

# 2025 Teacher PayScale Report

PAYSCALE REPORT 2025

Prepared By:

**EDU Talent**

SALARY AND INDUSTRY GUIDE

Designed for Australian Teachers

Welcome To EDU Talent

## The Message From Our Founder & CEO



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### Shaping the future of school recruitment in Australia!

EDU Talent is your trusted partner in teacher recruitment, providing invaluable knowledge on pay, conditions, and career pathways. With our expertise, we guide teachers through every step of the recruitment process, ensuring they feel supported and confident in securing their next opportunity.

## Transforming Teacher Recruitment in Schools

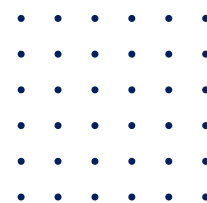
EDU Talent is a forward-thinking recruitment agency dedicated to meeting the teacher recruitment needs of schools across Australia.

We specialise in crafting data-driven recruitment strategies while fostering strong pipelines of pre-service and graduate teachers for schools across several states and territories.

At EDU Talent, we go beyond recruitment by empowering teachers with expertly designed resources, including job application templates, tailored training courses, and our unique Success Criteria Framework. These tools and insights help teachers master the recruitment process, from writing standout cover letters to excelling in interviews, ensuring their journey to career success is seamless and supported.

**Laura Russell**

Founder & CEO of EDU Talent



## 2025 PayScale Report Australian Schools

### Graduate Teachers

Salaries listed below are full-time equivalent and annual base salary

	Government Schools	Catholic Schools	Independent Schools**
New South Wales	<b>\$87,550</b> <i>Oct 2025 = \$90,176</i>	<b>\$85,000</b>	<b>\$90,100</b>
Victoria	<b>\$78,801</b> <i>Jul 2025 = \$79,589</i>	<b>\$78,801</b> <i>Jul 2025 = \$79,589</i>	<b>\$97,881</b> <i>I.e. Trinity Grammar School</i>
Australian Capital Territory	<b>\$88,615</b>	<b>\$88,615</b> <i>Aug 2025 = \$91,397</i>	<b>\$90,100</b>
Tasmania	<b>\$80,416</b>	<b>\$77,069</b> <i>Mar 2025 = \$79,381</i>	<b>\$82,041</b> <i>I.e. Launceston Church Grammar</i>
South Australia	<b>\$80,093*</b>	<b>\$84,221*</b>	<b>\$84,417</b> <i>Aug 2025 = \$86,949</i>
Queensland	<b>\$84,077</b>	<b>\$84,077</b>	<b>\$84,077</b>
Western Australia	<b>\$85,610</b>	<b>\$88,785</b>	<b>\$86,395</b>
Northern Territory	<b>\$92,215</b>	<b>\$85,094</b>	<b>\$85,455</b>

\*South Australian Government and Catholic schools offer Teachers different Graduate Teacher salaries dependent on the employment type and location.

\*\* Independent school salaries differ depending on associated enterprise agreement for any particular independent school.

## 2025 PayScale Report

### Australian Schools

## Experienced Teacher

Salaries listed below are full-time equivalent and annual base salary.

Salaries listed is top of the scale, but not including a Highly Accomplished or Lead Teacher.

	Government Schools	Catholic Schools	Independent Schools**
New South Wales	<b>\$125,763</b> <i>Oct 2025 = \$129,536</i>	<b>\$122,100</b>	<b>\$129,426</b>
Victoria	<b>\$116,894</b> <i>Jul 2025 = \$118,063</i>	<b>\$116,894</b> <i>Jul 2025 = \$118,063</i>	<b>\$133,411</b> <i>I.e. Trinity Grammar School</i>
Australian Capital Territory	<b>\$125,582</b>	<b>\$125,582</b> <i>Aug 2025 = \$129,106</i>	<b>\$122,705</b>
Tasmania	<b>\$114,882</b>	<b>\$114,882</b> <i>Mar 2025 = \$118,328</i>	<b>\$117,055</b> <i>I.e. Launceston Church Grammar</i>
South Australia	<b>\$116,162*</b>	<b>\$116,162*</b>	<b>\$120,067</b> <i>I.e. Torrens Valley Christian School</i>
Queensland	<b>\$123,101</b>	<b>\$123,101</b>	<b>\$123,101</b>
Western Australia	<b>\$124,016</b>	<b>\$126,423</b>	<b>\$130,315</b>
Northern Territory	<b>\$131,349</b>	<b>\$122,036</b>	<b>\$118,330</b>

\*South Australian Government and Catholic schools offer Teachers different Graduate Teacher salaries dependent on the employment type and location.

