



Fair Work
OMBUDSMAN

Pay Guide - Health Professionals and Support Services Award [MA000027]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2020.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Queensland employees only: rates for employees in Queensland affected by a Transitional Pay Equity Order are not provided in this pay guide. These rates can be calculated using the [Pay and Conditions Tool](#).

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Adult

Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday
Support services employee level 1	\$801.40	\$21.09	\$24.25	\$31.64	\$31.64
Support services employee level 2	\$834.60	\$21.96	\$25.25	\$32.94	\$32.94
Support services employee level 3	\$867.30	\$22.82	\$26.24	\$34.23	\$34.23
Support services employee level 4	\$877.60	\$23.09	\$26.55	\$34.64	\$34.64
Support services employee level 5	\$907.30	\$23.88	\$27.46	\$35.82	\$35.82
Support services employee level 6	\$956.20	\$25.16	\$28.93	\$37.74	\$37.74
Support services employee level 7	\$973.40	\$25.62	\$29.46	\$38.43	\$38.43
Support services employee level 8 - pay point 1	\$1,006.40	\$26.48	\$30.45	\$39.72	\$39.72
Support services employee level 8 - pay point 2	\$1,032.90	\$27.18	\$31.26	\$40.77	\$40.77
Support services employee level 8 - pay point 3	\$1,105.50	\$29.09	\$33.45	\$43.64	\$43.64
Support services employee level 9 - pay point 1	\$1,125.20	\$29.61	\$34.05	\$44.42	\$44.42
Support services employee level 9 - pay point 2	\$1,165.20	\$30.66	\$35.26	\$45.99	\$45.99
Support services employee level 9 - pay point 3	\$1,174.40	\$30.91	\$35.55	\$46.37	\$46.37
Health professional employee level 1 - pay point 1 (UG 2 qualification)	\$920.60	\$24.23	\$27.86	\$36.35	\$36.35
Health professional employee level 1 - pay point 2 (three year degree entry)	\$956.20	\$25.16	\$28.93	\$37.74	\$37.74
Health professional employee level 1 - pay point 3 (four year degree entry)	\$998.40	\$26.27	\$30.21	\$39.41	\$39.41
Health professional employee level 1 - pay point 4 (Masters degree entry)	\$1,032.90	\$27.18	\$31.26	\$40.77	\$40.77

Classification	Weekly pay rate	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday
Health professional employee level 1 - pay point 5 (PhD qualification)	\$1,125.20	\$29.61	\$34.05	\$44.42	\$44.42
Health professional employee level 1 - pay point 6	\$1,165.20	\$30.66	\$35.26	\$45.99	\$45.99
Health professional employee level 2 - pay point 1	\$1,171.50	\$30.83	\$35.45	\$46.25	\$46.25
Health professional employee level 2 - pay point 2	\$1,214.10	\$31.95	\$36.74	\$47.93	\$47.93
Health professional employee level 2 - pay point 3	\$1,260.40	\$33.17	\$38.15	\$49.76	\$49.76
Health professional employee level 2 - pay point 4	\$1,310.50	\$34.49	\$39.66	\$51.74	\$51.74
Health professional employee level 3 - pay point 1	\$1,367.40	\$35.98	\$41.38	\$53.97	\$53.97
Health professional employee level 3 - pay point 2	\$1,405.70	\$36.99	\$42.54	\$55.49	\$55.49
Health professional employee level 3 - pay point 3	\$1,436.00	\$37.79	\$43.46	\$56.69	\$56.69
Health professional employee level 3 - pay point 4	\$1,499.70	\$39.47	\$45.39	\$59.21	\$59.21
Health professional employee level 3 - pay point 5	\$1,555.10	\$40.92	\$47.06	\$61.38	\$61.38
Health professional employee level 4 - pay point 1	\$1,655.60	\$43.57	\$50.11	\$65.36	\$65.36
Health professional employee level 4 - pay point 2	\$1,766.90	\$46.50	\$53.48	\$69.75	\$69.75
Health professional employee level 4 - pay point 3	\$1,921.40	\$50.56	\$58.14	\$75.84	\$75.84
Health professional employee level 4 - pay point 4	\$2,121.10	\$55.82	\$64.19	\$83.73	\$83.73

