08	19.90
20 years of age: 85%	Level 3 - 100%	17.12	21.19
Adult: 100%	Level 3 - 100%	18.68	23.12
JUNIORS ACW Year 3 - QUALIFIED		Minimum Rate	Casual (23.8%)
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate after 2 years		
% of ACW Year 3:	% of CSE Levels 3.3:		
17 and under 18 yrs old: 55%	Level 3 - 100%	14.42	17.85
18 and under 19 yrs old: 65%	Level 3 - 100%	15.50	19.19
19 and under 20 yrs old: 75%	Level 3 - 100%	16.58	20.52
20 years of age: 85%	Level 3 - 100%	17.65	21.85
Adult: 100%	Level 3 - 100%	19.27	23.85

Queensland Child Care Transitional Rates of Pay To apply from the first full pay period on or after 1 July 2011					
Child Care Industry Award - State (NAPSA) South West DIVISION		Childrens Services Award 2010		MIN BASE RATE OF PAY FOR AGREEMENT FROM 1/7/11	
Award Classification		Award Classification		Minimum Rate	Casual (23.8%)*
ACW - Unqualified	Year 1	1.1	Commence	15.86	19.64
	Year 2	2.1	Commence	16.47	20.39
	Year 3	2.2	After 1 year	17.04	21.09
		3A.1	Commence	17.78	22.01
	3A.2	After 1 year	18.06	22.36	
ACW - Qualified	Year 1	3.1	Commence	18.06	22.36
	Year 2	3.2	After 1 year	18.68	23.12
	Year 3	3.3	After 2 years	19.27	23.85
		3.4	Diploma	19.73	24.43
Group Leader Unqual	Year 1	4A.1	Commence	19.27	23.85
	Year 2	4A.2	After 1 year	19.54	24.19
		4A.3	After 2 years	19.67	24.35
		4A.4	After 3 years	19.78	24.49
		4A.5	After 4 years	19.90	24.63
Group Leader 1 Yr Qual	Year 1	4A.1	Commence	19.27	23.85
	Year 2	4A.2	After 1 year	19.54	24.19
	Year 3	4A.3	After 2 years	19.81	24.52
		4A.4	After 3 years	20.08	24.86
		4A.5	After 4 years	20.35	25.20
Group Leader Diploma	Year 1	4.1	Commence	21.27	26.34
	Year 2	4.2	After 1 year	21.59	26.73
	Year 3	4.3	After 2 years	21.92	27.13
Group Leader 3 Yr Qual	Year 1	4.1	Commence	21.27	26.34
	Year 2	4.2	After 1 year	21.59	26.73
	Year 3	4.3	After 2 years	21.92	27.13
Assist Director Diploma & Appointed	Year 1	5.1	commence	22.24	27.54
	Year 2	5.2	After 1 year	22.57	27.94
	Year 3	5.3	After 2 years	22.89	28.33
Adv Dip / 3 Yr qual	Year 1	5.4	Adv Dip	22.97	28.43
	Year 2			22.90	28.35
Director Unqual <39 places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.16	29.91
		6A.3	After 2 years	24.30	30.08
Director Unqual 40 - 59 places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.16	29.91
		6A.3	After 2 years	24.30	30.08
Director Unqual 60+ places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.16	29.91
		6A.3	After 2 years	24.30	30.08
Director 1Yr qual <39 Places	Year 1	6A.1	commence	24.03	29.74
	Year 2	6A.2	After 1 year	24.42	30.23
		6A.3	After 2 years	24.55	30.40
Director 1Yr qual 40 - 59 Places	Year 1	6A.1	commence	24.03	29.74
	Year 2	6A.2	After 1 year	24.42	30.23
		6A.3	After 2 years	24.55	30.40
Director 1Yr qual 60+ Places	Year 1	6A.1	commence	24.03	29.74
	Year 2	6A.2	After 1 year	24.42	30.23
		6A.3	After 2 years	24.55	30.40
Director 2Yr qual <39 Places	Year 1	6.1	commence	25.23	31.24
	Year 2	6.2	After 1 Year	25.80	31.94
	Year 3	6.3	After 2 Years	26.12	32.34
	Year 4			26.29	32.55
Director 2Yr qual 40 - 59 Places	Year 1	6.4	commence	25.91	32.08
	Year 2	6.5	After 1 Year	26.45	32.74
	Year 3	6.6	After 2 Years	26.77	33.15
	Year 4			26.96	33.38
Director 2Yr qual 60+ Places	Year 1	6.7	commence	26.30	32.55
	Year 2	6.8	After 1 Year	26.86	33.26
	Year 3	6.9	After 2 Years	27.18	33.65
	Year 4			27.37	33.88
