

## Pay Guide - Aged Care Award

### [MA000018]

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## Rates of pay

### Adult - Aged care - General employees - Full-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Aged care employee level 1	\$910.90	\$23.97	\$35.96	\$41.95	\$59.93	\$35.96	\$47.94
Aged care employee level 2	\$947.00	\$24.92	\$37.38	\$43.61	\$62.30	\$37.38	\$49.84
Aged care employee level 3	\$983.40	\$25.88	\$38.82	\$45.29	\$64.70	\$38.82	\$51.76
Aged care employee level 4	\$995.00	\$26.18	\$39.27	\$45.82	\$65.45	\$39.27	\$52.36
Aged care employee level 5	\$1,028.70	\$27.07	\$40.61	\$47.37	\$67.68	\$40.61	\$54.14
Aged care employee level 6	\$1,084.10	\$28.53	\$42.80	\$49.93	\$71.33	\$42.80	\$57.06
Aged care employee level 7	\$1,103.60	\$29.04	\$43.56	\$50.82	\$72.60	\$43.56	\$58.08

Table 2 of 2

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Aged care employee level 1	\$47.94	\$47.94	\$47.94	\$47.94	\$26.37	\$26.97	\$27.57	\$26.37
Aged care employee level 2	\$49.84	\$49.84	\$49.84	\$49.84	\$27.41	\$28.04	\$28.66	\$27.41
Aged care employee level 3	\$51.76	\$51.76	\$51.76	\$51.76	\$28.47	\$29.12	\$29.76	\$28.47
Aged care employee level 4	\$52.36	\$52.36	\$52.36	\$52.36	\$28.80	\$29.45	\$30.11	\$28.80
Aged care employee level 5	\$54.14	\$54.14	\$54.14	\$54.14	\$29.78	\$30.45	\$31.13	\$29.78
Aged care employee level 6	\$57.06	\$57.06	\$57.06	\$57.06	\$31.38	\$32.10	\$32.81	\$31.38
Aged care employee level 7	\$58.08	\$58.08	\$58.08	\$58.08	\$31.94	\$32.67	\$33.40	\$31.94

## Aged care - General employees - Part-time

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day
Aged care employee level 1	\$23.97	\$35.96	\$41.95	\$59.93	\$35.96	\$47.94	\$35.96	\$47.94
Aged care employee level 2	\$24.92	\$37.38	\$43.61	\$62.30	\$37.38	\$49.84	\$37.38	\$49.84
Aged care employee level 3	\$25.88	\$38.82	\$45.29	\$64.70	\$38.82	\$51.76	\$38.82	\$51.76
Aged care employee level 4	\$26.18	\$39.27	\$45.82	\$65.45	\$39.27	\$52.36	\$39.27	\$52.36
Aged care employee level 5	\$27.07	\$40.61	\$47.37	\$67.68	\$40.61	\$54.14	\$40.61	\$54.14
Aged care employee level 6	\$28.53	\$42.80	\$49.93	\$71.33	\$42.80	\$57.06	\$42.80	\$57.06
Aged care employee level 7	\$29.04	\$43.56	\$50.82	\$72.60	\$43.56	\$58.08	\$43.56	\$58.08

Table 2 of 2

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Aged care employee level 1	\$47.94	\$47.94	\$47.94	\$47.94	\$47.94	\$26.37	\$26.97	\$27.57	\$26.37
Aged care employee level 2	\$49.84	\$49.84	\$49.84	\$49.84	\$49.84	\$27.41	\$28.04	\$28.66	\$27.41
Aged care employee level 3	\$51.76	\$51.76	\$51.76	\$51.76	\$51.76	\$28.47	\$29.12	\$29.76	\$28.47
Aged care employee level 4	\$52.36	\$52.36	\$52.36	\$52.36	\$52.36	\$28.80	\$29.45	\$30.11	\$28.80
Aged care employee level 5	\$54.14	\$54.14	\$54.14	\$54.14	\$54.14	\$29.78	\$30.45	\$31.13	\$29.78
Aged care employee level 6	\$57.06	\$57.06	\$57.06	\$57.06	\$57.06	\$31.38	\$32.10	\$32.81	\$31.38
Aged care employee level 7	\$58.08	\$58.08	\$58.08	\$58.08	\$58.08	\$31.94	\$32.67	\$33.40	\$31.94