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Support services employee level 1	\$52.73	\$31.64	\$42.18	\$42.18	\$42.18
Support services employee level 2	\$54.90	\$32.94	\$43.92	\$43.92	\$43.92
Support services employee level 3	\$57.05	\$34.23	\$45.64	\$45.64	\$45.64
Support services employee level 4	\$57.73	\$34.64	\$46.18	\$46.18	\$46.18
Support services employee level 5	\$59.70	\$35.82	\$47.76	\$47.76	\$47.76
Support services employee level 6	\$62.90	\$37.74	\$50.32	\$50.32	\$50.32
Support services employee level 7	\$64.05	\$38.43	\$51.24	\$51.24	\$51.24
Support services employee level 8 - pay point 1	\$66.20	\$39.72	\$52.96	\$52.96	\$52.96
Support services employee level 8 - pay point 2	\$67.95	\$40.77	\$54.36	\$54.36	\$54.36
Support services employee level 8 - pay point 3	\$72.73	\$43.64	\$58.18	\$58.18	\$58.18
Support services employee level 9 - pay point 1	\$74.03	\$44.42	\$59.22	\$59.22	\$59.22
Support services employee level 9 - pay point 2	\$76.65	\$45.99	\$61.32	\$61.32	\$61.32
Support services employee level 9 - pay point 3	\$77.28	\$46.37	\$61.82	\$61.82	\$61.82
Health professional employee level 1 - pay point 1 (UG 2 qualification)	\$60.58	\$36.35	\$48.46	\$48.46	\$48.46
Health professional employee level 1 - pay point 2 (three year degree entry)	\$62.90	\$37.74	\$50.32	\$50.32	\$50.32
Health professional employee level 1 - pay point 3 (four year degree entry)	\$65.68	\$39.41	\$52.54	\$52.54	\$52.54
Health professional employee level 1 - pay point 4 (Masters degree entry)	\$67.95	\$40.77	\$54.36	\$54.36	\$54.36
Health professional employee level 1 - pay point 5 (PhD qualification)	\$74.03	\$44.42	\$59.22	\$59.22	\$59.22
Health professional employee level 1 - pay point 6	\$76.65	\$45.99	\$61.32	\$61.32	\$61.32

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Health professional employee level 2 - pay point 1	\$77.08	\$46.25	\$61.66	\$61.66	\$61.66
Health professional employee level 2 - pay point 2	\$79.88	\$47.93	\$63.90	\$63.90	\$63.90
Health professional employee level 2 - pay point 3	\$82.93	\$49.76	\$66.34	\$66.34	\$66.34
Health professional employee level 2 - pay point 4	\$86.23	\$51.74	\$68.98	\$68.98	\$68.98
Health professional employee level 3 - pay point 1	\$89.95	\$53.97	\$71.96	\$71.96	\$71.96
Health professional employee level 3 - pay point 2	\$92.48	\$55.49	\$73.98	\$73.98	\$73.98
Health professional employee level 3 - pay point 3	\$94.48	\$56.69	\$75.58	\$75.58	\$75.58
Health professional employee level 3 - pay point 4	\$98.68	\$59.21	\$78.94	\$78.94	\$78.94
Health professional employee level 3 - pay point 5	\$102.30	\$61.38	\$81.84	\$81.84	\$81.84
Health professional employee level 4 - pay point 1	\$108.93	\$65.36	\$87.14	\$87.14	\$87.14
Health professional employee level 4 - pay point 2	\$116.25	\$69.75	\$93.00	\$93.00	\$93.00
Health professional employee level 4 - pay point 3	\$126.40	\$75.84	\$101.12	\$101.12	\$101.12
Health professional employee level 4 - pay point 4	\$139.55	\$83.73	\$111.64	\$111.64	\$111.64

Casual

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$26.36	\$29.53	\$36.91	\$36.91	\$58.00	\$31.64
Support services employee level 2	\$27.45	\$30.74	\$38.43	\$38.43	\$60.39	\$32.94
Support services employee level 3	\$28.53	\$31.95	\$39.94	\$39.94	\$62.76	\$34.23
Support services employee level 4	\$28.86	\$32.33	\$40.41	\$40.41	\$63.50	\$34.64
Support services employee level 5	\$29.85	\$33.43	\$41.79	\$41.79	\$65.67	\$35.82
Support services employee level 6	\$31.45	\$35.22	\$44.03	\$44.03	\$69.19	\$37.74
Support services employee level 7	\$32.03	\$35.87	\$44.84	\$44.84	\$70.46	\$38.43
Support services employee level 8 - pay point 1	\$33.10	\$37.07	\$46.34	\$46.34	\$72.82	\$39.72
Support services employee level 8 - pay point 2	\$33.98	\$38.05	\$47.57	\$47.57	\$74.75	\$40.77
Support services employee level 8 - pay point 3	\$36.36	\$40.73	\$50.91	\$50.91	\$80.00	\$43.64
Support services employee level 9 - pay point 1	\$37.01	\$41.45	\$51.82	\$51.82	\$81.43	\$44.42
Support services employee level 9 - pay point 2	\$38.33	\$42.92	\$53.66	\$53.66	\$84.32	\$45.99
Support services employee level 9 - pay point 3	\$38.64	\$43.27	\$54.09	\$54.09	\$85.00	\$46.37
Health professional employee level 1 - pay point 1 (UG 2 qualification)	\$30.29	\$33.92	\$42.40	\$42.40	\$66.63	\$36.35
Health professional employee level 1 - pay point 2 (three year degree entry)	\$31.45	\$35.22	\$44.03	\$44.03	\$69.19	\$37.74
Health professional employee level 1 - pay point 3 (four year degree entry)	\$32.84	\$36.78	\$45.97	\$45.97	\$72.24	\$39.41
Health professional employee level 1 - pay point 4 (Masters degree entry)	\$33.98	\$38.05	\$47.57	\$47.57	\$74.75	\$40.77
Health professional employee level 1 - pay point 5 (PhD qualification)	\$37.01	\$41.45	\$51.82	\$51.82	\$81.43	\$44.42

