



South  
Australia

PAY RATES

# INSTRUCTOR PAY RATES

Our staff are the backbone of our community programs and as such we pay our instructors competitive rates. To recognise the amazing work of our staff we pay rates **above** the award rate.

ROLE	AGE	WEEKDAY HOURLY RATE	PUBLIC HOLIDAY & WEEKEND HOURLY RATE
Instructor in Charge	All	\$39.00	\$40.50
2 <sup>nd</sup> Instructor in Charge	All	\$39.00	\$40.50
Instructor	All	\$31.50	\$32.50
Assistant instructor	20+ years	\$29.50	\$30.50
Assistant instructor	19 years	\$25.00	\$26.00
Assistant instructor	18 years	\$22.00	\$23.00
Assistant instructor	17 years	\$19.00	\$20.00
Assistant instructor	16 years & under	\$16.00	\$17.00

## INSTRUCTOR IN CHARGE ADDITIONAL INCENTIVES

To further acknowledge the fantastic work of the VACSWIM Instructor in Charge, we also offer a bonus of \$1.00 per participant at their location plus additional administration hours based on number of participants.

LOCATION PARTICIPANTS	IC IN THE WATER INSTRUCTING	PAID EXTRA ADMIN HOURS PER BLOCK	2IC
0 – 100	Yes (with AI)	3	No
101 – 300	No	3	No
301+	No	5	Yes