\*\* Independent school salaries differ depending on associated enterprise agreement for any particular independent school.



## 2025 PayScale Report Australian Schools

### Highly Accomplished / Lead Teacher

Salaries listed below are full-time equivalent and annual base salary. Salaries listed are for Teachers who have achieved highly accomplished accreditation or who are a Lead Teacher.

	Government Schools	Catholic Schools	Independent Schools**
New South Wales	not provided	\$129,948	\$137,239
Victoria	\$122,739 & \$128,262	not applicable	\$139,654 & \$146,341 <i>I.e. Trinity Grammar School</i>
Australian Capital Territory	\$132,862	\$130,910 <i>Aug 2025 = \$136,848</i>	\$132,373
Tasmania	\$121,810	\$121,810 <i>Mar 2025 = \$125,464</i>	not provided
South Australia	\$126,059	\$126,059	\$130,367 (LT) <i>I.e. Torrens Valley Christian School</i>
Queensland	\$130,770 (HAT) \$142,766 (LT)	\$130,771 (HAT) \$142,764 (LT)	\$130,771 (HAT) \$142,764 (LT)
Western Australia	\$128,697 <i>Senior Teacher</i>	\$132,585 <i>Senior Teacher</i>	\$140,001
Northern Territory	\$139,296 - \$188,789 <i>Senior Teacher</i>	\$131,794 (HAT) \$139,715 (LT)	\$121,880 (HAT) \$125,536 (LT)

\*\* Independent school salaries differ depending on associated enterprise agreement for any particular independent school.

## BY STATE &amp; TERRITORY

# Catholic Education Salaries

In each state and territory of Australia, Catholic dioceses operate under unified pay scales for teachers within systemic schools. This consistency ensures that all teachers within a given state or territory receive the same classification-based remuneration, regardless of the diocese they are employed in.



01

## State Level Agreement

Catholic systemic schools within a state or territory follow a centralised enterprise agreement or award structure negotiated at the state level.

02

## Classification Structure

Teachers progress through pay bands based on qualifications, years of experience, and accreditation levels. The pay structure is standardised, often including allowances or incentives for remote or regional placements.

## Catholic Teacher Salaries

Teacher salaries in Catholic systemic schools vary by state and territory due to differences in agreements and award structures. The following pages presents an overview of salaries for across Catholic systemic schools across Australia.

# Catholic Systemic Schools Australian Capital Territory



Pay Increments:

every  
**203**  
days

## 2025 Catholic Education PayScale

### **Conditional Teacher:**

Conditionally Accredited Level 1	\$80,184
Conditionally Accredited Level 2	\$84,391

### **Provisional Teacher:**

Step 1 (Graduate Teacher)	\$88,615
Step 2 (Graduate Teacher)	\$97,055

### **Full-registration Teacher:**

Step 3 (Proficient)	\$101,278
Step 4 (Proficient)	\$105,498
Step 5 (Proficient)	\$109,719
Step 6 (Proficient)	\$116,756
Step 7 (Proficient)	\$125,582

### **HALT Teacher:**

Highly Accomplished	\$130,910
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## ACT Band Classification System - TQI

### **Conditional Teacher**

- Recognised by Teacher Quality Institute (TQI) as educators who have not yet completed their teaching degree, commonly referred to as Pre-Service Teachers.
- Must have completed 100% of the required coursework for their teaching degree.

### **Provisional Teacher (Band 1)**

- Has successfully completed and graduated from an accredited teaching degree.
- Provisional accreditation serves as an entry point for new teachers or those re-entering the field after a significant break.

### **Proficient Teacher (Band 2)**

- Has shown proficiency in meeting the Australian Professional Standards for Teachers.
- To transition from Band 1 to Band 2, a teacher must have worked a minimum of 406 days (approximately 2 years).
- Progression within Band 2 occurs after every 203 days (around 1 year) of teaching experience.