## Aged care - General employees - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day
Aged care employee level 1	\$29.96	\$41.95	\$47.94	\$65.92	\$74.91	\$44.94	\$59.93	\$44.94	\$59.93
Aged care employee level 2	\$31.15	\$43.61	\$49.84	\$68.53	\$77.88	\$46.73	\$62.30	\$46.73	\$62.30
Aged care employee level 3	\$32.35	\$45.29	\$51.76	\$71.17	\$80.88	\$48.53	\$64.70	\$48.53	\$64.70
Aged care employee level 4	\$32.73	\$45.82	\$52.36	\$72.00	\$81.81	\$49.09	\$65.45	\$49.09	\$65.45
Aged care employee level 5	\$33.84	\$47.37	\$54.14	\$74.44	\$84.59	\$50.76	\$67.68	\$50.76	\$67.68
Aged care employee level 6	\$35.66	\$49.93	\$57.06	\$78.46	\$89.16	\$53.49	\$71.33	\$53.49	\$71.33
Aged care employee level 7	\$36.30	\$50.82	\$58.08	\$79.86	\$90.75	\$54.45	\$72.60	\$54.45	\$72.60

Table 2 of 2

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Aged care employee level 1	\$59.93	\$59.93	\$53.93	\$53.93	\$32.36	\$32.96	\$33.56	\$32.36
Aged care employee level 2	\$62.30	\$62.30	\$56.07	\$56.07	\$33.64	\$34.27	\$34.89	\$33.64
Aged care employee level 3	\$64.70	\$64.70	\$58.23	\$58.23	\$34.94	\$35.59	\$36.23	\$34.94
Aged care employee level 4	\$65.45	\$65.45	\$58.91	\$58.91	\$35.34	\$36.00	\$36.65	\$35.34
Aged care employee level 5	\$67.68	\$67.68	\$60.91	\$60.91	\$36.54	\$37.22	\$37.90	\$36.54
Aged care employee level 6	\$71.33	\$71.33	\$64.19	\$64.19	\$38.52	\$39.23	\$39.94	\$38.52
Aged care employee level 7	\$72.60	\$72.60	\$65.34	\$65.34	\$39.20	\$39.93	\$40.66	\$39.20

## Aged care - Most senior food services employees - Full-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Aged care employee level 4	\$1,144.20	\$30.11	\$45.17	\$52.69	\$75.28	\$45.17	\$60.22
Aged care employee level 5	\$1,183.00	\$31.13	\$46.70	\$54.48	\$77.83	\$46.70	\$62.26
Aged care employee level 6	\$1,246.80	\$32.81	\$49.22	\$57.42	\$82.03	\$49.22	\$65.62
Aged care employee level 7	\$1,269.10	\$33.40	\$50.10	\$58.45	\$83.50	\$50.10	\$66.80

Table 2 of 2

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Aged care employee level 4	\$60.22	\$60.22	\$60.22	\$60.22	\$33.12	\$33.87	\$34.63	\$33.12
Aged care employee level 5	\$62.26	\$62.26	\$62.26	\$62.26	\$34.24	\$35.02	\$35.80	\$34.24
Aged care employee level 6	\$65.62	\$65.62	\$65.62	\$65.62	\$36.09	\$36.91	\$37.73	\$36.09
Aged care employee level 7	\$66.80	\$66.80	\$66.80	\$66.80	\$36.74	\$37.58	\$38.41	\$36.74

## Aged care - Most senior food services employees - Part-time

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Aged care employee level 4	\$30.11	\$45.17	\$52.69	\$75.28	\$45.17	\$60.22
Aged care employee level 5	\$31.13	\$46.70	\$54.48	\$77.83	\$46.70	\$62.26
Aged care employee level 6	\$32.81	\$49.22	\$57.42	\$82.03	\$49.22	\$65.62
Aged care employee level 7	\$33.40	\$50.10	\$58.45	\$83.50	\$50.10	\$66.80