Director 3Yr Qual <39 places	Year 1	6.1	commence	25.65	31.75
	Year 2	6.2	After 1 Year	25.97	32.15
	Year 3	6.3	After 2 Years	26.29	32.55
	Year 4			26.88	33.27
	Year 5			27.02	33.45
	Year 6			27.21	33.69
	Year 7			27.40	33.93
	Year 8			27.59	34.16
	Year 9			27.78	34.39
Director 3Yr Qual 40-59 places	Year 1	6.4	commence	26.35	32.62
	Year 2	6.5	After 1 Year	26.64	32.97
	Year 3	6.6	After 2 Years	26.96	33.38
	Year 4			27.53	34.08
	Year 5			27.67	34.26
	Year 6			27.85	34.48
	Year 7			27.85	34.48
	Year 8			27.85	34.48
	Year 9			28.43	35.20
Director 3Yr Qual 60+ places	Year 1	6.7	commence	26.73	33.09
	Year 2	6.8	After 1 Year	27.05	33.49
	Year 3	6.9	After 2 Years	27.37	33.88
	Year 4			27.94	34.59
	Year 5			28.08	34.77
	Year 6			28.27	35.00
	Year 7			28.47	35.24
	Year 8			28.65	35.47
	Year 9			28.82	35.68
SUPPORT		SUPPORT			
ACW - Unqualified	Year 1	1.1	Commence	15.86	19.64
	Year 2	2.1	Commence	16.47	20.39
	Year 3	2.2	After 1 year	17.04	21.09
		3.1	Commence	17.48	21.64

JUNIOR EMPLOYEES			
Childcare Industry Award - State (NAPSA) South West DIVISION	Childrens Services Award 2010	MIN BASE RATE OF PAY FOR AGREEMENT FROM 1/7/11	
JUNIORS ACW Year 1 - UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL on commencement		
% of ACW Year 1:	% of CSE Levels 2.1:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	9.97	12.34
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	10.70	13.25
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.32	15.25
20 years of age: 85%	Under 20 yrs of age:100	13.93	17.24
Adult: 100%	Under 21 yrs of age:100	14.81	18.33
	Under 21 yrs of age:100	16.13	19.97
JUNIORS ACW Year 2- UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL after 1 Year		
% of ACW Year 2:	% of CSE Levels 2.2:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	10.33	12.79
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	11.09	13.73
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.76	15.80
20 years of age: 85%	Under 20 yrs of age:100	14.43	17.87
Adult: 100%	Under 21 yrs of age:100	15.35	19.00
	Under 21 yrs of age:100	16.72	20.70
JUNIORS ACW Year 3- UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL after 2 Year		
% of ACW Year 3:	% of CSE Levels 2.2:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	10.51	13.02
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	11.27	13.95
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.98	16.06
20 years of age: 85%	Under 20 yrs of age:100	14.68	18.17
Adult: 100%	Under 21 yrs of age:100	15.63	19.35
	Under 21 yrs of age:100	17.04	21.09
JUNIORS ACW Year 1 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate on commencement		
% of ACW Year 1:	% of CSE Levels 3.1:		
17 and under 18 yrs old: 55%	Level 3 - 100%	13.54	16.76
18 and under 19 yrs old: 65%	Level 3 - 100%	14.54	18.01
19 and under 20 yrs old: 75%	Level 3 - 100%	15.55	19.26
20 years of age: 85%	Level 3 - 100%	16.56	20.50
Adult: 100%	Level 3 - 100%	18.06	22.36
JUNIORS ACW Year 2 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate after 1 year		
% of ACW Year 2:	% of CSE Levels 3.2:		
17 and under 18 yrs old: 55%	Level 3 - 100%	14.00	17.33
18 and under 19 yrs old: 65%	Level 3 - 100%	15.04	18.62
19 and under 20 yrs old: 75%	Level 3 - 100%	16.09	19.92
20 years of age: 85%	Level 3 - 100%	17.13	21.21
Adult: 100%	Level 3 - 100%	18.68	23.12