### **HALT Teacher (Band 3)**

- Teachers who have exhibited advanced professional skills and leadership based on the Australian Professional Standards for Teachers, as assessed by TQI.

## Enterprise Agreement

[NSW and ACT  
Catholic  
Systemic  
Enterprise  
Agreement 2023](#)

# Catholic Systemic Schools New South Wales



## 2025 Catholic Education PayScale

### **Conditional Teacher:**

Conditionally Accredited Level 1	\$85,000
Conditionally Accredited Level 2	\$91,413

### **Provisional Teacher:**

Band 1 (Graduate Teacher)	\$91,413
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### **Proficient Teacher:**

Band 2, Level 1	\$95,317
Band 2, Level 2	\$99,220
Band 2, Level 3	\$106,131
Band 2, Level 4	\$114,115
Band 2, Level 5	\$122,100

### **HALT Teacher:**

Band 3 (Highly Accomplished)	\$129,948
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Pay Increments:

every  
**203**  
days

## NSW Band Classification System - NESA

### **Conditional Teacher**

- Recognised by NSW Education Standards Authority (NESA) as teachers who have not yet completed their teaching degree, commonly referred to as Pre-Service Teachers.
- Must have completed 75% of the required coursework for their teaching degree.

### **Provisional Teacher (Band 1)**

- Has successfully completed and graduated from an accredited teaching degree.
- Provisional accreditation serves as an entry point for new teachers or those re-entering the field after a significant break.

### **Proficient Teacher (Band 2)**

- Has shown proficiency in meeting the Australian Professional Standards for Teachers.
- To transition from Band 1 to Band 2, a teacher must have worked a minimum of 406 days (approximately 2 years).
- Progression within Band 2 occurs after every 203 days (around 1 year) of teaching experience.

### **HALT Teacher (Band 3)**

- Teachers who have exhibited advanced professional skills and leadership based on the Australian Professional Standards for Teachers, as assessed by NESA.

## Enterprise Agreement

[NSW and ACT  
Catholic  
Systemic Schools  
Enterprise  
Agreement 2023](#)



# Catholic Systemic Schools Northern Territory



Pay Increments:

every  
**1** year  
of service

## 2025 Catholic Education PayScale

### Teacher Salary Levels

### Annual Salary (1.0 FTE)

Classroom Teacher, Level 1 (CT1)	\$85,094
Classroom Teacher, Level 2 (CT2)	\$89,361
Classroom Teacher, Level 3 (CT3)	\$93,631
Classroom Teacher, Level 4 (CT4)	\$97,898
Classroom Teacher, Level 5 (CT5)	\$102,166
Classroom Teacher, Level 6 (CT6)	\$109,231
Classroom Teacher, Level 7 (CT7)	\$113,501
Classroom Teacher, Level 8 (CT8)	\$117,767
Classroom Teacher, Level 9 (CT9)	\$122,036

### Annual Allowance

Advanced Skills Teacher 1	\$6,243
Advanced Skills Teacher 2	\$10,765
Highly Accomplished Teacher	\$9,758
Lead Teacher	\$17,679

## NT Classification System - TRB

### Classroom Teacher

- Recognised by Teacher Registration Board (TRB) as a teacher who has completed their teaching degree.
- Both three-year and four-year trained teachers commence at CT1.
- Progression through the levels is as aligned with Clause 8.19 of the Agreement linked.

### Advanced Skills Teacher (Reference Clause 6.10)

- Teachers in their sixth year (four-year trained teachers) of teaching may apply to become an Advanced Skills Teacher.
- Teachers in their seventh year (three-year trained teachers) of teaching may apply to become an Advanced Skills Teacher.
- Advanced Skills Teachers are paid an allowance onto of their classroom teacher level salary.

### Highly Accomplished Teacher (Reference Clause 6.11)

- To become a highly accomplished teacher, the teacher must hold and maintain aligned teacher accreditation with TRB.
- Highly accomplished teachers are paid an allowance onto of their classroom teacher level salary.

