



2025–26 Holiday Pay Guide (NDIS & SCHADS)

For Providers, Participants & Employees

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FOR PROVIDERS

(What your business can charge under NDIS rules)

Support type	Who pays	Max rate (per hour)	Notes
Assistance with Daily Life – Standard	NDIA / Plan Manager	\$156.00	Public holiday pricing
Assistance with Daily Life – High Intensity	NDIA / Plan Manager	\$168.00	High-intensity personal care

Source: [NDIS Pricing Arrangements and Price Limits 2025–26](#)

Important Notes for Providers:

- These are price limits, not staff wages.
- You must not charge above these rates
- Applies to NDIA-managed and plan-managed participants.
- Rates apply based on when the service is delivered, not when the roster was published or staff shift timing.

FOR PARTICIPANTS

(What you're charged for services on public holidays)

Day	Standard (per hour)	High Intensity (per hour)
Christmas Day	\$156.03	\$168.81
Boxing Day	\$156.03	\$168.81
New Year's Day	\$156.03	\$168.81

What You Need to Know:

- Public holiday services cost more due to staff penalty rates.
- These rates are capped by the NDIS, not set by providers.
- All pricing should be clearly explained in your service agreement.

Source: [NDIS Pricing Arrangements and Price Limits 2025–26](#)

FOR EMPLOYEES (PERMANENT STAFF)

(What workers must be paid under the SCHADS Award)

Full-Time & Part-Time Public Holiday Rates

SCHADS level	Ordinary rate	Public holiday rate	How it's calculated
Level 1 - PP1	\$26.30/hr	\$65.75/hr	250% of base
Level 2 – PP1	\$34.58/hr	\$86.45/hr	250% of base
Level 3 – PP1	\$38.65/hr	\$96.63/hr	250% of base
Level 4 – PP1	\$44.58/hr	\$111.45/hr	250% of base
Level 5 – PP1	\$51.00/hr	\$127.50/hr	250% of base

Source: [SCHADS Award Pay Guide \(MA000100 – effective 1 Oct 2025\)](#)

FOR EMPLOYEES (CASUAL STAFF)

(Includes 25% casual loading + public holiday penalties)

SCHADS level	Casual base rate	How it's calculated
Level 1 - PP1	\$32.87/hr	\$82.18/hr
Level 2 – PP1	\$43.23/hr	\$95.10/hr
Level 3 – PP1	\$48.31/hr	\$106.29/hr
Level 4 – PP1	\$55.73/hr	\$122.60/hr
Level 5 – PP1	\$63.75/hr	\$140.25/hr

Source: [SCHADS Award Pay Guide \(MA000100 – effective 1 Oct 2025\)](#)

BIG PICTURE: What NDIS Agency Owners Need to Know

Viewpoint	Key Summary
Provider	Cannot charge above NDIS price limits, even if paying staff higher holiday penalties.
Participant	Will see higher invoices on public holidays explained in their agreement.
Employee	Must be paid correct SCHADS public holiday penalties (250% of base, casuals included).



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