JUNIORS ACW Year 3 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate after 2 years		
% of ACW Year 3:	% of CSE Levels 3.3:		
17 and under 18 yrs old: 55%	Level 3 - 100%	14.43	17.87
18 and under 19 yrs old: 65%	Level 3 - 100%	15.51	19.20
19 and under 20 yrs old: 75%	Level 3 - 100%	16.59	20.54
20 years of age: 85%	Level 3 - 100%	17.67	21.87
Adult: 100%	Level 3 - 100%	19.27	23.85

Queensland Child Care Transitional Rates of Pay
To apply from the first full pay period on or after 1 July 2011

Child Care Industry Award - State (NAPSA) Mackay DIVISION		Childrens Services Award 2010		MIN BASE RATE OF PAY FOR AGREEMENT FROM 1/7/11	
Award Classification		Award Classification		Minimum Rate	Casual (23.8%)*
ACW - Unqualified	Year 1	1.1	Commence	15.86	19.64
	Year 2	2.1	Commence	16.47	20.39
	Year 3	2.2	After 1 year	17.04	21.09
		3A.1	Commence	17.78	22.01
	3A.2	After 1 year	18.06	22.36	
ACW - Qualified	Year 1	3.1	Commence	18.06	22.36
	Year 2	3.2	After 1 year	18.68	23.12
	Year 3	3.3	After 2 years	19.27	23.85
		3.4	Diploma	19.73	24.42
Group Leader Unqual	Year 1	4A.1	Commence	19.27	23.85
	Year 2	4A.2	After 1 year	19.54	24.19
		4A.3	After 2 years	19.66	24.34
		4A.4	After 3 years	19.78	24.49
		4A.5	After 4 years	19.89	24.63
Group Leader 1 Yr Qual	Year 1	4A.1	Commence	19.27	23.85
	Year 2	4A.2	After 1 year	19.54	24.19
	Year 3	4A.3	After 2 years	19.81	24.52
		4A.4	After 3 years	20.08	24.86
		4A.5	After 4 years	20.35	25.20
Group Leader Diploma	Year 1	4.1	Commence	21.27	26.34
	Year 2	4.2	After 1 year	21.59	26.73
	Year 3	4.3	After 2 years	21.92	27.13
Group Leader 3 Yr Qual	Year 1	4.1	Commence	21.27	26.34
	Year 2	4.2	After 1 year	21.59	26.73
	Year 3	4.3	After 2 years	21.92	27.13
Assist Director Diploma & Appointed	Year 1	5.1	commence	22.24	27.54
	Year 2	5.2	After 1 year	22.57	27.94
	Year 3	5.3	After 2 years	22.89	28.33
Adv Dip / 3 Yr qual	Year 1	5.4	Adv Dip	22.97	28.43
	Year 2			22.90	28.35
Director Unqual <39 places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.16	29.91
		6A.3	After 2 years	24.29	30.08
Director Unqual 40 - 59 places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.16	29.91
		6A.3	After 2 years	24.29	30.08
Director Unqual 60+ places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.16	29.91
		6A.3	After 2 years	24.29	30.08
Director 1Yr qual <39 Places	Year 1	6A.1	commence	24.02	29.74
	Year 2	6A.2	After 1 year	24.42	30.23
		6A.3	After 2 years	24.55	30.39
Director 1Yr qual 40 - 59 Places	Year 1	6A.1	commence	24.02	29.74
	Year 2	6A.2	After 1 year	24.42	30.23
		6A.3	After 2 years	24.55	30.39
Director 1Yr qual 60+ Places	Year 1	6A.1	commence	24.02	29.74
	Year 2	6A.2	After 1 year	24.42	30.23
		6A.3	After 2 years	24.55	30.39
Director 2Yr qual <39 Places	Year 1	6.1	commence	25.23	31.23
	Year 2	6.2	After 1 Year	25.80	31.94
	Year 3	6.3	After 2 Years	26.12	32.33
	Year 4			26.29	32.55
Director 2Yr qual 40 - 59 Places	Year 1	6.4	commence	25.91	32.08
	Year 2	6.5	After 1 Year	26.45	32.74
	Year 3	6.6	After 2 Years	26.77	33.14
	Year 4			26.96	33.37
Director 2Yr qual 60+ Places	Year 1	6.7	commence	26.29	32.55
	Year 2	6.8	After 1 Year	26.86	33.25
	Year 3	6.9	After 2 Years	27.18	33.65
	Year 4			27.37	33.88
Director 3Yr Qual <39 places	Year 1	6.1	commence	25.65	31.75
	Year 2	6.2	After 1 Year	25.97	32.15
	Year 3	6.3	After 2 Years	26.29	32.55
