

# Employer EB10 Wages Offer – Counsellors

## Guidance Counsellors (Teachers Qualifications)

Classification	1 July 2022				1 July 2023				1 July 2024				1 July 2025				
	4.00%				4.00%				3.00%								
	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
1st Year of Service	4,297.70	112,123	71,6283	89,5354	4,469.60	116,607	74,4933	93,1166	4,603.70	120,106	76,7283	95,9104	Same percentage increase that will apply to DoE teachers from 1 July 2025				
2nd Year of Service	4,435.10	115,707	73,9183	92,3979	4,612.50	120,336	76,8750	96,0938	4,750.90	123,946	79,1817	98,9771					
3rd Year of Service	4,572.80	119,300	76,2133	95,2666	4,755.70	124,071	79,2617	99,0771	4,898.40	127,794	81,6400	102,0500					

## Guidance Counsellors (Without Teacher Qualifications)

Classification	1 July 2022				1 July 2023				1 July 2024				1 July 2025				
	4.00%				4.00%				3.00%								
	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
1st Year of Service	4,297.70	112,123	56,5487	70,6859	4,469.60	116,607	58,8105	73,5131	4,603.70	120,106	60,5750	75,7188	Same percentage increase that will apply to DoE teachers from 1 July 2025				
2nd Year of Service	4,435.10	115,707	58,3566	72,9458	4,612.50	120,336	60,6908	75,8635	4,750.90	123,946	62,5118	78,1398					
3rd Year of Service	4,572.80	119,300	60,1684	75,2105	4,755.70	124,071	62,5750	78,2188	4,898.40	127,794	64,4526	80,5658					

## BCE Guidance Counsellor (Teachers Qualifications)

Classification	1 July 2022				1 July 2023				1 July 2024				1 July 2025				
	4.00%				4.00%				3.00%								
	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
Graduate 1	3,592.00	93,712	59,8667	74,8334	3,735.70	97,461	62,2617	77,8271	3,847.80	100,385	64,1300	80,1625	Same percentage increase that will apply to DoE teachers from 1 July 2025				
Graduate 2	3,810.80	99,420	63,5133	79,3916	3,963.20	103,396	66,0533	82,5666	4,082.10	106,498	68,0350	85,0438					
Proficient 1	4,029.20	105,118	67,1533	83,9416	4,190.40	109,323	69,8400	87,3000	4,316.10	112,603	71,9350	89,9188					
Proficient 2	4,248.10	110,829	70,8017	88,5021	4,418.00	115,261	73,6333	92,0416	4,550.50	118,718	75,8417	94,8021					
Experienced 1	4,453.30	116,182	74,2217	92,7771	4,631.40	120,829	77,1900	96,4875	4,770.30	124,452	79,5050	99,3813					
Experienced 2	4,605.20	120,145	76,7533	95,9416	4,789.40	124,951	79,8233	99,7791	4,933.10	128,700	82,2183	102,7729					
Experienced 3	4,780.30	124,713	79,6717	99,5896	4,971.50	129,701	82,8583	103,5729	5,120.60	133,591	85,3433	106,6791					
Experienced 4 (Dual Registration)	5,011.10	130,735	83,5183	104,3979	5,211.50	135,963	86,8583	108,5729	5,367.80	140,041	89,4633	111,8291					

## BCE Guidance Counsellor (Without Teacher Qualifications)

Classification	1 July 2022				1 July 2023				1 July 2024				1 July 2025				
	4.00%				4.00%				3.00%								
	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
Graduate 1	3,592.00	93,712	47,2632	59,0790	3,735.70	97,461	49,1539	61,4424	3,847.80	100,385	50,6289	63,2861	Same percentage increase that will apply to DoE teachers from 1 July 2025				
Graduate 2	3,810.80	99,420	50,1421	62,6776	3,963.20	103,396	52,1474	65,1843	4,082.10	106,498	53,7118	67,1398					
Proficient 1	4,029.20	105,118	53,0158	66,2698	4,190.40	109,323	55,1368	68,9210	4,316.10	112,603	56,7908	70,9885					
Proficient 2	4,248.10	110,829	55,8961	69,8701	4,418.00	115,261	58,1316	72,6645	4,550.50	118,718	59,8750	74,8438					
Experienced 1	4,453.30	116,182	58,5961	73,2451	4,631.40	120,829	60,9395	76,1744	4,770.30	124,452	62,7671	78,4589					
Experienced 2	4,605.20	120,145	60,5947	75,7434	4,789.40	124,951	63,0184	78,7730	4,933.10	128,700	64,9092	81,1365					
Experienced 3	4,780.30	124,713	62,8987	78,6234	4,971.50	129,701	65,4145	81,7681	5,120.60	133,591	67,3763	84,2204					

## Career Counsellor/Career Adviser (Teacher)

Classification	1 July 2022				1 July 2023				1 July 2024				1 July 2025				
	4.00%				4.00%				3.00%								
	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	Fortnight	Annual	Hourly	Casual	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
Level 1	4,297.70	112,123	71,6283	89,5354	4,469.60	116,607	74,4933	93,1166	4,603.70	120,106	76,7283	95,9104	Same percentage increase that will apply to DoE teachers from 1 July 2025				
Level 2	4,435.10	115,707	73,9183	92,3979	4,612.50	120,336	76,8750	96,0938	4,750.90	123,946	79,1817	98,9771					
Level 3 (Masters Qualification or equivalent)	4,572.80	119,300	76,2133	95,2666	4,755.70	124,071	79,2617	99,0771	4,898.40	127,794	81,6400	102,0500					