

# Principals' Salaries

Revised September 2022

Victoria - Principals								
Expiry:31/12/2025		01-Jul-22	01-Jan-23	01-Jul-23	01-Jan-24	01-Jul-24	01-Jan-25	01-Jul-25
		1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Principals*								
Range 2	2-1	\$147,274	\$148,747	\$150,234	\$151,737	\$153,254	\$154,786	\$156,334
	2-2	\$150,514	\$152,019	\$153,539	\$155,075	\$156,625	\$158,192	\$159,774
	2-3	\$153,826	\$155,364	\$156,918	\$158,487	\$160,072	\$161,673	\$163,289
	2-4	\$159,831	\$161,429	\$163,044	\$164,674	\$166,321	\$167,984	\$169,664
Range 3	3-1	\$163,347	\$164,980	\$166,630	\$168,297	\$169,980	\$171,679	\$173,396
	3-2	\$166,941	\$168,610	\$170,297	\$171,999	\$173,719	\$175,457	\$177,211
	3-3	\$170,613	\$172,319	\$174,042	\$175,783	\$177,541	\$179,316	\$181,109
	3-4	\$173,912	\$175,651	\$177,408	\$179,182	\$180,974	\$182,783	\$184,611
Range 4	4-1	\$177,738	\$179,515	\$181,311	\$183,124	\$184,955	\$186,804	\$188,672
	4-2	\$181,649	\$183,465	\$185,300	\$187,153	\$189,025	\$190,915	\$192,824
	4-3	\$185,645	\$187,501	\$189,376	\$191,270	\$193,183	\$195,115	\$197,066
	4-4	\$189,729	\$191,626	\$193,543	\$195,478	\$197,433	\$199,407	\$201,401
Range 5	5-1	\$195,740	\$197,697	\$199,674	\$201,671	\$203,688	\$205,725	\$207,782
	5-2	\$199,654	\$201,651	\$203,667	\$205,704	\$207,761	\$209,838	\$211,937
	5-3	\$203,647	\$205,683	\$207,740	\$209,818	\$211,916	\$214,035	\$216,175
	5-4	\$207,720	\$209,797	\$211,895	\$214,014	\$216,154	\$218,316	\$220,499
Range 6	6-1	\$211,875	\$213,994	\$216,134	\$218,295	\$220,478	\$222,683	\$224,910
	6-2	\$216,113	\$218,274	\$220,457	\$222,661	\$224,888	\$227,137	\$229,408
	6-3	\$220,435	\$222,639	\$224,866	\$227,114	\$229,386	\$231,679	\$233,996
	6-4	\$224,844	\$227,092	\$229,363	\$231,657	\$233,974	\$236,313	\$238,676
Liaison Principals*								
Range 1	1-1	\$128,447	\$129,731	\$131,029	\$132,339	\$133,662	\$134,999	\$136,349
	1-2	\$130,739	\$132,046	\$133,367	\$134,701	\$136,048	\$137,408	\$138,782
	1-3	\$134,530	\$135,875	\$137,234	\$138,606	\$139,992	\$141,392	\$142,806
	1-4	\$138,808	\$140,196	\$141,598	\$143,014	\$144,444	\$145,889	\$147,347
Range 2	2-1	\$147,274	\$148,747	\$150,234	\$151,737	\$153,254	\$154,786	\$156,334
	2-2	\$150,514	\$152,019	\$153,539	\$155,075	\$156,625	\$158,192	\$159,774
	2-3	\$153,826	\$155,364	\$156,918	\$158,487	\$160,072	\$161,673	\$163,289
	2-4	\$159,831	\$161,429	\$163,044	\$164,674	\$166,321	\$167,984	\$169,664
Range 3	3-1	\$163,347	\$164,980	\$166,630	\$168,297	\$169,980	\$171,679	\$173,396
	3-2	\$166,941	\$168,610	\$170,297	\$171,999	\$173,719	\$175,457	\$177,211
	3-3	\$170,613	\$172,319	\$174,042	\$175,783	\$177,541	\$179,316	\$181,109
	3-4	\$173,912	\$175,651	\$177,408	\$179,182	\$180,974	\$182,783	\$184,611
Range 4	4-1	\$177,738	\$179,515	\$181,311	\$183,124	\$184,955	\$186,804	\$188,672
	4-2	\$181,649	\$183,465	\$185,300	\$187,153	\$189,025	\$190,915	\$192,824
	4-3	\$185,645	\$187,501	\$189,376	\$191,270	\$193,183	\$195,115	\$197,066
	4-4	\$189,729	\$191,626	\$193,543	\$195,478	\$197,433	\$199,407	\$201,401
Range 5	5-1	\$195,740	\$197,697	\$199,674	\$201,671	\$203,688	\$205,725	\$207,782
	5-2	\$199,654	\$201,651	\$203,667	\$205,704	\$207,761	\$209,838	\$211,937
	5-3	\$203,647	\$205,683	\$207,740	\$209,818	\$211,916	\$214,035	\$216,175
	5-4	\$207,720	\$209,797	\$211,895	\$214,014	\$216,154	\$218,316	\$220,499
Range 6	6-1	\$211,875	\$213,994	\$216,134	\$218,295	\$220,478	\$222,683	\$224,910
	6-2	\$216,113	\$218,274	\$220,457	\$222,661	\$224,888	\$227,137	\$229,408
	6-3	\$220,435	\$222,639	\$224,866	\$227,114	\$229,386	\$231,679	\$233,996
	6-4	\$224,844	\$227,092	\$229,363	\$231,657	\$233,974	\$236,313	\$238,676
Expiry:31/12/2025		01-Jul-22	01-Jan-23	01-Jul-23	01-Jan-24	01-Jul-24	01-Jan-25	01-Jul-25
		1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Assistant Principals*								
Range 1	1-1	\$128,139	\$129,420	\$130,714	\$132,021	\$133,342	\$134,675	\$136,022
	1-2	\$130,739	\$132,046	\$133,367	\$134,701	\$136,048	\$137,408	\$138,782
	1-3	\$134,530	\$135,875	\$137,234	\$138,606	\$139,992	\$141,392	\$142,806
	1-4	\$138,808	\$140,196	\$141,598	\$143,014	\$144,444	\$145,889	\$147,347
Range 2	2-1	\$140,261	\$141,664	\$143,080	\$144,511	\$145,956	\$147,416	\$148,890
	2-2	\$143,346	\$144,779	\$146,227	\$147,690	\$149,166	\$150,658	\$152,165
	2-3	\$146,501	\$147,966	\$149,446	\$150,940	\$152,450	\$153,974	\$155,514
	2-4	\$152,220	\$153,742	\$155,280	\$156,832	\$158,401	\$159,985	\$161,585
Range 3	3-1	\$155,568	\$157,124	\$158,695	\$160,282	\$161,885	\$163,504	\$165,139
	3-2	\$158,991	\$160,581	\$162,187	\$163,809	\$165,447	\$167,101	\$168,772
	3-3	\$162,488	\$164,113	\$165,754	\$167,412	\$169,086	\$170,777	\$172,484
	3-4	\$165,631	\$167,287	\$168,960	\$170,650	\$172,356	\$174,080	\$175,821
Range 4	4-1	\$169,274	\$170,967	\$172,676	\$174,403	\$176,147	\$177,909	\$179,688
	4-2	\$172,999	\$174,729	\$176,476	\$178,241	\$180,023	\$181,824	\$183,642
	4-3	\$176,805	\$178,573	\$180,359	\$182,162	\$183,984	\$185,824	\$187,682
	4-4	\$180,694	\$182,501	\$184,326	\$186,169	\$188,031	\$189,911	\$191,810
Executive Class		The terms and conditions are set by a contract of employment.						
* The rates for Victorian Principals are a total remuneration, inclusive of superannuation								
Source: Victorian Government Schools Agreement 2022								