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Health professional employee level 1 - pay point 6	\$38.33	\$42.92	\$53.66	\$53.66	\$84.32	\$45.99
Health professional employee level 2 - pay point 1	\$38.54	\$43.16	\$53.95	\$53.95	\$84.78	\$46.25
Health professional employee level 2 - pay point 2	\$39.94	\$44.73	\$55.91	\$55.91	\$87.86	\$47.93
Health professional employee level 2 - pay point 3	\$41.46	\$46.44	\$58.05	\$58.05	\$91.22	\$49.76
Health professional employee level 2 - pay point 4	\$43.11	\$48.29	\$60.36	\$60.36	\$94.85	\$51.74
Health professional employee level 3 - pay point 1	\$44.98	\$50.37	\$62.97	\$62.97	\$98.95	\$53.97
Health professional employee level 3 - pay point 2	\$46.24	\$51.79	\$64.73	\$64.73	\$101.72	\$55.49
Health professional employee level 3 - pay point 3	\$47.24	\$52.91	\$66.13	\$66.13	\$103.92	\$56.69
Health professional employee level 3 - pay point 4	\$49.34	\$55.26	\$69.07	\$69.07	\$108.54	\$59.21
Health professional employee level 3 - pay point 5	\$51.15	\$57.29	\$71.61	\$71.61	\$112.53	\$61.38
Health professional employee level 4 - pay point 1	\$54.46	\$61.00	\$76.25	\$76.25	\$119.82	\$65.36
Health professional employee level 4 - pay point 2	\$58.13	\$65.10	\$81.38	\$81.38	\$127.88	\$69.75
Health professional employee level 4 - pay point 3	\$63.20	\$70.78	\$88.48	\$88.48	\$139.04	\$75.84
Health professional employee level 4 - pay point 4	\$69.78	\$78.15	\$97.69	\$97.69	\$153.51	\$83.73

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after overtime
Support services employee level 1	\$42.18	\$31.64	\$42.18	\$42.18	\$52.73	\$42.18
Support services employee level 2	\$43.92	\$32.94	\$43.92	\$43.92	\$54.90	\$43.92
Support services employee level 3	\$45.64	\$34.23	\$45.64	\$45.64	\$57.05	\$45.64
Support services employee level 4	\$46.18	\$34.64	\$46.18	\$46.18	\$57.73	\$46.18
Support services employee level 5	\$47.76	\$35.82	\$47.76	\$47.76	\$59.70	\$47.76
Support services employee level 6	\$50.32	\$37.74	\$50.32	\$50.32	\$62.90	\$50.32
Support services employee level 7	\$51.24	\$38.43	\$51.24	\$51.24	\$64.05	\$51.24
Support services employee level 8 - pay point 1	\$52.96	\$39.72	\$52.96	\$52.96	\$66.20	\$52.96
Support services employee level 8 - pay point 2	\$54.36	\$40.77	\$54.36	\$54.36	\$67.95	\$54.36
Support services employee level 8 - pay point 3	\$58.18	\$43.64	\$58.18	\$58.18	\$72.73	\$58.18
Support services employee level 9 - pay point 1	\$59.22	\$44.42	\$59.22	\$59.22	\$74.03	\$59.22
Support services employee level 9 - pay point 2	\$61.32	\$45.99	\$61.32	\$61.32	\$76.65	\$61.32
Support services employee level 9 - pay point 3	\$61.82	\$46.37	\$61.82	\$61.82	\$77.28	\$61.82
Health professional employee level 1 - pay point 1 (UG 2 qualification)	\$48.46	\$36.35	\$48.46	\$48.46	\$60.58	\$48.46
Health professional employee level 1 - pay point 2 (three year degree entry)	\$50.32	\$37.74	\$50.32	\$50.32	\$62.90	\$50.32
Health professional employee level 1 - pay point 3 (four year degree entry)	\$52.54	\$39.41	\$52.54	\$52.54	\$65.68	\$52.54
Health professional employee level 1 - pay point 4 (Masters degree entry)	\$54.36	\$40.77	\$54.36	\$54.36	\$67.95	\$54.36
Health professional employee level 1 - pay point 5 (PhD qualification)	\$59.22	\$44.42	\$59.22	\$59.22	\$74.03	\$59.22
Health professional employee level 1 - pay point 6	\$61.32	\$45.99	\$61.32	\$61.32	\$76.65	\$61.32

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after overtime
Health professional employee level 2 - pay point 1	\$61.66	\$46.25	\$61.66	\$61.66	\$77.08	\$61.66
Health professional employee level 2 - pay point 2	\$63.90	\$47.93	\$63.90	\$63.90	\$79.88	\$63.90
Health professional employee level 2 - pay point 3	\$66.34	\$49.76	\$66.34	\$66.34	\$82.93	\$66.34
Health professional employee level 2 - pay point 4	\$68.98	\$51.74	\$68.98	\$68.98	\$86.23	\$68.98
Health professional employee level 3 - pay point 1	\$71.96	\$53.97	\$71.96	\$71.96	\$89.95	\$71.96
Health professional employee level 3 - pay point 2	\$73.98	\$55.49	\$73.98	\$73.98	\$92.48	\$73.98
Health professional employee level 3 - pay point 3	\$75.58	\$56.69	\$75.58	\$75.58	\$94.48	\$75.58
Health professional employee level 3 - pay point 4	\$78.94	\$59.21	\$78.94	\$78.94	\$98.68	\$78.94
Health professional employee level 3 - pay point 5	\$81.84	\$61.38	\$81.84	\$81.84	\$102.30	\$81.84
Health professional employee level 4 - pay point 1	\$87.14	\$65.36	\$87.14	\$87.14	\$108.93	\$87.14
Health professional employee level 4 - pay point 2	\$93.00	\$69.75	\$93.00	\$93.00	\$116.25	\$93.00
Health professional employee level 4 - pay point 3	\$101.12	\$75.84	\$101.12	\$101.12	\$126.40	\$101.12
Health professional employee level 4 - pay point 4	\$111.64	\$83.73	\$111.64	\$111.64	\$139.55	\$111.64

