



Report on Comparative Salaries for Victorian and NSW public school staff in 2025/2026

This report provides a comparison of 2025/2026 public school staff base pay levels per annum in Victorian and New South Wales public schools. NSW is the largest public school system in Australia, followed by Victoria.

Various, two pay levels are provided - the lowest salary increment (or entry level) and the highest salary increment for the role. Roles included are: teachers; education support (ES) staff (spanning classroom-based ES, business managers, and psychologists as examples); and school leaders (principals and assistant principals).

The tables below demonstrate a significant pay gap between Victoria and NSW across salary increments/roles, with Victorian staff receiving significantly lower salaries in comparison. In brief:

- **Entry level base pay per annum:** Victorian school staff are paid significantly below NSW school staff for all roles investigated (principals, assistant principals, teachers, classroom-based ES, business managers, and psychologists).
- **Highest increment base pay per annum:** Victorian school staff are paid significantly below NSW school staff for the roles of teachers and psychologists.

School teachers

Entry level and highest increment base pay per annum are both significantly lower for Victorian school teachers, compared to NSW¹.

ENTRY LEVEL	VICTORIA	NSW	PERCENTAGE GAP ²
2025	\$79,589	\$90,177	
2026		\$92,882	16.70%
HIGHEST INCREMENT	VICTORIA	NSW	PERCENTAGE GAP
2025	\$118,063	\$129,536	
2026		\$133,422	13.01%

Table 1. Teachers base pay per annum, Victoria and NSW, 2025-2026 - entry level and highest increment

¹ Overall, Victoria has the lowest paid teachers in Australia, with other jurisdictions (e.g. NT) paying more than NSW wages.



Classroom-based – Education Support Class

Entry level base pay per annum is significantly lower for Victorian classroom-based ES staff, compared to NSW³.

Entry level	VICTORIA	NSW	PERCENTAGE GAP
2025	\$56,580	\$60,674	
2026		\$62,500	10.46%

Table 2: Classroom - Education Support Class base pay per annum, Victoria and NSW, 2025-2026 - entry level

Business Manager – Education Support Class

Entry level base pay per annum is significantly lower for Victorian business managers, compared to NSW.

Entry level	VICTORIA	NSW	PERCENTAGE GAP
2025	\$73,467	\$96,517	
2026		\$99,421	35.33%

Table 3: Business Manager Education Support Class base pay per annum, Victoria and NSW, 2025-2026 - entry level

Allied health – School Psychologist – Education Support Class

Entry level and highest increment base pay per annum are both significantly lower for Victorian school psychologists, compared to NSW.

Entry level	VICTORIA	NSW	PERCENTAGE GAP
2025	\$93,265	\$101,122	
2026		\$104,156	11.68%
Highest increment	VICTORIA	NSW	PERCENTAGE GAP
2025	\$109,967	\$149,059	
2026		\$153,531	39.62%

Table 4: Allied Health - School Psychologist - Education Support Class base pay per annum, Victoria and NSW, 2025-2026 - entry level and highest increment



School principals

Entry level base pay per annum is significantly lower for Victorian school principals, compared to NSW.

Entry level	VICTORIA	NSW	PERCENTAGE GAP
2025	\$156,335	\$178,812	
2026		\$184,176	17.81%

Table 5: School Principal base pay per annum, Victoria and NSW, 2025-2026 - entry level increment

Assistant principals

Entry level base pay per annum is significantly lower for Victorian school assistant principals, compared to NSW.

Entry level	VICTORIA	NSW	PERCENTAGE GAP
2025	\$136,022	\$149,059	
2026		\$153,531	12.87%

Table 6: School Assistant Principal base pay per annum, Victoria and NSW, 2025-2026 - entry level