Western Australia - Principals		
Expiry: 5/12/2023	06-Dec-21	06-Dec-22
Annual increase	3%	3%
<b>Level 3</b>		
<b>Primary Principal, Heads of Dept, Heads of Learning Area &amp; Program Coordinators</b>		
Level 3.1	\$122,185	\$125,850
Level 3.2	\$126,955	\$130,763
Level 3.3	\$130,284	\$134,192
Level 3.4	\$133,704	\$137,715
<b>Level 4</b>		
<b>Primary Principal</b>		
Level 4.1	\$137,518	\$141,644
Level 4.2	\$141,006	\$145,236
Level 4.3	\$144,498	\$148,833
Level 4.4	\$146,256	\$150,644
<b>Level 5</b>		
<b>Primary Principal</b>		
<b>District High School Principal</b>		
Level 5.1	\$149,479	\$153,963
Level 5.1A*	\$151,181	\$155,717
Level 5.2	\$154,261	\$158,889
Level 5.3	\$159,055	\$163,826
Level 5.4	\$160,812	\$165,636
<b>Level 6</b>		
<b>High and Senior High School Principal</b>		
<b>Primary Principal</b>		
Level 6.1	\$167,054	\$172,065
Level 6.2	\$172,310	\$177,479
Level 6.3	\$176,630	\$181,928
Level 6.4	\$178,388	\$183,739
* Deputy Principals of High and Senior High Schools with an enrolment of greater than 600 students may progress to Level 5.1A		
Principal & Deputy Principal levels are largely determined by a school's student enrolment numbers.		
<i>Source: School Education Act Employees' (Teachers and Administrators) General Agreement 2021</i>		