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts
Aged care employee level 4	\$45.17	\$60.22	\$60.22	\$60.22	\$60.22	\$60.22
Aged care employee level 5	\$46.70	\$62.26	\$62.26	\$62.26	\$62.26	\$62.26
Aged care employee level 6	\$49.22	\$65.62	\$65.62	\$65.62	\$65.62	\$65.62
Aged care employee level 7	\$50.10	\$66.80	\$66.80	\$66.80	\$66.80	\$66.80

Table 3 of 3

Classification	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Aged care employee level 4	\$60.22	\$33.12	\$33.87	\$34.63	\$33.12
Aged care employee level 5	\$62.26	\$34.24	\$35.02	\$35.80	\$34.24
Aged care employee level 6	\$65.62	\$36.09	\$36.91	\$37.73	\$36.09
Aged care employee level 7	\$66.80	\$36.74	\$37.58	\$38.41	\$36.74

## Aged care - Most senior food services employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Public holiday	Overtime - Monday to Friday - first 2 hours
Aged care employee level 4	\$37.64	\$52.69	\$60.22	\$82.80	\$94.09	\$56.46
Aged care employee level 5	\$38.91	\$54.48	\$62.26	\$85.61	\$97.28	\$58.37
Aged care employee level 6	\$41.01	\$57.42	\$65.62	\$90.23	\$102.53	\$61.52
Aged care employee level 7	\$41.75	\$58.45	\$66.80	\$91.85	\$104.38	\$62.63

Table 2 of 3

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover
Aged care employee level 4	\$75.28	\$56.46	\$75.28	\$75.28	\$75.28	\$67.75
Aged care employee level 5	\$77.83	\$58.37	\$77.83	\$77.83	\$77.83	\$70.04
Aged care employee level 6	\$82.03	\$61.52	\$82.03	\$82.03	\$82.03	\$73.82
Aged care employee level 7	\$83.50	\$62.63	\$83.50	\$83.50	\$83.50	\$75.15

Table 3 of 3

Classification	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Aged care employee level 4	\$67.75	\$40.65	\$41.40	\$42.15	\$40.65
Aged care employee level 5	\$70.04	\$42.03	\$42.80	\$43.58	\$42.03
Aged care employee level 6	\$73.82	\$44.29	\$45.11	\$45.93	\$44.29
Aged care employee level 7	\$75.15	\$45.09	\$45.93	\$46.76	\$45.09

## Aged care - Direct care employees - Full-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Aged care employee level 1	\$1,047.60	\$27.57	\$41.36	\$48.25	\$68.93	\$41.36	\$55.14
Aged care employee level 2	\$1,089.00	\$28.66	\$42.99	\$50.16	\$71.65	\$42.99	\$57.32
Aged care employee level 3	\$1,130.90	\$29.76	\$44.64	\$52.08	\$74.40	\$44.64	\$59.52
Aged care employee level 4	\$1,144.20	\$30.11	\$45.17	\$52.69	\$75.28	\$45.17	\$60.22
Aged care employee level 5	\$1,183.00	\$31.13	\$46.70	\$54.48	\$77.83	\$46.70	\$62.26
Aged care employee level 6	\$1,246.80	\$32.81	\$49.22	\$57.42	\$82.03	\$49.22	\$65.62
Aged care employee level 7	\$1,269.10	\$33.40	\$50.10	\$58.45	\$83.50	\$50.10	\$66.80

Table 2 of 2

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Aged care employee level 1	\$55.14	\$55.14	\$55.14	\$55.14	\$30.33	\$31.02	\$31.71	\$30.33
Aged care employee level 2	\$57.32	\$57.32	\$57.32	\$57.32	\$31.53	\$32.24	\$32.96	\$31.53
Aged care employee level 3	\$59.52	\$59.52	\$59.52	\$59.52	\$32.74	\$33.48	\$34.22	\$32.74
Aged care employee level 4	\$60.22	\$60.22	\$60.22	\$60.22	\$33.12	\$33.87	\$34.63	\$33.12
Aged care employee level 5	\$62.26	\$62.26	\$62.26	\$62.26	\$34.24	\$35.02	\$35.80	\$34.24
Aged care employee level 6	\$65.62	\$65.62	\$65.62	\$65.62	\$36.09	\$36.91	\$37.73	\$36.09
Aged care employee level 7	\$66.80	\$66.80	\$66.80	\$66.80	\$36.74	\$37.58	\$38.41	\$36.74