Junior - Full-time & part-time - Under 17 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Support services employee level 1	\$10.55	\$12.13	\$15.83	\$15.83	\$26.38
Support services employee level 2	\$10.98	\$12.63	\$16.47	\$16.47	\$27.45
Support services employee level 3	\$11.41	\$13.12	\$17.12	\$17.12	\$28.53
Support services employee level 4	\$11.55	\$13.28	\$17.33	\$17.33	\$28.88
Support services employee level 5	\$11.94	\$13.73	\$17.91	\$17.91	\$29.85
Support services employee level 6	\$12.58	\$14.47	\$18.87	\$18.87	\$31.45
Support services employee level 7	\$12.81	\$14.73	\$19.22	\$19.22	\$32.03
Support services employee level 8 - pay point 1	\$13.24	\$15.23	\$19.86	\$19.86	\$33.10
Support services employee level 8 - pay point 2	\$13.59	\$15.63	\$20.39	\$20.39	\$33.98
Support services employee level 8 - pay point 3	\$14.55	\$16.73	\$21.83	\$21.83	\$36.38
Support services employee level 9 - pay point 1	\$14.81	\$17.03	\$22.22	\$22.22	\$37.03
Support services employee level 9 - pay point 2	\$15.33	\$17.63	\$23.00	\$23.00	\$38.33
Support services employee level 9 - pay point 3	\$15.46	\$17.78	\$23.19	\$23.19	\$38.65

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Support services employee level 1	\$15.83	\$21.10	\$21.10	\$21.10
Support services employee level 2	\$16.47	\$21.96	\$21.96	\$21.96
Support services employee level 3	\$17.12	\$22.82	\$22.82	\$22.82
Support services employee level 4	\$17.33	\$23.10	\$23.10	\$23.10
Support services employee level 5	\$17.91	\$23.88	\$23.88	\$23.88
Support services employee level 6	\$18.87	\$25.16	\$25.16	\$25.16
Support services employee level 7	\$19.22	\$25.62	\$25.62	\$25.62
Support services employee level 8 - pay point 1	\$19.86	\$26.48	\$26.48	\$26.48
Support services employee level 8 - pay point 2	\$20.39	\$27.18	\$27.18	\$27.18
Support services employee level 8 - pay point 3	\$21.83	\$29.10	\$29.10	\$29.10
Support services employee level 9 - pay point 1	\$22.22	\$29.62	\$29.62	\$29.62
Support services employee level 9 - pay point 2	\$23.00	\$30.66	\$30.66	\$30.66
Support services employee level 9 - pay point 3	\$23.19	\$30.92	\$30.92	\$30.92

Junior - Full-time & part-time - 17 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Support services employee level 1	\$12.65	\$14.55	\$18.98	\$18.98	\$31.63
Support services employee level 2	\$13.18	\$15.16	\$19.77	\$19.77	\$32.95
Support services employee level 3	\$13.69	\$15.74	\$20.54	\$20.54	\$34.23
Support services employee level 4	\$13.85	\$15.93	\$20.78	\$20.78	\$34.63
Support services employee level 5	\$14.33	\$16.48	\$21.50	\$21.50	\$35.83
Support services employee level 6	\$15.10	\$17.37	\$22.65	\$22.65	\$37.75
Support services employee level 7	\$15.37	\$17.68	\$23.06	\$23.06	\$38.43
Support services employee level 8 - pay point 1	\$15.89	\$18.27	\$23.84	\$23.84	\$39.73
Support services employee level 8 - pay point 2	\$16.31	\$18.76	\$24.47	\$24.47	\$40.78
Support services employee level 8 - pay point 3	\$17.45	\$20.07	\$26.18	\$26.18	\$43.63
Support services employee level 9 - pay point 1	\$17.77	\$20.44	\$26.66	\$26.66	\$44.43
Support services employee level 9 - pay point 2	\$18.40	\$21.16	\$27.60	\$27.60	\$46.00
Support services employee level 9 - pay point 3	\$18.55	\$21.33	\$27.83	\$27.83	\$46.38