South Australia - Principals	
Expiry: 23/03/23	01-May-22
<b>Promotional Classifications</b>	
<b>Band A - Principals/Preschool Directors</b>	<b>3.35%</b>
Band A-1	\$125,233
Band A-2	\$133,457
Band A-3	\$141,686
Band A-4	\$149,911
Band A-5	\$158,144
Band A-6	\$166,367
Band A-7	\$174,594
Band A-8	\$182,821
Band A-9	\$190,198
<b>Band B - DPs/Senr Ldrs/Coords</b>	<b>2.35%</b>
Band B-0	\$112,975
Band B-1	\$117,680
Band B-2	\$120,439
Band B-3	\$128,348
Band B-4	\$136,262
Band B-5	\$144,172
Band B-6	\$152,091
<i>Source: SA School and Preschool Education Staff Enterprise Agreement 2020</i>	

# Principals' Salaries

Revised September 2022

## New South Wales - Principals

1-Jan-22			1-Jan-22		
2.04%			2.04%		
Old Structure			New Structure*		
<b>Primary</b>	<b>Enrolment</b>		<b>Teaching Principal 1 (TP1)</b>		\$126,568
Principal (PP6)	<25	\$126,568	<i>or Associate Principal 1</i>		
Principal (PP5)	26-159	\$147,776	<b>Teaching Principal 2 (TP2)</b>		\$147,776
Principal (PP4)	160-300	\$151,153	<i>or Associate Principal 2</i>		
Principal (PP3)	301-450	\$156,400	<b>Principal 1 (P1)</b>		\$151,831
Principal (PP2)	451-700	\$163,004	<i>Base Level + Complexity Loading **</i>		
Principal (PP1)	>700	\$176,766	<b>Principal 2 (P2)</b>		\$163,421
			<i>Base Level + Complexity Loading</i>		
<b>Senior Assistant in Schools</b>		\$112,839	<b>Principal 3 (P3)</b>		\$181,102
<b>Assistant Principal</b>		\$126,568	<i>Base Level + Complexity Loading</i>		
<b>Central</b>	<b>Enrolment</b>		<b>Principal 4 (P4)</b>		\$189,021
Principal (PC4)	26-159	\$152,629	<i>Base Level + Complexity Loading</i>		
Principal (PC3)	160-300	\$157,932	<b>Principal 5 (P5)</b>		\$194,816
Principal (PC2)	301-450	\$164,599	<i>Base Level + Complexity Loading</i>		
Principal (PC1)	>450	\$178,494			
<b>High</b>	<b>Enrolment</b>				
Principal (PH1)	<900	\$189,021			
Principal (PH2)	>900	\$181,102			
<b>Deputy Principal</b>		\$147,776			
<b>Head Teacher</b>		\$126,568			
<b>Allowance to Exec Principal, Connected Communities (no annual % increase)</b>			\$50,000		
<b>Source:</b> Crown Employees (Teachers In Schools And Related Employees) Salaries And Conditions Award 2020					
*Complex school classification and translation/transition arrangements apply.					
** Complexity loading increases by level and by annual % increase					

## Australian Capital Territory - Principals

Expiry: 30/9/22		07-Jul-22
		1.5%
<b>School Leader C</b>		\$132,293
<b>School Leader B</b>		\$154,035
<b>School Leader A</b>		
Principal Band Level 1		\$175,965
Principal Band Level 2		\$189,549
Principal Band Level 3		\$203,135
<b>Source:</b>		
ACT Public Sector Education Directorate (Teaching Staff) Enterprise Agreement 2018-2022		