## Aged care - Direct care employees - Part-time

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Aged care employee level 1	\$27.57	\$41.36	\$48.25	\$68.93	\$41.36	\$55.14
Aged care employee level 2	\$28.66	\$42.99	\$50.16	\$71.65	\$42.99	\$57.32
Aged care employee level 3	\$29.76	\$44.64	\$52.08	\$74.40	\$44.64	\$59.52
Aged care employee level 4	\$30.11	\$45.17	\$52.69	\$75.28	\$45.17	\$60.22
Aged care employee level 5	\$31.13	\$46.70	\$54.48	\$77.83	\$46.70	\$62.26
Aged care employee level 6	\$32.81	\$49.22	\$57.42	\$82.03	\$49.22	\$65.62
Aged care employee level 7	\$33.40	\$50.10	\$58.45	\$83.50	\$50.10	\$66.80

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts
Aged care employee level 1	\$41.36	\$55.14	\$55.14	\$55.14	\$55.14	\$55.14
Aged care employee level 2	\$42.99	\$57.32	\$57.32	\$57.32	\$57.32	\$57.32
Aged care employee level 3	\$44.64	\$59.52	\$59.52	\$59.52	\$59.52	\$59.52
Aged care employee level 4	\$45.17	\$60.22	\$60.22	\$60.22	\$60.22	\$60.22
Aged care employee level 5	\$46.70	\$62.26	\$62.26	\$62.26	\$62.26	\$62.26
Aged care employee level 6	\$49.22	\$65.62	\$65.62	\$65.62	\$65.62	\$65.62
Aged care employee level 7	\$50.10	\$66.80	\$66.80	\$66.80	\$66.80	\$66.80

Table 3 of 3

Classification	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Aged care employee level 1	\$55.14	\$30.33	\$31.02	\$31.71	\$30.33
Aged care employee level 2	\$57.32	\$31.53	\$32.24	\$32.96	\$31.53
Aged care employee level 3	\$59.52	\$32.74	\$33.48	\$34.22	\$32.74
Aged care employee level 4	\$60.22	\$33.12	\$33.87	\$34.63	\$33.12
Aged care employee level 5	\$62.26	\$34.24	\$35.02	\$35.80	\$34.24
Aged care employee level 6	\$65.62	\$36.09	\$36.91	\$37.73	\$36.09
Aged care employee level 7	\$66.80	\$36.74	\$37.58	\$38.41	\$36.74

## Aged care - Direct care employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Public holiday	Overtime - Monday to Friday - first 2 hours
Aged care employee level 1	\$34.46	\$48.25	\$55.14	\$75.82	\$86.16	\$51.69
Aged care employee level 2	\$35.83	\$50.16	\$57.32	\$78.82	\$89.56	\$53.74
Aged care employee level 3	\$37.20	\$52.08	\$59.52	\$81.84	\$93.00	\$55.80
Aged care employee level 4	\$37.64	\$52.69	\$60.22	\$82.80	\$94.09	\$56.46
Aged care employee level 5	\$38.91	\$54.48	\$62.26	\$85.61	\$97.28	\$58.37
Aged care employee level 6	\$41.01	\$57.42	\$65.62	\$90.23	\$102.53	\$61.52
Aged care employee level 7	\$41.75	\$58.45	\$66.80	\$91.85	\$104.38	\$62.63

Table 2 of 3

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover
Aged care employee level 1	\$68.93	\$51.69	\$68.93	\$68.93	\$68.93	\$62.03
Aged care employee level 2	\$71.65	\$53.74	\$71.65	\$71.65	\$71.65	\$64.49
Aged care employee level 3	\$74.40	\$55.80	\$74.40	\$74.40	\$74.40	\$66.96
Aged care employee level 4	\$75.28	\$56.46	\$75.28	\$75.28	\$75.28	\$67.75
Aged care employee level 5	\$77.83	\$58.37	\$77.83	\$77.83	\$77.83	\$70.04
Aged care employee level 6	\$82.03	\$61.52	\$82.03	\$82.03	\$82.03	\$73.82
Aged care employee level 7	\$83.50	\$62.63	\$83.50	\$83.50	\$83.50	\$75.15