### Lead Teacher (Reference Clause 6.12)

- To become a lead teacher, the teacher must hold and maintain aligned teacher accreditation with TRB.
- Lead teachers are paid an allowance onto of their classroom teacher level salary.

## Enterprise Agreement

[Catholic Schools \(Northern Territory\) Collective Enterprise Agreement 2022](#)

# Catholic Systemic Schools Queensland

## 2025 Catholic Education PayScale

### Four-Year Trained Teacher:

Permission to Teach, Step 1	\$74,455
Permission to Teach, Step 2	\$77,004

Graduate Teacher	\$84,077
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Proficient 1	\$88,186
Proficient 2	\$92,371
Proficient 3	\$96,720
Proficient 4	\$104,841
Proficient 5	\$109,023
Proficient 6	\$111,609
Proficient 7	\$116,727
Proficient 8	\$121,092
Experienced Proficient Teacher	\$123,101

Highly Accomplished Teacher	\$130,771
Lead teacher	\$142,764



Pay Increments:

every  
**1200**  
hours

## QLD Classification System - QCT

### Permission to Teach

- Classified by QCT as holding a Permission to Teach (PTT)
- Has completed 3 years of a teaching degree. Teaching days under this classification does not account for days towards service/increment.

### Graduate Teacher

- Has successfully completed and graduated from an approved teaching degree that is a minimum of four-years.
- Holds Teacher registration with QCT

### Proficient Teacher

- Has completed one year of service as a Graduate Teacher and holds full registration with QCT.
- Please refer to Clause 4.11 of the agreement linked.

### Highly Accomplished Teacher (HAT) / Lead Teacher (LT)

- A HAT or LT who has more than five (5) years teaching experience.
- Holds either HAT or LT registration with QCT.
- Role and duty changes will be in consultation between the employee and employer, typically aligned with APST. Clause 4.16 of the agreement.

## Enterprise Agreement

[Catholic Employer Single Enterprise Collective Agreement, Diocesan Schools of Queensland 2023-2026](#)

# Catholic Systemic Schools South Australia



## 2025 Catholic Education PayScale

### **Graduate Teacher:**

Graduate Teacher 1 (GT1)	<b>\$84,221</b>
Graduate Teacher 2 (GT2)	<b>\$88,354</b>
Graduate Teacher 3 (GT3)	<b>\$92,481</b>

### **Proficient Teacher:**

Proficient Teacher 1 (PT1)	<b>\$96,624</b>
Proficient Teacher 2 (PT2)	<b>\$100,754</b>
Proficient Teacher 3 (PT3)	<b>\$104,882</b>
Proficient Teacher 4 (PT4)	<b>\$110,470</b>
Proficient Teacher 5 (PT5)	<b>\$116,162</b>

### **Advanced Skills Teacher:**

Advanced Skills Teacher (AST)	<b>\$126,059</b>
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Pay Increments:

**every  
200  
days**

## SA Classification System - TRB

### **Graduate Teacher (GT)**

- Recognised by TRB as educators who has successfully completed and graduated from an accredited four-year teaching degree.
- Must have completed 100% of the required coursework for their teaching degree, and holds either provisional or full registration with the Teacher Registration Board (TRB). Clause 67.5 of the Agreement linked.
- A Graduate Teacher with 5 years of undergraduate and post-graduate studies will commence on GT2. Clause 67.5 of the Agreement linked.

### **Proficient Teacher (PT)**

- To be classified as a PT, as Teacher must be granted full registration by TRB.
- Progression within PT steps are granted after every 200 days (1 year) of teaching experience.

### **Advanced Skilled Teacher (AST) / Highly Accomplished Teacher (HAT)**

- Highly Accomplished and Lead Teachers are teachers classified as such as a result of achieving certification with TRB.

## Enterprise Agreement

[SA Catholic Schools Enterprise Agreement 2020](#)

# Catholic Systemic Schools Tasmania



## 2025 Catholic Education PayScale

Level 1	\$70,571
Level 2	\$72,737
Level 3	\$74,911
Level 4	\$77,069
Level 5	\$80,416
Level 6	\$84,505
Level 7	\$88,800
Level 8	\$93,326
Level 9	\$98,077
Level 10	\$103,014
Level 11	\$107,746
Level 12	\$113,101
Level 13	\$114,882

### Advanced Skills Teacher:

Advanced Skills Teacher \$121,810

Pay Increments:

every  
**1** year  
of service.