	Year 4			26.67	33.27
	Year 5			27.02	33.45
	Year 6			27.21	33.69
	Year 7			27.40	33.92
	Year 8			27.59	34.15
	Year 9			27.77	34.38
Director 3Yr Qual 40-59 places	Year 1	6.4	commence	26.34	32.61
	Year 2	6.5	After 1 Year	26.63	32.97
	Year 3	6.6	After 2 Years	26.96	33.37
	Year 4			27.53	34.08
	Year 5			27.67	34.26
	Year 6			27.85	34.48
	Year 7			27.85	34.48
	Year 8			27.85	34.48
	Year 9			28.43	35.19
Director 3Yr Qual 60+ places	Year 1	6.7	commence	26.73	33.09
	Year 2	6.8	After 1 Year	27.05	33.48
	Year 3	6.9	After 2 Years	27.37	33.88
	Year 4			27.94	34.58
	Year 5			28.08	34.76
	Year 6			28.27	35.00
SUPPORT	Year 7			28.46	35.24
	Year 8			28.65	35.47
	Year 9			28.82	35.68
ACW - Unqualified	Year 1	1.1	Commence	15.86	19.64
	Year 2	2.1	Commence	16.47	20.39
	Year 3	2.2	After 1 year	17.04	21.09
		3.1	Commence	17.48	21.64

JUNIOR EMPLOYEES			
Childcare Industry Award - State (NAPSA) Mackay DIVISION	Childrens Services Award 2010	MIN BASE RATE OF PAY FOR AGREEMENT FROM 1/7/11	
JUNIORS ACW Year 1 - UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL on commencement		
% of ACW Year 1:	% of CSE Levels 2.1:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	9.97	12.34
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	10.70	13.25
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.31	15.25
20 years of age: 85%	Under 20 yrs of age:100	13.93	17.24
Adult: 100%	Under 21 yrs of age:100	14.81	18.33
	Under 21 yrs of age:100	16.13	19.97
JUNIORS ACW Year 2- UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL after 1 Year		
% of ACW Year 2:	% of CSE Levels 2.2:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	10.33	12.79
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	11.09	13.73
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.76	15.80
20 years of age: 85%	Under 20 yrs of age:100	14.43	17.87
Adult: 100%	Under 21 yrs of age:100	15.35	19.00
	Under 21 yrs of age:100	16.72	20.70
JUNIORS ACW Year 3- UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL after 2 Year		
% of ACW Year 3:	% of CSE Levels 2.2:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	10.51	13.01
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	11.27	13.95
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.97	16.06
20 years of age: 85%	Under 20 yrs of age:100	14.68	18.17
Adult: 100%	Under 21 yrs of age:100	15.63	19.35
	Under 21 yrs of age:100	17.04	21.09
JUNIORS ACW Year 1 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate on commencement		
% of ACW Year 1:	% of CSE Levels 3.1:		
17 and under 18 yrs old: 55%	Level 3 - 100%	13.54	16.76
18 and under 19 yrs old: 65%	Level 3 - 100%	14.54	18.00
19 and under 20 yrs old: 75%	Level 3 - 100%	15.55	19.25
20 years of age: 85%	Level 3 - 100%	16.56	20.50
Adult: 100%	Level 3 - 100%	18.06	22.36
JUNIORS ACW Year 2 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate after 1 year		
% of ACW Year 2:	% of CSE Levels 3.2:		
17 and under 18 yrs old: 55%	Level 3 - 100%	14.00	17.33
18 and under 19 yrs old: 65%	Level 3 - 100%	15.04	18.62
19 and under 20 yrs old: 75%	Level 3 - 100%	16.09	19.92
20 years of age: 85%	Level 3 - 100%	17.13	21.21
Adult: 100%	Level 3 - 100%	18.68	23.12
JUNIORS ACW Year 3 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate after 2 years		
% of ACW Year 3:	% of CSE Levels 3.3:		