Table 3 of 3

Classification	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Aged care employee level 1	\$62.03	\$37.22	\$37.91	\$38.60	\$37.22
Aged care employee level 2	\$64.49	\$38.69	\$39.41	\$40.12	\$38.69
Aged care employee level 3	\$66.96	\$40.18	\$40.92	\$41.66	\$40.18
Aged care employee level 4	\$67.75	\$40.65	\$41.40	\$42.15	\$40.65
Aged care employee level 5	\$70.04	\$42.03	\$42.80	\$43.58	\$42.03
Aged care employee level 6	\$73.82	\$44.29	\$45.11	\$45.93	\$44.29
Aged care employee level 7	\$75.15	\$45.09	\$45.93	\$46.76	\$45.09

## Cooking apprentice - Full-time

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday	Overtime - Sunday
Apprentice - 1st year	\$14.40	\$21.60	\$25.20	\$36.00	\$21.60	\$28.80	\$28.80	\$28.80
Apprentice - 2nd year	\$17.02	\$25.53	\$29.79	\$42.55	\$25.53	\$34.04	\$34.04	\$34.04
Apprentice - 3rd year	\$20.94	\$31.41	\$36.65	\$52.35	\$31.41	\$41.88	\$41.88	\$41.88
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74	\$49.74	\$49.74

Table 2 of 2

Classification	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$28.80	\$28.80	\$15.84	\$16.20	\$16.56	\$15.84
Apprentice - 2nd year	\$34.04	\$34.04	\$18.72	\$19.15	\$19.57	\$18.72
Apprentice - 3rd year	\$41.88	\$41.88	\$23.03	\$23.56	\$24.08	\$23.03
Apprentice - 4th year	\$49.74	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36

## Gardening and landscaping apprentice - Did not complete year 12 - Full-time

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday	Overtime - Sunday
Apprentice - 1st year	\$13.09	\$19.64	\$22.91	\$32.73	\$19.64	\$26.18	\$26.18	\$26.18
Apprentice - 2nd year	\$15.71	\$23.57	\$27.49	\$39.28	\$23.57	\$31.42	\$31.42	\$31.42
Apprentice - 3rd year	\$19.64	\$29.46	\$34.37	\$49.10	\$29.46	\$39.28	\$39.28	\$39.28
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74	\$49.74	\$49.74

Table 2 of 2

Classification	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$26.18	\$26.18	\$14.40	\$14.73	\$15.05	\$14.40
Apprentice - 2nd year	\$31.42	\$31.42	\$17.28	\$17.67	\$18.07	\$17.28
Apprentice - 3rd year	\$39.28	\$39.28	\$21.60	\$22.10	\$22.59	\$21.60
Apprentice - 4th year	\$49.74	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36

## Gardening and landscaping apprentice - Started before 1 Jan 2015 - Completed year 12 - Full-time

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday	Overtime - Sunday
Apprentice - 1st year	\$13.74	\$20.61	\$24.05	\$34.35	\$20.61	\$27.48	\$27.48	\$27.48
Apprentice - 2nd year	\$17.02	\$25.53	\$29.79	\$42.55	\$25.53	\$34.04	\$34.04	\$34.04
Apprentice - 3rd year	\$19.64	\$29.46	\$34.37	\$49.10	\$29.46	\$39.28	\$39.28	\$39.28
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74	\$49.74	\$49.74

Table 2 of 2

Classification	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$27.48	\$27.48	\$15.11	\$15.46	\$15.80	\$15.11
Apprentice - 2nd year	\$34.04	\$34.04	\$18.72	\$19.15	\$19.57	\$18.72
Apprentice - 3rd year	\$39.28	\$39.28	\$21.60	\$22.10	\$22.59	\$21.60
Apprentice - 4th year	\$49.74	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36