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Support services employee level 1	\$18.98	\$25.30	\$25.30	\$25.30
Support services employee level 2	\$19.77	\$26.36	\$26.36	\$26.36
Support services employee level 3	\$20.54	\$27.38	\$27.38	\$27.38
Support services employee level 4	\$20.78	\$27.70	\$27.70	\$27.70
Support services employee level 5	\$21.50	\$28.66	\$28.66	\$28.66
Support services employee level 6	\$22.65	\$30.20	\$30.20	\$30.20
Support services employee level 7	\$23.06	\$30.74	\$30.74	\$30.74
Support services employee level 8 - pay point 1	\$23.84	\$31.78	\$31.78	\$31.78
Support services employee level 8 - pay point 2	\$24.47	\$32.62	\$32.62	\$32.62
Support services employee level 8 - pay point 3	\$26.18	\$34.90	\$34.90	\$34.90
Support services employee level 9 - pay point 1	\$26.66	\$35.54	\$35.54	\$35.54
Support services employee level 9 - pay point 2	\$27.60	\$36.80	\$36.80	\$36.80
Support services employee level 9 - pay point 3	\$27.83	\$37.10	\$37.10	\$37.10

Junior - Full-time & part-time - 18 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Support services employee level 1	\$14.76	\$16.97	\$22.14	\$22.14	\$36.90
Support services employee level 2	\$15.37	\$17.68	\$23.06	\$23.06	\$38.43
Support services employee level 3	\$15.97	\$18.37	\$23.96	\$23.96	\$39.93
Support services employee level 4	\$16.16	\$18.58	\$24.24	\$24.24	\$40.40
Support services employee level 5	\$16.72	\$19.23	\$25.08	\$25.08	\$41.80
Support services employee level 6	\$17.61	\$20.25	\$26.42	\$26.42	\$44.03
Support services employee level 7	\$17.93	\$20.62	\$26.90	\$26.90	\$44.83
Support services employee level 8 - pay point 1	\$18.54	\$21.32	\$27.81	\$27.81	\$46.35
Support services employee level 8 - pay point 2	\$19.03	\$21.88	\$28.55	\$28.55	\$47.58
Support services employee level 8 - pay point 3	\$20.36	\$23.41	\$30.54	\$30.54	\$50.90
Support services employee level 9 - pay point 1	\$20.73	\$23.84	\$31.10	\$31.10	\$51.83
Support services employee level 9 - pay point 2	\$21.46	\$24.68	\$32.19	\$32.19	\$53.65
Support services employee level 9 - pay point 3	\$21.64	\$24.89	\$32.46	\$32.46	\$54.10

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Support services employee level 1	\$22.14	\$29.52	\$29.52	\$29.52
Support services employee level 2	\$23.06	\$30.74	\$30.74	\$30.74
Support services employee level 3	\$23.96	\$31.94	\$31.94	\$31.94
Support services employee level 4	\$24.24	\$32.32	\$32.32	\$32.32
Support services employee level 5	\$25.08	\$33.44	\$33.44	\$33.44
Support services employee level 6	\$26.42	\$35.22	\$35.22	\$35.22
Support services employee level 7	\$26.90	\$35.86	\$35.86	\$35.86
Support services employee level 8 - pay point 1	\$27.81	\$37.08	\$37.08	\$37.08
Support services employee level 8 - pay point 2	\$28.55	\$38.06	\$38.06	\$38.06
Support services employee level 8 - pay point 3	\$30.54	\$40.72	\$40.72	\$40.72
Support services employee level 9 - pay point 1	\$31.10	\$41.46	\$41.46	\$41.46
Support services employee level 9 - pay point 2	\$32.19	\$42.92	\$42.92	\$42.92
Support services employee level 9 - pay point 3	\$32.46	\$43.28	\$43.28	\$43.28

Junior - Full-time & part-time - 19 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Support services employee level 1	\$16.87	\$19.40	\$25.31	\$25.31	\$42.18
Support services employee level 2	\$17.57	\$20.21	\$26.36	\$26.36	\$43.93
Support services employee level 3	\$18.26	\$21.00	\$27.39	\$27.39	\$45.65
Support services employee level 4	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18
Support services employee level 5	\$19.10	\$21.97	\$28.65	\$28.65	\$47.75
Support services employee level 6	\$20.13	\$23.15	\$30.20	\$30.20	\$50.33
Support services employee level 7	\$20.50	\$23.58	\$30.75	\$30.75	\$51.25
Support services employee level 8 - pay point 1	\$21.18	\$24.36	\$31.77	\$31.77	\$52.95
Support services employee level 8 - pay point 2	\$21.74	\$25.00	\$32.61	\$32.61	\$54.35
Support services employee level 8 - pay point 3	\$23.27	\$26.76	\$34.91	\$34.91	\$58.18
Support services employee level 9 - pay point 1	\$23.69	\$27.24	\$35.54	\$35.54	\$59.23
Support services employee level 9 - pay point 2	\$24.53	\$28.21	\$36.80	\$36.80	\$61.33
Support services employee level 9 - pay point 3	\$24.73	\$28.44	\$37.10	\$37.10	\$61.83