## TAS Classification System - TRB

### Graduate Teacher (in reference to Clause 79.2)

- Teachers who have successfully completed a four-year accredited teaching degree and hold provisional registration with the Tasmania Teacher Registration Board (TRB), commence at Level 4 of the PayScale listed.
- Teachers who have successfully completed a three-year accredited teaching degree and hold provisional registration with the TRB, commence at Level 1 of the PayScale listed.
- Teachers who have successfully completed a five-year accredited teaching degree and hold provisional registration with the TRB, commence at Level 5 of the PayScale listed.

### Full Registration Teacher

- Teachers will progress through the teacher classification levels every 1 year of services, but can not progress to Level 13 unless they hold Full-Registration with the TRB.

### Advanced Skills Teacher

- Advanced Skills Teacher is designated for teachers who have achieved certification at the Highly Accomplished career stage and are able to maintain that accreditation level.

## Enterprise Agreement

[Tasmania  
Catholic  
Education Single  
Enterprise  
Agreement 2018](#)



# Catholic Systemic Schools Victoria



## 2025 Catholic Education PayScale

Teacher Level 1, Step 1 (T1-1)	<b>\$78,801</b>
Teacher Level 1, Step 2 (T1-2)	<b>\$80,868</b>
Teacher Level 1, Step 3 (T1-3)	<b>\$83,852</b>
Teacher Level 1, Step 4 (T1-4)	<b>\$86,945</b>
Teacher Level 1, Step 5 (T1-5)	<b>\$90,154</b>
Teacher Level 2, Step 1 (T2-1)	<b>\$93,480</b>
Teacher Level 2, Step 2 (T2-2)	<b>\$96,929</b>
Teacher Level 2, Step 3 (T2-3)	<b>\$100,506</b>
Teacher Level 2, Step 4 (T2-4)	<b>\$104,216</b>
Teacher Level 2, Step 5 (T2-5)	<b>\$108,061</b>
Teacher Level 2, Step 6 (T2-6)	<b>\$116,894</b>

Pay Increments:  
**every**  
**1 year**  
**of service.**

## VIC Classification System - VIT

### Teacher Level 1 & 2

Teachers classified under Levels 1 and 2 are recognised by the Victorian Institute of Teachers (VIT) as having completed an approved teaching degree. The annual progression cycle for salary increments will be uniform for all employees, beginning on 1 May each year and concluding on 30 April of the following year. Teachers are permitted to take up to 15 days of leave without pay per school year, without it affecting their eligibility for pay increments.

### Level 1

In Victoria, progression between levels is not contingent upon teacher accreditation levels. A Level 1 teacher primarily focuses on further developing their skills and competencies within the classroom setting.

### Level 2

A Level 2 teacher plays a more significant role in supporting the school's efforts to enhance educational outcomes. This level typically reflects a teacher who holds full registration with the VIT.

## Enterprise Agreement

[Catholic Education Multi-Enterprise Agreement 2022](#)

# Catholic Systemic Schools Western Australia



## 2025 Catholic Education PayScale

Step 1 (3-year trained graduate teacher)	\$81,269
Step 2 (4-year trained graduate teacher)	\$88,785
Step 3	\$91,969
Step 4	\$97,717
Step 5	\$103,420
Step 6	\$110,404
Step 7	\$117,031
Step 8	\$119,445
Step 9	\$121,864
Step 10	\$126,423
Senior Teacher	\$132,585

Pay Increments:  
**every**  
**1 year**  
**of service.**

## WA Classification System - TRBWA

### Step 1

- Recognised by TRBWA as educators who has successfully completed and graduated from an accredited teaching degree.
- Holds either provisional or full registration with the Teacher Registration Board Western Australia (TRBWA).
- A Teacher commences on Step 1 is to have completed a **three-year** teaching degree.

### Step 2

- Recognised by TRBWA as educators who has successfully completed and graduated from an accredited teaching degree.
- Holds either provisional or full registration with the Teacher Registration Board Western Australia (TRBWA).
- A Teacher commences on Step 2 is to have completed a **four-year** teaching degree.