## Gardening and landscaping apprentice - Started after 1 Jan 2015 - Completed year 12 - Full-time

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday	Overtime - Sunday
Apprentice - 1st year	\$14.40	\$21.60	\$25.20	\$36.00	\$21.60	\$28.80	\$28.80	\$28.80
Apprentice - 2nd year	\$17.02	\$25.53	\$29.79	\$42.55	\$25.53	\$34.04	\$34.04	\$34.04
Apprentice - 3rd year	\$19.64	\$29.46	\$34.37	\$49.10	\$29.46	\$39.28	\$39.28	\$39.28
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74	\$49.74	\$49.74

Table 2 of 2

Classification	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$28.80	\$28.80	\$15.84	\$16.20	\$16.56	\$15.84
Apprentice - 2nd year	\$34.04	\$34.04	\$18.72	\$19.15	\$19.57	\$18.72
Apprentice - 3rd year	\$39.28	\$39.28	\$21.60	\$22.10	\$22.59	\$21.60
Apprentice - 4th year	\$49.74	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36

## Adult cooking apprentice - Started after 1 Jan 2014 - Full-time

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday	Overtime - Sunday
Apprentice - 1st year	\$20.94	\$31.41	\$36.65	\$52.35	\$31.41	\$41.88	\$41.88	\$41.88
Apprentice - 2nd year	\$23.97	\$35.96	\$41.95	\$59.93	\$35.96	\$47.94	\$47.94	\$47.94
Apprentice - 3rd year	\$23.97	\$35.96	\$41.95	\$59.93	\$35.96	\$47.94	\$47.94	\$47.94
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74	\$49.74	\$49.74

Table 2 of 2

Classification	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$41.88	\$41.88	\$23.03	\$23.56	\$24.08	\$23.03
Apprentice - 2nd year	\$47.94	\$47.94	\$26.37	\$26.97	\$27.57	\$26.37
Apprentice - 3rd year	\$47.94	\$47.94	\$26.37	\$26.97	\$27.57	\$26.37
Apprentice - 4th year	\$49.74	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36

## Adult gardening and landscaping apprentice - Started after 1 Jan 2014 - Full-time

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday	Overtime - Sunday
Apprentice - 1st year	\$20.94	\$31.41	\$36.65	\$52.35	\$31.41	\$41.88	\$41.88	\$41.88
Apprentice - 2nd year	\$23.97	\$35.96	\$41.95	\$59.93	\$35.96	\$47.94	\$47.94	\$47.94
Apprentice - 3rd year	\$23.97	\$35.96	\$41.95	\$59.93	\$35.96	\$47.94	\$47.94	\$47.94
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74	\$49.74	\$49.74

Table 2 of 2

Classification	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$41.88	\$41.88	\$23.03	\$23.56	\$24.08	\$23.03
Apprentice - 2nd year	\$47.94	\$47.94	\$26.37	\$26.97	\$27.57	\$26.37
Apprentice - 3rd year	\$47.94	\$47.94	\$26.37	\$26.97	\$27.57	\$26.37
Apprentice - 4th year	\$49.74	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36

## Cooking apprentice - Part-time

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Apprentice - 1st year	\$14.40	\$21.60	\$25.20	\$36.00	\$21.60	\$28.80
Apprentice - 2nd year	\$17.02	\$25.53	\$29.79	\$42.55	\$25.53	\$34.04
Apprentice - 3rd year	\$20.94	\$31.41	\$36.65	\$52.35	\$31.41	\$41.88
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts
Apprentice - 1st year	\$21.60	\$28.80	\$28.80	\$28.80	\$28.80	\$28.80
Apprentice - 2nd year	\$25.53	\$34.04	\$34.04	\$34.04	\$34.04	\$34.04
Apprentice - 3rd year	\$31.41	\$41.88	\$41.88	\$41.88	\$41.88	\$41.88
Apprentice - 4th year	\$37.31	\$49.74	\$49.74	\$49.74	\$49.74	\$49.74