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Support services employee level 1	\$25.31	\$33.74	\$33.74	\$33.74
Support services employee level 2	\$26.36	\$35.14	\$35.14	\$35.14
Support services employee level 3	\$27.39	\$36.52	\$36.52	\$36.52
Support services employee level 4	\$27.71	\$36.94	\$36.94	\$36.94
Support services employee level 5	\$28.65	\$38.20	\$38.20	\$38.20
Support services employee level 6	\$30.20	\$40.26	\$40.26	\$40.26
Support services employee level 7	\$30.75	\$41.00	\$41.00	\$41.00
Support services employee level 8 - pay point 1	\$31.77	\$42.36	\$42.36	\$42.36
Support services employee level 8 - pay point 2	\$32.61	\$43.48	\$43.48	\$43.48
Support services employee level 8 - pay point 3	\$34.91	\$46.54	\$46.54	\$46.54
Support services employee level 9 - pay point 1	\$35.54	\$47.38	\$47.38	\$47.38
Support services employee level 9 - pay point 2	\$36.80	\$49.06	\$49.06	\$49.06
Support services employee level 9 - pay point 3	\$37.10	\$49.46	\$49.46	\$49.46

Junior - Full-time & part-time - 20 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Support services employee level 1	\$18.98	\$21.83	\$28.47	\$28.47	\$47.45
Support services employee level 2	\$19.76	\$22.72	\$29.64	\$29.64	\$49.40
Support services employee level 3	\$20.54	\$23.62	\$30.81	\$30.81	\$51.35
Support services employee level 4	\$20.78	\$23.90	\$31.17	\$31.17	\$51.95
Support services employee level 5	\$21.49	\$24.71	\$32.24	\$32.24	\$53.73
Support services employee level 6	\$22.64	\$26.04	\$33.96	\$33.96	\$56.60
Support services employee level 7	\$23.06	\$26.52	\$34.59	\$34.59	\$57.65
Support services employee level 8 - pay point 1	\$23.83	\$27.40	\$35.75	\$35.75	\$59.58
Support services employee level 8 - pay point 2	\$24.46	\$28.13	\$36.69	\$36.69	\$61.15
Support services employee level 8 - pay point 3	\$26.18	\$30.11	\$39.27	\$39.27	\$65.45
Support services employee level 9 - pay point 1	\$26.65	\$30.65	\$39.98	\$39.98	\$66.63
Support services employee level 9 - pay point 2	\$27.59	\$31.73	\$41.39	\$41.39	\$68.98
Support services employee level 9 - pay point 3	\$27.82	\$31.99	\$41.73	\$41.73	\$69.55

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Support services employee level 1	\$28.47	\$37.96	\$37.96	\$37.96
Support services employee level 2	\$29.64	\$39.52	\$39.52	\$39.52
Support services employee level 3	\$30.81	\$41.08	\$41.08	\$41.08
Support services employee level 4	\$31.17	\$41.56	\$41.56	\$41.56
Support services employee level 5	\$32.24	\$42.98	\$42.98	\$42.98
Support services employee level 6	\$33.96	\$45.28	\$45.28	\$45.28
Support services employee level 7	\$34.59	\$46.12	\$46.12	\$46.12
Support services employee level 8 - pay point 1	\$35.75	\$47.66	\$47.66	\$47.66
Support services employee level 8 - pay point 2	\$36.69	\$48.92	\$48.92	\$48.92
Support services employee level 8 - pay point 3	\$39.27	\$52.36	\$52.36	\$52.36
Support services employee level 9 - pay point 1	\$39.98	\$53.30	\$53.30	\$53.30
Support services employee level 9 - pay point 2	\$41.39	\$55.18	\$55.18	\$55.18
Support services employee level 9 - pay point 3	\$41.73	\$55.64	\$55.64	\$55.64

Junior - Casual - Under 17 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$13.19	\$14.77	\$18.46	\$18.46	\$29.01	\$15.83
Support services employee level 2	\$13.73	\$15.37	\$19.22	\$19.22	\$30.20	\$16.47
Support services employee level 3	\$14.26	\$15.97	\$19.97	\$19.97	\$31.38	\$17.12
Support services employee level 4	\$14.44	\$16.17	\$20.21	\$20.21	\$31.76	\$17.33
Support services employee level 5	\$14.93	\$16.72	\$20.90	\$20.90	\$32.84	\$17.91
Support services employee level 6	\$15.73	\$17.61	\$22.02	\$22.02	\$34.60	\$18.87
Support services employee level 7	\$16.01	\$17.93	\$22.42	\$22.42	\$35.23	\$19.22
Support services employee level 8 - pay point 1	\$16.55	\$18.54	\$23.17	\$23.17	\$36.41	\$19.86
Support services employee level 8 - pay point 2	\$16.99	\$19.03	\$23.78	\$23.78	\$37.37	\$20.39
Support services employee level 8 - pay point 3	\$18.19	\$20.37	\$25.46	\$25.46	\$40.01	\$21.83
Support services employee level 9 - pay point 1	\$18.51	\$20.73	\$25.92	\$25.92	\$40.73	\$22.22
Support services employee level 9 - pay point 2	\$19.16	\$21.46	\$26.83	\$26.83	\$42.16	\$23.00
Support services employee level 9 - pay point 3	\$19.33	\$21.64	\$27.06	\$27.06	\$42.52	\$23.19