## Northern Territory - Principals

Expiry: 11/10/2021		11-Oct-20
<b>Senior Teacher</b>		<b>2.5%</b>
ST1		\$122,221
ST2		\$127,061
ST3		\$135,046
ST4		\$138,868
ST5		\$148,467
ST6		\$153,158
ST7		\$158,585
ST8		\$165,646
<b>Non-Contract Principals</b>		
TP1		\$122,221
TP2		\$127,061
PL1		\$135,046
<b>Executive Contracts Principals</b>		
<i>Total remuneration package as of 2019 (per Determination 5 of 2019)*</i>		<i>Total remuneration package (per Determination 1027 of 2021)**</i>
<b>Level</b>	<b>2019</b>	<b>2021</b>
ECPL2	\$192,399	PLEC3 \$186,795
	\$202,594	PLEC4 \$192,399
ECPL3	\$203,899	\$196,247
	\$214,235	PLEC5 \$197,816
ECPL4	\$215,529	\$202,594
	\$225,996	PLEC6 \$203,899
ECPL5	\$227,285	\$215,529
	\$238,529	PLEC7 \$216,029
		\$227,285
*Contact NT Branch for further information.		
**Contact NT Branch for further information. Currently in dispute/Principal reclassification exercise recently (end of 2021) completed."		
<b>Source:</b> Northern Territory Public Sector Teachers and Assistant Teachers' 2017-2021 Enterprise Agreement		

## Queensland - Principals

Expiry: 30/6/2022		01-Jan-22
<b>Stream 2 Heads of Programs</b>		<b>2.50%</b>
<b>Stream 2 - Level 1 Heads of Program</b>		
Step 1	Paypoint 11	-
Step 2	Paypoint 12	\$126,644
Step 3	Paypoint 13	\$128,884
<b>Stream 2 - Level 2 Heads of Program</b>		
Step 1	Paypoint 21	-
Step 2	Paypoint 22	\$133,031
Step 3	Paypoint 23	\$135,384
<b>Stream 3 - School Leaders</b>		
<b>Deputy Principals</b>		
Step 1	Paypoint 11	-
Step 2	Paypoint 12	\$140,958
Step 3	Paypoint 13	\$143,451
<b>Level 1</b>		
Step 1	Paypoint 11	-
Step 2	Paypoint 12	\$127,910
Step 3	Paypoint 13	\$130,172
<b>Level 2</b>		
Step 1	Paypoint 21	-
Step 2	Paypoint 22	\$134,945
Step 3	Paypoint 23	\$137,332
<b>Level 3</b>		
Step 1	Paypoint 30	-
Step 2	Paypoint 31	\$142,367
Step 3	Paypoint 32	\$144,885
<b>Level 4</b>		
Step 1	Paypoint 41	-
Step 2	Paypoint 42	\$150,197
Step 3	Paypoint 43	\$152,854
<b>Level 5</b>		
Step 1	Paypoint 51	-
Step 2	Paypoint 52	\$158,458
Step 3	Paypoint 53	\$161,261
<b>Level 6</b>		
Step 1	Paypoint 61	-
Step 2	Paypoint 62	\$167,174
Step 3	Paypoint 63	\$170,130
<b>Level 7</b>		
Step 1	Paypoint 71	-
Step 2	Paypoint 72	\$176,368
Step 3	Paypoint 73	\$179,487
<b>Level 8</b>		
Step 1	Paypoint 81	\$186,011
Step 2	Paypoint 82	\$189,359
<b>Level 9</b>		
Step 1	Paypoint 91	\$196,241
Step 2	Paypoint 92	\$199,774
<b>Level 10</b>		
Step 1	Paypoint 101	\$207,035
Step 2	Paypoint 102	\$211,398
<b>Source:</b> Department of Education State School Teachers' Certified Agreement 2019		

## Tasmania - Principals

Expiry: 19/9/2021		22-Mar-22
<b>Band 3</b>		<b>2.35%</b>
<b>Assistant Principal</b>		\$125,507
<b>Principal</b>		
Level 1		\$133,035
Level 2		\$141,830
Level 3	<b>By enrolment numbers</b>	\$150,619
Level 4		\$159,414
Level 5		\$168,209
Level 6		\$177,004
<b>Source:</b> Teachers Agreement 2019 (No 2); Teaching Service (Tasmanian Public Sector) Award 2020		