Table 3 of 3

Classification	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$28.80	\$15.84	\$16.20	\$16.56	\$15.84
Apprentice - 2nd year	\$34.04	\$18.72	\$19.15	\$19.57	\$18.72
Apprentice - 3rd year	\$41.88	\$23.03	\$23.56	\$24.08	\$23.03
Apprentice - 4th year	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36

## Gardening and landscaping apprentice - Did not complete year 12 - Part-time

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Apprentice - 1st year	\$13.09	\$19.64	\$22.91	\$32.73	\$19.64	\$26.18
Apprentice - 2nd year	\$15.71	\$23.57	\$27.49	\$39.28	\$23.57	\$31.42
Apprentice - 3rd year	\$19.64	\$29.46	\$34.37	\$49.10	\$29.46	\$39.28
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts
Apprentice - 1st year	\$19.64	\$26.18	\$26.18	\$26.18	\$26.18	\$26.18
Apprentice - 2nd year	\$23.57	\$31.42	\$31.42	\$31.42	\$31.42	\$31.42
Apprentice - 3rd year	\$29.46	\$39.28	\$39.28	\$39.28	\$39.28	\$39.28
Apprentice - 4th year	\$37.31	\$49.74	\$49.74	\$49.74	\$49.74	\$49.74

Table 3 of 3

Classification	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$26.18	\$14.40	\$14.73	\$15.05	\$14.40
Apprentice - 2nd year	\$31.42	\$17.28	\$17.67	\$18.07	\$17.28
Apprentice - 3rd year	\$39.28	\$21.60	\$22.10	\$22.59	\$21.60
Apprentice - 4th year	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36

## Gardening and landscaping apprentice - Started before 1 Jan 2015 - Completed year 12 - Part-time

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Apprentice - 1st year	\$13.74	\$20.61	\$24.05	\$34.35	\$20.61	\$27.48
Apprentice - 2nd year	\$17.02	\$25.53	\$29.79	\$42.55	\$25.53	\$34.04
Apprentice - 3rd year	\$19.64	\$29.46	\$34.37	\$49.10	\$29.46	\$39.28
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts
Apprentice - 1st year	\$20.61	\$27.48	\$27.48	\$27.48	\$27.48	\$27.48
Apprentice - 2nd year	\$25.53	\$34.04	\$34.04	\$34.04	\$34.04	\$34.04
Apprentice - 3rd year	\$29.46	\$39.28	\$39.28	\$39.28	\$39.28	\$39.28
Apprentice - 4th year	\$37.31	\$49.74	\$49.74	\$49.74	\$49.74	\$49.74

Table 3 of 3

Classification	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$27.48	\$15.11	\$15.46	\$15.80	\$15.11
Apprentice - 2nd year	\$34.04	\$18.72	\$19.15	\$19.57	\$18.72
Apprentice - 3rd year	\$39.28	\$21.60	\$22.10	\$22.59	\$21.60
Apprentice - 4th year	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36



## Gardening and landscaping apprentice - Started after 1 Jan 2015 - Completed year 12 - Part-time

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Apprentice - 1st year	\$14.40	\$21.60	\$25.20	\$36.00	\$21.60	\$28.80
Apprentice - 2nd year	\$17.02	\$25.53	\$29.79	\$42.55	\$25.53	\$34.04
Apprentice - 3rd year	\$19.64	\$29.46	\$34.37	\$49.10	\$29.46	\$39.28
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts
Apprentice - 1st year	\$21.60	\$28.80	\$28.80	\$28.80	\$28.80	\$28.80
Apprentice - 2nd year	\$25.53	\$34.04	\$34.04	\$34.04	\$34.04	\$34.04
Apprentice - 3rd year	\$29.46	\$39.28	\$39.28	\$39.28	\$39.28	\$39.28
Apprentice - 4th year	\$37.31	\$49.74	\$49.74	\$49.74	\$49.74	\$49.74

Table 3 of 3

Classification	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$28.80	\$15.84	\$16.20	\$16.56	\$15.84
Apprentice - 2nd year	\$34.04	\$18.72	\$19.15	\$19.57	\$18.72
Apprentice - 3rd year	\$39.28	\$21.60	\$22.10	\$22.59	\$21.60
Apprentice - 4th year	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36