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after overtime
Support services employee level 1	\$21.10	\$15.83	\$21.10	\$21.10	\$26.38	\$21.10
Support services employee level 2	\$21.96	\$16.47	\$21.96	\$21.96	\$27.45	\$21.96
Support services employee level 3	\$22.82	\$17.12	\$22.82	\$22.82	\$28.53	\$22.82
Support services employee level 4	\$23.10	\$17.33	\$23.10	\$23.10	\$28.88	\$23.10
Support services employee level 5	\$23.88	\$17.91	\$23.88	\$23.88	\$29.85	\$23.88
Support services employee level 6	\$25.16	\$18.87	\$25.16	\$25.16	\$31.45	\$25.16
Support services employee level 7	\$25.62	\$19.22	\$25.62	\$25.62	\$32.03	\$25.62
Support services employee level 8 - pay point 1	\$26.48	\$19.86	\$26.48	\$26.48	\$33.10	\$26.48
Support services employee level 8 - pay point 2	\$27.18	\$20.39	\$27.18	\$27.18	\$33.98	\$27.18
Support services employee level 8 - pay point 3	\$29.10	\$21.83	\$29.10	\$29.10	\$36.38	\$29.10
Support services employee level 9 - pay point 1	\$29.62	\$22.22	\$29.62	\$29.62	\$37.03	\$29.62
Support services employee level 9 - pay point 2	\$30.66	\$23.00	\$30.66	\$30.66	\$38.33	\$30.66
Support services employee level 9 - pay point 3	\$30.92	\$23.19	\$30.92	\$30.92	\$38.65	\$30.92

Junior - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$15.81	\$17.71	\$22.14	\$22.14	\$34.79	\$18.98
Support services employee level 2	\$16.48	\$18.45	\$23.07	\$23.07	\$36.25	\$19.77
Support services employee level 3	\$17.11	\$19.17	\$23.96	\$23.96	\$37.65	\$20.54
Support services employee level 4	\$17.31	\$19.39	\$24.24	\$24.24	\$38.09	\$20.78
Support services employee level 5	\$17.91	\$20.06	\$25.08	\$25.08	\$39.41	\$21.50
Support services employee level 6	\$18.88	\$21.14	\$26.43	\$26.43	\$41.53	\$22.65
Support services employee level 7	\$19.21	\$21.52	\$26.90	\$26.90	\$42.27	\$23.06
Support services employee level 8 - pay point 1	\$19.86	\$22.25	\$27.81	\$27.81	\$43.70	\$23.84
Support services employee level 8 - pay point 2	\$20.39	\$22.83	\$28.54	\$28.54	\$44.85	\$24.47
Support services employee level 8 - pay point 3	\$21.81	\$24.43	\$30.54	\$30.54	\$47.99	\$26.18
Support services employee level 9 - pay point 1	\$22.21	\$24.88	\$31.10	\$31.10	\$48.87	\$26.66
Support services employee level 9 - pay point 2	\$23.00	\$25.76	\$32.20	\$32.20	\$50.60	\$27.60
Support services employee level 9 - pay point 3	\$23.19	\$25.97	\$32.46	\$32.46	\$51.01	\$27.83

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after overtime
Support services employee level 1	\$25.30	\$18.98	\$25.30	\$25.30	\$31.63	\$25.30
Support services employee level 2	\$26.36	\$19.77	\$26.36	\$26.36	\$32.95	\$26.36
Support services employee level 3	\$27.38	\$20.54	\$27.38	\$27.38	\$34.23	\$27.38
Support services employee level 4	\$27.70	\$20.78	\$27.70	\$27.70	\$34.63	\$27.70
Support services employee level 5	\$28.66	\$21.50	\$28.66	\$28.66	\$35.83	\$28.66
Support services employee level 6	\$30.20	\$22.65	\$30.20	\$30.20	\$37.75	\$30.20
Support services employee level 7	\$30.74	\$23.06	\$30.74	\$30.74	\$38.43	\$30.74
Support services employee level 8 - pay point 1	\$31.78	\$23.84	\$31.78	\$31.78	\$39.73	\$31.78
Support services employee level 8 - pay point 2	\$32.62	\$24.47	\$32.62	\$32.62	\$40.78	\$32.62
Support services employee level 8 - pay point 3	\$34.90	\$26.18	\$34.90	\$34.90	\$43.63	\$34.90
Support services employee level 9 - pay point 1	\$35.54	\$26.66	\$35.54	\$35.54	\$44.43	\$35.54
Support services employee level 9 - pay point 2	\$36.80	\$27.60	\$36.80	\$36.80	\$46.00	\$36.80
Support services employee level 9 - pay point 3	\$37.10	\$27.83	\$37.10	\$37.10	\$46.38	\$37.10

Junior - Casual - 18 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$18.45	\$20.66	\$25.83	\$25.83	\$40.59	\$22.14
Support services employee level 2	\$19.21	\$21.52	\$26.90	\$26.90	\$42.27	\$23.06
Support services employee level 3	\$19.96	\$22.36	\$27.95	\$27.95	\$43.92	\$23.96
Support services employee level 4	\$20.20	\$22.62	\$28.28	\$28.28	\$44.44	\$24.24
Support services employee level 5	\$20.90	\$23.41	\$29.26	\$29.26	\$45.98	\$25.08
Support services employee level 6	\$22.01	\$24.65	\$30.82	\$30.82	\$48.43	\$26.42
Support services employee level 7	\$22.41	\$25.10	\$31.38	\$31.38	\$49.31	\$26.90
Support services employee level 8 - pay point 1	\$23.18	\$25.96	\$32.45	\$32.45	\$50.99	\$27.81
Support services employee level 8 - pay point 2	\$23.79	\$26.64	\$33.30	\$33.30	\$52.33	\$28.55
Support services employee level 8 - pay point 3	\$25.45	\$28.50	\$35.63	\$35.63	\$55.99	\$30.54
Support services employee level 9 - pay point 1	\$25.91	\$29.02	\$36.28	\$36.28	\$57.01	\$31.10
Support services employee level 9 - pay point 2	\$26.83	\$30.04	\$37.56	\$37.56	\$59.02	\$32.19
Support services employee level 9 - pay point 3	\$27.05	\$30.30	\$37.87	\$37.87	\$59.51	\$32.46