17 and under 18 yrs old: 55%	Level 3 - 100%	14.43	17.86
18 and under 19 yrs old: 65%	Level 3 - 100%	15.51	19.20
19 and under 20 yrs old: 75%	Level 3 - 100%	16.59	20.53
20 years of age: 85%	Level 3 - 100%	17.67	21.87
Adult: 100%	Level 3 - 100%	19.27	23.85

Queensland Child Care Transitional Rates of Pay To apply from the first full pay period on or after 1 July 2011					
Child Care Industry Award - State (NAPSA) North East DIVISION		Childrens Services Award 2010		MIN BASE RATE OF PAY FOR AGREEMENT FROM 1/7/11	
Award Classification		Award Classification		Minimum Rate	Casual (23.8%)*
ACW - Unqualified	Year 1	1.1	Commence	15.86	19.64
	Year 2	2.1	Commence	16.47	20.39
	Year 3	2.2	After 1 year	17.04	21.09
		3A.1	Commence	17.78	22.01
		3A.2	After 1 year	18.06	22.36
ACW - Qualified	Year 1	3.1	Commence	18.06	22.36
	Year 2	3.2	After 1 year	18.68	23.12
	Year 3	3.3	After 2 years	19.27	23.85
		3.4	Diploma	19.73	24.43
Group Leader Unqual	Year 1	4A.1	Commence	19.27	23.85
	Year 2	4A.2	After 1 year	19.54	24.19
		4A.3	After 2 years	19.67	24.35
		4A.4	After 3 years	19.78	24.49
		4A.5	After 4 years	19.90	24.63
Group Leader 1 Yr Qual	Year 1	4A.1	Commence	19.27	23.85
	Year 2	4A.2	After 1 year	19.54	24.19
	Year 3	4A.3	After 2 years	19.81	24.52
		4A.4	After 3 years	20.08	24.86
		4A.5	After 4 years	20.35	25.20
Group Leader Diploma	Year 1	4.1	Commence	21.27	26.34
	Year 2	4.2	After 1 year	21.59	26.73
	Year 3	4.3	After 2 years	21.92	27.13
Group Leader 3 Yr Qual	Year 1	4.1	Commence	21.27	26.34
	Year 2	4.2	After 1 year	21.59	26.73
	Year 3	4.3	After 2 years	21.92	27.13
Assist Director Diploma & Appointed	Year 1	5.1	commence	22.24	27.54
	Year 2	5.2	After 1 year	22.57	27.94
	Year 3	5.3	After 2 years	22.89	28.33
Adv Dip / 3 Yr qual	Year 1	5.4	Adv Dip	22.97	28.43
	Year 2			22.90	28.35
Director Unqual <39 places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.16	29.91
		6A.3	After 2 years	24.30	30.08
Director Unqual 40 - 59 places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.16	29.91
		6A.3	After 2 years	24.30	30.08
Director Unqual 60+ places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.16	29.91
		6A.3	After 2 years	24.30	30.08
Director 1Yr qual <39 Places	Year 1	6A.1	commence	24.03	29.74
	Year 2	6A.2	After 1 year	24.42	30.23
		6A.3	After 2 years	24.55	30.40
Director 1Yr qual 40 - 59 Places	Year 1	6A.1	commence	24.03	29.74
	Year 2	6A.2	After 1 year	24.42	30.23
		6A.3	After 2 years	24.55	30.40
Director 1Yr qual 60+ Places	Year 1	6A.1	commence	24.03	29.74
	Year 2	6A.2	After 1 year	24.42	30.23
		6A.3	After 2 years	24.55	30.40
Director 2Yr qual <39 Places	Year 1	6.1	commence	25.23	31.24
	Year 2	6.2	After 1 Year	25.80	31.94
	Year 3	6.3	After 2 Years	26.12	32.34
	Year 4			26.29	32.55
Director 2Yr qual 40 - 59 Places	Year 1	6.4	commence	25.91	32.08
	Year 2	6.5	After 1 Year	26.45	32.74
	Year 3	6.6	After 2 Years	26.77	33.15
	Year 4			26.96	33.38
Director 2Yr qual 60+ Places	Year 1	6.7	commence	26.30	32.55
	Year 2	6.8	After 1 Year	26.86	33.26
	Year 3	6.9	After 2 Years	27.18	33.65
	Year 4			27.37	33.88
Director 3Yr Qual <39 places	Year 1	6.1	commence	25.65	31.75
	Year 2	6.2	After 1 Year	25.97	32.15
	Year 3	6.3	After 2 Years	26.29	32.55
	Year 4			26.88	33.27
	Year 5			27.02	33.45
	Year 6			27.21	33.69
	Year 7			27.40	33.93
	Year 8			27.59	34.16
	Year 9			27.78	34.39