## Adult cooking apprentice - Started after 1 Jan 2014 - Part-time

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Apprentice - 1st year	\$20.94	\$31.41	\$36.65	\$52.35	\$31.41	\$41.88
Apprentice - 2nd year	\$23.97	\$35.96	\$41.95	\$59.93	\$35.96	\$47.94
Apprentice - 3rd year	\$23.97	\$35.96	\$41.95	\$59.93	\$35.96	\$47.94
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts
Apprentice - 1st year	\$31.41	\$41.88	\$41.88	\$41.88	\$41.88	\$41.88
Apprentice - 2nd year	\$35.96	\$47.94	\$47.94	\$47.94	\$47.94	\$47.94
Apprentice - 3rd year	\$35.96	\$47.94	\$47.94	\$47.94	\$47.94	\$47.94
Apprentice - 4th year	\$37.31	\$49.74	\$49.74	\$49.74	\$49.74	\$49.74

Table 3 of 3

Classification	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$41.88	\$23.03	\$23.56	\$24.08	\$23.03
Apprentice - 2nd year	\$47.94	\$26.37	\$26.97	\$27.57	\$26.37
Apprentice - 3rd year	\$47.94	\$26.37	\$26.97	\$27.57	\$26.37
Apprentice - 4th year	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36

## Adult gardening and landscaping apprentice - Started after 1 Jan 2014 - Part-time

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Apprentice - 1st year	\$20.94	\$31.41	\$36.65	\$52.35	\$31.41	\$41.88
Apprentice - 2nd year	\$23.97	\$35.96	\$41.95	\$59.93	\$35.96	\$47.94
Apprentice - 3rd year	\$23.97	\$35.96	\$41.95	\$59.93	\$35.96	\$47.94
Apprentice - 4th year	\$24.87	\$37.31	\$43.52	\$62.18	\$37.31	\$49.74

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts
Apprentice - 1st year	\$31.41	\$41.88	\$41.88	\$41.88	\$41.88	\$41.88
Apprentice - 2nd year	\$35.96	\$47.94	\$47.94	\$47.94	\$47.94	\$47.94
Apprentice - 3rd year	\$35.96	\$47.94	\$47.94	\$47.94	\$47.94	\$47.94
Apprentice - 4th year	\$37.31	\$49.74	\$49.74	\$49.74	\$49.74	\$49.74

Table 3 of 3

Classification	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am
Apprentice - 1st year	\$41.88	\$23.03	\$23.56	\$24.08	\$23.03
Apprentice - 2nd year	\$47.94	\$26.37	\$26.97	\$27.57	\$26.37
Apprentice - 3rd year	\$47.94	\$26.37	\$26.97	\$27.57	\$26.37
Apprentice - 4th year	\$49.74	\$27.36	\$27.98	\$28.60	\$27.36

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before penalties and overtime are calculated.

Allowances	Rate
Apprentice training fees & textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Uniform allowance	\$1.23 per shift, up to a maximum of \$6.24 per week
Laundry allowance	\$0.32 per shift, up to a maximum of \$1.49 per week
Special clothing & safety equipment reimbursement	reimbursement for the cost of purchasing required rubber gloves, special clothing or safety equipment
* Leading hand allowance - in charge of 2-5 employees	\$0.76 per hour
* Leading hand allowance - in charge of 6-10 employees	\$1.09 per hour
* Leading hand allowance - in charge of 11-15 employees	\$1.37 per hour
* Leading hand allowance - in charge of 16 or more employees	\$1.68 per hour
Meal allowance	\$15.20 for the first meal and \$13.70 for an extra meal
Nauseous work allowance	\$0.54 per hour or part thereof with a minimum of \$2.93 per week
Sleepover allowance	\$56.37 per night
Tool allowance - cooks & chefs	\$0.35 per hour up to a maximum of \$13.11 per week
Vehicle allowance	\$0.96 per km
Travelling reimbursement	Reimbursement for all reasonably incurred expenses in respect to fares, meals and accommodation on production of receipted accounts or other evidence acceptable to the employer. There is no entitlement to reimbursement for expenses which exceed the mode of transport, meals or the standard of accommodation agreed with the employer.