### Step Increments

- Progression through to step 10 is in accordance to Clause 7.2 & 7.3 of the linked agreement.

### Senior Teacher

- Progression to Senior Teacher requires two years full-time equivalent at Step 10 and Accreditation to Teach in a Catholic School. Refer to Clause 8.5, 8.6 & 8.7 of the linked agreement.

## Enterprise Agreement

[WA Catholic Schools Teachers Enterprise Agreement 2023](#)

# Primary Teacher Job Market - January 2025



## January 2024 v January 2025

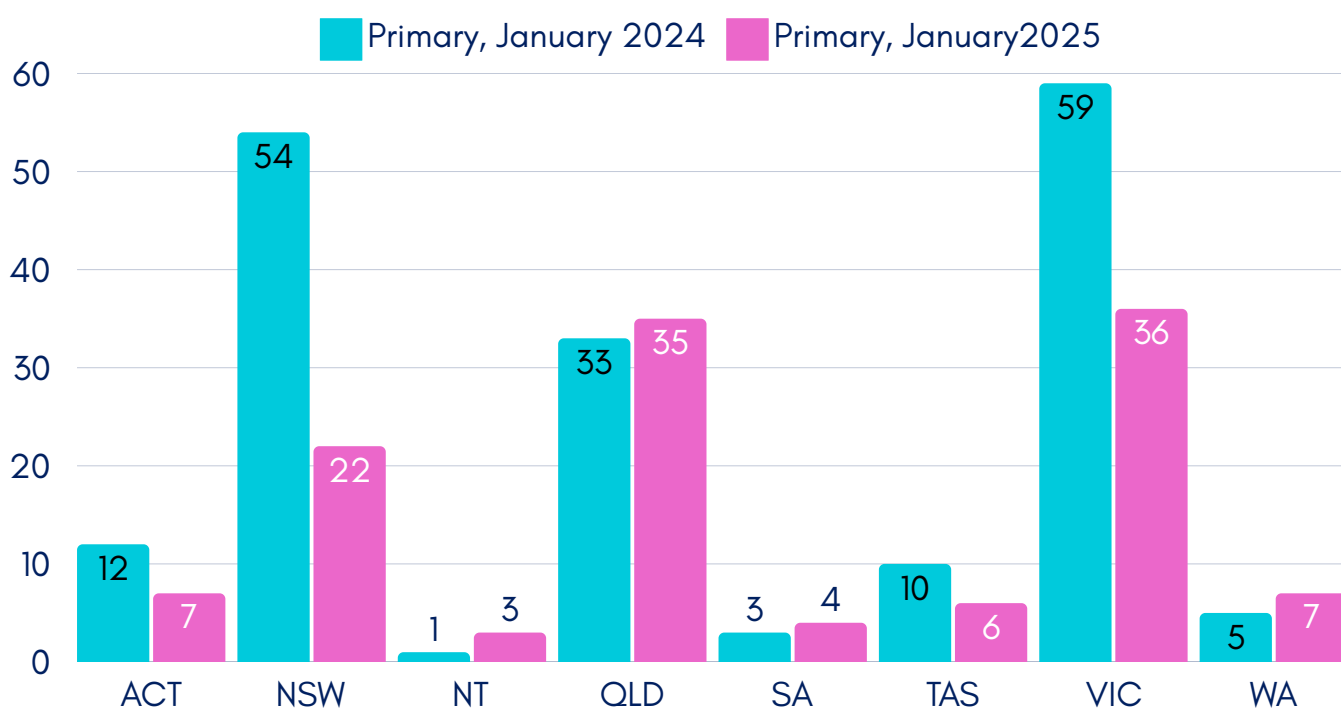
The data presented below was collected on January 12, 2024, and January 12, 2025, illustrating job vacancies in the lead-up to the commencement of Term 1.

## Decrease in Job Vacancies

# 32%

As of January 12, 2025, there has been a 32% decline in job vacancies for Primary Teachers in Catholic schools compared to January 12, 2024.