Director 3Yr Qual 40-59 places	Year 1	6.4	commence	26.35	32.62
	Year 2	6.5	After 1 Year	26.64	32.97
	Year 3	6.6	After 2 Years	26.96	33.38
	Year 4			27.53	34.08
	Year 5			27.67	34.26
	Year 6			27.85	34.48
	Year 7			27.85	34.48
	Year 8			27.85	34.48
	Year 9			28.43	35.20
Director 3Yr Qual 60+ places	Year 1	6.7	commence	26.73	33.09
	Year 2	6.8	After 1 Year	27.05	33.49
	Year 3	6.9	After 2 Years	27.37	33.88
	Year 4			27.94	34.59
	Year 5			28.08	34.77
	Year 6			28.27	35.00
	Year 7			28.47	35.24
	Year 8			28.65	35.47
	Year 9			28.82	35.68
SUPPORT		SUPPORT			
ACW - Unqualified	Year 1	1.1	Commence	15.86	19.64
	Year 2	2.1	Commence	16.47	20.39
	Year 3	2.2	After 1 year	17.04	21.09
		3.1	Commence	17.48	21.64

JUNIOR EMPLOYEES			
Childcare Industry Award - State (NAPSA) North East DIVISION	Childrens Services Award 2010	MIN BASE RATE OF PAY FOR AGREEMENT FROM 1/7/11	
JUNIORS ACW Year 1 - UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL on commencement		
% of ACW Year 1:	% of CSE Levels 2.1:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	9.97	12.34
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	10.70	13.25
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.32	15.25
20 years of age: 85%	Under 20 yrs of age:100	13.93	17.24
Adult: 100%	Under 21 yrs of age:100	14.81	18.33
	Under 21 yrs of age:100	16.13	19.97
JUNIORS ACW Year 2- UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL after 1 Year		
% of ACW Year 2:	% of CSE Levels 2.2:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	10.33	12.79
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	11.09	13.73
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.76	15.80
20 years of age: 85%	Under 20 yrs of age:100	14.43	17.87
Adult: 100%	Under 21 yrs of age:100	15.35	19.00
	Under 21 yrs of age:100	16.72	20.70
JUNIORS ACW Year 3- UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL after 2 Year		
% of ACW Year 3:	% of CSE Levels 2.2:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	10.51	13.02
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	11.27	13.95
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.98	16.06
20 years of age: 85%	Under 20 yrs of age:100	14.68	18.17
Adult: 100%	Under 21 yrs of age:100	15.63	19.35
	Under 21 yrs of age:100	17.04	21.09
JUNIORS ACW Year 1 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate on commencement		
% of ACW Year 1:	% of CSE Levels 3.1:		
17 and under 18 yrs old: 55%	Level 3 - 100%	13.54	16.76
18 and under 19 yrs old: 65%	Level 3 - 100%	14.54	18.01
19 and under 20 yrs old: 75%	Level 3 - 100%	15.55	19.26
20 years of age: 85%	Level 3 - 100%	16.56	20.50
Adult: 100%	Level 3 - 100%	18.06	22.36
JUNIORS ACW Year 2 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate after 1 year		
% of ACW Year 2:	% of CSE Levels 3.2:		
17 and under 18 yrs old: 55%	Level 3 - 100%	14.00	17.33
18 and under 19 yrs old: 65%	Level 3 - 100%	15.04	18.62
19 and under 20 yrs old: 75%	Level 3 - 100%	16.09	19.92
20 years of age: 85%	Level 3 - 100%	17.13	21.21
Adult: 100%	Level 3 - 100%	18.68	23.12
JUNIORS ACW Year 3 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate after 2 years		
% of ACW Year 3:	% of CSE Levels 3.3:		
17 and under 18 yrs old: 55%	Level 3 - 100%	14.43	17.87
18 and under 19 yrs old: 65%	Level 3 - 100%	15.51	19.20
19 and under 20 yrs old: 75%	Level 3 - 100%	16.59	20.54
