



Carer's Benchmark Rates

Level 1 — from \$30/hr

Experience & Qualifications:

- 2–4 years' experience
- May hold a Certificate III or be currently studying
- Mandatory checks: WWCC, Police Check, First Aid/CPR

Families can expect:

- Safe, consistent daily care
 - Age-appropriate play and gentle guidance
 - Support with routines and transitions
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Level 2 — from \$35/hr

Experience & Qualifications:

- 4+ years' experience OR holds a Certificate III or Diploma with strong experience
- May have child-related training (e.g., safe sleep, routines, behaviour guidance, inclusive practices)

Families can expect:

- Confident support with a range of ages
 - Strong routine management and communication
 - Age-appropriate play and simple learning activities
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Level 3 — from \$40/hr

Experience & Qualifications:

- 7+ years' experience OR Diploma/ECT with significant experience
- May have additional training (e.g. in infant care support, neurodiversity/ inclusion, or early childhood development)

Families can expect:

- Skilled infant care and confident management of multiple children
 - Practical developmental support (early learning, social-emotional skills, school readiness)
 - High levels of professionalism and independence
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Level 4 — from \$45/hr

Experience & Qualifications:

- 10+ years' experience or ECT qualification or higher with significant experience
- May have specialised training or experience supporting children with disabilities or additional needs

Families can expect:

- High-level developmental support and structured learning
- Leadership in routines, boundaries, and wellbeing
- Where relevant, more specialised care for children with special needs or disabilities

Professional Statement: Rates reflect a carer's verified experience, qualifications, professional expectations, and level of responsibility. These minimums ensure fairness, industry alignment, and high-quality care for families.

Insurance Information: Insurance may include Public Liability and Professional Indemnity Insurance. Families are encouraged to confirm whether their carer holds current insurance for added protection.