## Catholic Systemic Schools - Job Vacancy (Primary Teachers)



# Secondary Teacher Job Market - January 2025



## January 2024 v January 2025

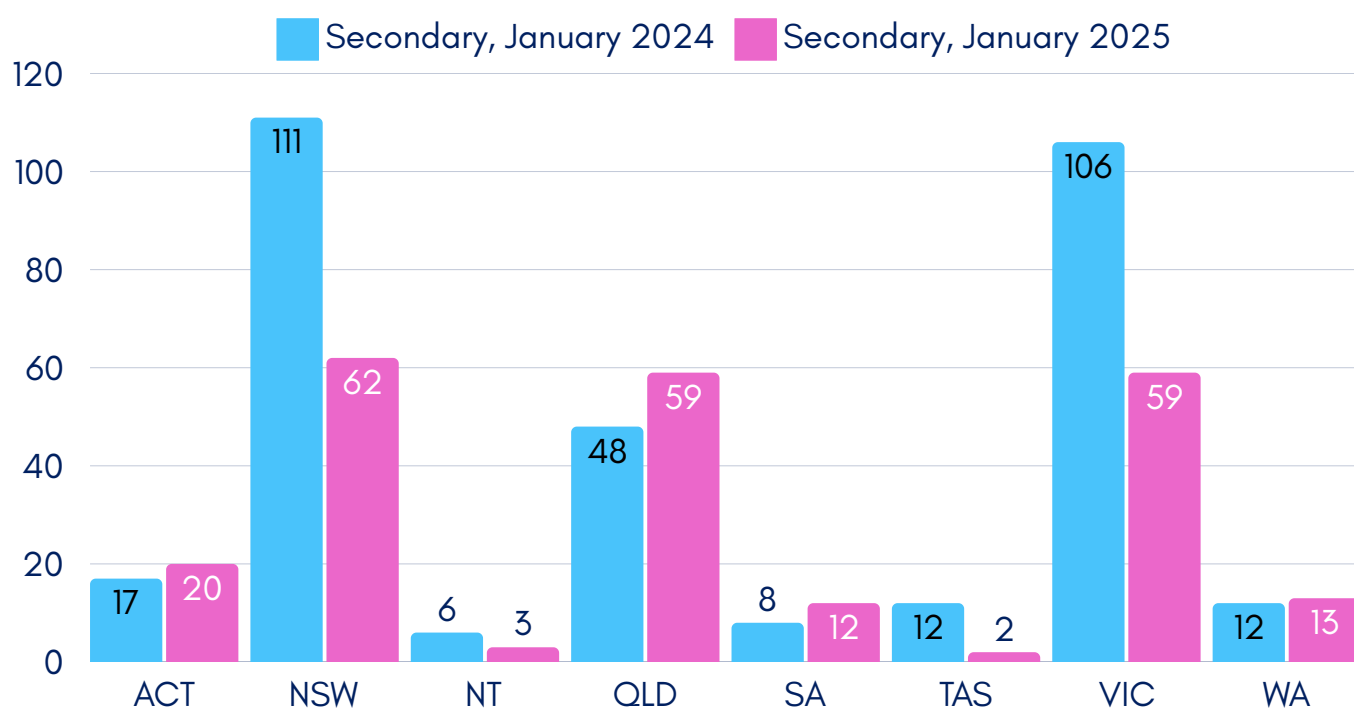
Data below captured on 12 January 2024 and 12 January 2025, displaying job vacancies approaching the commencement of Term 1.

## Decrease in Job Vacancies

# 28%

As of January 12, 2025, there has been a 28% decline in job vacancies for Secondary Teachers in Catholic schools compared to January 12, 2024.

## Catholic Systemic Schools - Job Vacancy (Secondary Teachers)







## 2025 Teacher PayScale Report: Key Insights

The PayScale Report is a precise and insightful resource for Australian teachers, detailing salary structures across government, Catholic, and independent schools. The report compares state and territory variations influenced by enterprise agreements and system of schools; while also addressing teacher registration requirements, career progression, and accreditation-linked allowances and salary progression.

The PayScale Report also highlights a key trend: a significant reduction in teacher job vacancies in Catholic schools from January 2024 to January 2025. Signifying a slowly stabilising job market in some jurisdictions and systems of schools.

### Get in touch

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