20 years of age: 85%	Level 3 - 100%	17.67	21.87
Adult: 100%	Level 3 - 100%	19.27	23.85

Queensland Child Care Transitional Rates of Pay To apply from the first full pay period on or after 1 July 2011					
Child Care Industry Award - State (NAPSA) North West DIVISION		Childrens Services Award 2010		MIN BASE RATE OF PAY FOR AGREEMENT FROM 1/7/11	
Award Classification		Award Classification		Minimum Rate	Casual (23.8%)*
ACW - Unqualified	Year 1	1.1	Commence	15.86	19.64
	Year 2	2.1	Commence	16.47	20.39
	Year 3	2.2	After 1 year	17.04	21.09
		3A.1	Commence	17.78	22.01
		3A.2	After 1 year	18.06	22.36
ACW - Qualified	Year 1	3.1	Commence	18.06	22.36
	Year 2	3.2	After 1 year	18.68	23.12
	Year 3	3.3	After 2 years	19.27	23.85
		3.4	Diploma	19.76	24.47
Group Leader Unqual	Year 1	4A.1	Commence	19.27	23.85
	Year 2	4A.2	After 1 year	19.54	24.19
		4A.3	After 2 years	19.70	24.39
		4A.4	After 3 years	19.82	24.53
		4A.5	After 4 years	19.93	24.67
Group Leader 1 Yr Qual	Year 1	4A.1	Commence	19.27	23.85
	Year 2	4A.2	After 1 year	19.54	24.19
		4A.3	After 2 years	19.81	24.52
		4A.4	After 3 years	20.08	24.86
		4A.5	After 4 years	20.35	25.20
Group Leader Diploma	Year 1	4.1	Commence	21.27	26.34
	Year 2	4.2	After 1 year	21.59	26.73
	Year 3	4.3	After 2 years	21.92	27.13
Group Leader 3 Yr Qual	Year 1	4.1	Commence	21.70	26.86
	Year 2	4.2	After 1 year	21.59	26.73
	Year 3	4.3	After 2 years	21.92	27.13
Assist Director Diploma & Appointed	Year 1	5.1	commence	22.24	27.54
	Year 2	5.2	After 1 year	22.57	27.94
	Year 3	5.3	After 2 years	22.89	28.33
Adv Dip / 3 Yr qual	Year 1	5.4	Adv Dip	22.97	28.43
	Year 2			22.94	28.39
Director Unqual <39 places	Year 1	6A.1	commence	24.10	29.83
	Year 2	6A.2	After 1 year	24.20	29.95
		6A.3	After 2 years	24.33	30.12
Director Unqual 40 - 59 places	Year 1	6A.1	commence	24.10	29.83
	Year 2	6A.2	After 1 year	24.20	29.95
		6A.3	After 2 years	24.33	30.12
Director Unqual 60+ places	Year 1	6A.1	commence	24.10	29.83
	Year 2	6A.2	After 1 year	24.20	29.95
		6A.3	After 2 years	24.33	30.12
Director 1Yr qual <39 Places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.45	30.27
		6A.3	After 2 years	24.59	30.44
Director 1Yr qual 40 - 59 Places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.45	30.27
		6A.3	After 2 years	24.59	30.44
Director 1Yr qual 60+ Places	Year 1	6A.1	commence	24.06	29.79
	Year 2	6A.2	After 1 year	24.45	30.27
		6A.3	After 2 years	24.59	30.44
Director 2Yr qual <39 Places	Year 1	6.1	commence	25.27	31.28
	Year 2	6.2	After 1 Year	25.83	31.98
	Year 3	6.3	After 2 Years	26.15	32.38
	Year 4			26.29	32.55
Director 2Yr qual 40 - 59 Places	Year 1	6.4	commence	25.95	32.12
	Year 2	6.5	After 1 Year	26.48	32.79
	Year 3	6.6	After 2 Years	26.81	33.19
	Year 4			27.00	33.42
Director 2Yr qual 60+ Places	Year 1	6.7	commence	26.33	32.60
	Year 2	6.8	After 1 Year	26.90	33.30
	Year 3	6.9	After 2 Years	27.22	33.69
	Year 4			27.40	33.92
Director 3Yr Qual <39 places	Year 1	6.1	commence	25.65	31.75
	Year 2	6.2	After 1 Year	25.97	32.15
	Year 3	6.3	After 2 Years	26.29	32.55
	Year 4			26.91	33.32
	Year 5			27.05	33.49
	Year 6			27.25	33.73
	Year 7			27.44	33.97
	Year 8			27.62	34.20
	Year 9			27.81	34.43
Director 3Yr Qual 40-59 places	Year 1	6.4	commence	26.38	32.66
	Year 2	6.5	After 1 Year	26.67	33.02
	Year 3	6.6	After 2 Years	27.00	33.42
	Year 4			27.57	34.13
	Year 5			27.71	34.30
	Year 6			27.85	34.48
	Year 7			27.85	34.48
	Year 8			28.28	35.01
	Year 9			28.47	35.24
Director 3Yr Qual 60+ places	Year 1	6.7	commence	26.76	33.13
	Year 2	6.8	After 1 Year	27.08	33.53
	Year 3	6.9	After 2 Years	27.40	33.92
	Year 4			27.97	34.63
	Year 5			28.12	34.81
	Year 6			28.31	35.05
	Year 7			28.50	35.28
	Year 8			28.69	35.51
	Year 9			28.82	35.68
SUPPORT		SUPPORT			
ACW - Unqualified	Year 1	1.1	Commence	15.86	19.64
	Year 2	2.1	Commence	16.47	20.39
	Year 3	2.2	After 1 year	17.04	21.09
		3.1	Commence	17.52	21.68

JUNIOR EMPLOYEES			
Childcare Industry Award - State (NAPSA) North West DIVISION	Childrens Services Award 2010	MIN BASE RATE OF PAY FOR AGREEMENT FROM 1/7/11	
JUNIORS ACW Year 1 - UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL on commencement		
% of ACW Year 1:	% of CSE Levels 2.1:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	9.99	12.37
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	10.72	13.27
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.34	15.28
20 years of age: 85%	Under 20 yrs of age:100	13.96	17.28
Adult: 100%	Under 21 yrs of age:100	14.84	18.37
	Under 21 yrs of age:100	16.17	20.01
JUNIORS ACW Year 2- UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL after 1 Year		
% of ACW Year 2:	% of CSE Levels 2.2:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	10.35	12.81
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	11.11	13.75
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	12.78	15.83
20 years of age: 85%	Under 20 yrs of age:100	14.46	17.90
Adult: 100%	Under 21 yrs of age:100	15.38	19.04
	Under 21 yrs of age:100	16.76	20.75
JUNIORS ACW Year 3- UNQUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL after 2 Year		
% of ACW Year 3:	% of CSE Levels 2.2:		
17 and under 18 yrs old: 55%	Under 17 yrs of age:70	10.53	13.04
18 and under 19 yrs old: 65%	Under 18 yrs of age:80	11.29	13.98
19 and under 20 yrs old: 75%	Under 19 yrs of age:90	13.00	16.09
20 years of age: 85%	Under 20 yrs of age:100	14.71	18.21
Adult: 100%	Under 21 yrs of age:100	15.66	19.39
	Under 21 yrs of age:100	17.04	21.09
JUNIORS ACW Year 1 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate on commencement		
% of ACW Year 1:	% of CSE Levels 3.1:		
17 and under 18 yrs old: 55%	Level 3 - 100%	13.56	16.78
18 and under 19 yrs old: 65%	Level 3 - 100%	14.57	18.03
19 and under 20 yrs old: 75%	Level 3 - 100%	15.58	19.29
20 years of age: 85%	Level 3 - 100%	16.59	20.54
Adult: 100%	Level 3 - 100%	18.06	22.36
JUNIORS ACW Year 2 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate after 1 year		
% of ACW Year 2:	% of CSE Levels 3.2:		
17 and under 18 yrs old: 55%	Level 3 - 100%	14.02	17.35
18 and under 19 yrs old: 65%	Level 3 - 100%	15.07	18.65
19 and under 20 yrs old: 75%	Level 3 - 100%	16.11	19.95
20 years of age: 85%	Level 3 - 100%	17.16	21.25
Adult: 100%	Level 3 - 100%	18.68	23.12
JUNIORS ACW Year 3 - QUALIFIED		Minimum Rate	Casual (23.8%)*
OLD AWARD LEVEL	MODERN AWARD LEVEL 3 Adult rate after 2 years		
% of ACW Year 3:	% of CSE Levels 3.3:		
17 and under 18 yrs old: 55%	Level 3 - 100%	14.45	17.89
18 and under 19 yrs old: 65%	Level 3 - 100%	15.53	19.23
19 and under 20 yrs old: 75%	Level 3 - 100%	16.61	20.57
20 years of age: 85%	Level 3 - 100%	17.70	21.91
Adult: 100%	Level 3 - 100%	19.27	23.85