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after overtime
Support services employee level 1	\$29.52	\$22.14	\$29.52	\$29.52	\$36.90	\$29.52
Support services employee level 2	\$30.74	\$23.06	\$30.74	\$30.74	\$38.43	\$30.74
Support services employee level 3	\$31.94	\$23.96	\$31.94	\$31.94	\$39.93	\$31.94
Support services employee level 4	\$32.32	\$24.24	\$32.32	\$32.32	\$40.40	\$32.32
Support services employee level 5	\$33.44	\$25.08	\$33.44	\$33.44	\$41.80	\$33.44
Support services employee level 6	\$35.22	\$26.42	\$35.22	\$35.22	\$44.03	\$35.22
Support services employee level 7	\$35.86	\$26.90	\$35.86	\$35.86	\$44.83	\$35.86
Support services employee level 8 - pay point 1	\$37.08	\$27.81	\$37.08	\$37.08	\$46.35	\$37.08
Support services employee level 8 - pay point 2	\$38.06	\$28.55	\$38.06	\$38.06	\$47.58	\$38.06
Support services employee level 8 - pay point 3	\$40.72	\$30.54	\$40.72	\$40.72	\$50.90	\$40.72
Support services employee level 9 - pay point 1	\$41.46	\$31.10	\$41.46	\$41.46	\$51.83	\$41.46
Support services employee level 9 - pay point 2	\$42.92	\$32.19	\$42.92	\$42.92	\$53.65	\$42.92
Support services employee level 9 - pay point 3	\$43.28	\$32.46	\$43.28	\$43.28	\$54.10	\$43.28

Junior - Casual - 19 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$21.09	\$23.62	\$29.52	\$29.52	\$46.39	\$25.31
Support services employee level 2	\$21.96	\$24.60	\$30.75	\$30.75	\$48.32	\$26.36
Support services employee level 3	\$22.83	\$25.56	\$31.96	\$31.96	\$50.22	\$27.39
Support services employee level 4	\$23.09	\$25.86	\$32.32	\$32.32	\$50.79	\$27.71
Support services employee level 5	\$23.88	\$26.74	\$33.43	\$33.43	\$52.53	\$28.65
Support services employee level 6	\$25.16	\$28.18	\$35.23	\$35.23	\$55.36	\$30.20
Support services employee level 7	\$25.63	\$28.70	\$35.88	\$35.88	\$56.38	\$30.75
Support services employee level 8 - pay point 1	\$26.48	\$29.65	\$37.07	\$37.07	\$58.25	\$31.77
Support services employee level 8 - pay point 2	\$27.18	\$30.44	\$38.05	\$38.05	\$59.79	\$32.61
Support services employee level 8 - pay point 3	\$29.09	\$32.58	\$40.72	\$40.72	\$63.99	\$34.91
Support services employee level 9 - pay point 1	\$29.61	\$33.17	\$41.46	\$41.46	\$65.15	\$35.54
Support services employee level 9 - pay point 2	\$30.66	\$34.34	\$42.93	\$42.93	\$67.46	\$36.80
Support services employee level 9 - pay point 3	\$30.91	\$34.62	\$43.28	\$43.28	\$68.01	\$37.10

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after overtime
Support services employee level 1	\$33.74	\$25.31	\$33.74	\$33.74	\$42.18	\$33.74
Support services employee level 2	\$35.14	\$26.36	\$35.14	\$35.14	\$43.93	\$35.14
Support services employee level 3	\$36.52	\$27.39	\$36.52	\$36.52	\$45.65	\$36.52
Support services employee level 4	\$36.94	\$27.71	\$36.94	\$36.94	\$46.18	\$36.94
Support services employee level 5	\$38.20	\$28.65	\$38.20	\$38.20	\$47.75	\$38.20
Support services employee level 6	\$40.26	\$30.20	\$40.26	\$40.26	\$50.33	\$40.26
Support services employee level 7	\$41.00	\$30.75	\$41.00	\$41.00	\$51.25	\$41.00
Support services employee level 8 - pay point 1	\$42.36	\$31.77	\$42.36	\$42.36	\$52.95	\$42.36
Support services employee level 8 - pay point 2	\$43.48	\$32.61	\$43.48	\$43.48	\$54.35	\$43.48
Support services employee level 8 - pay point 3	\$46.54	\$34.91	\$46.54	\$46.54	\$58.18	\$46.54
Support services employee level 9 - pay point 1	\$47.38	\$35.54	\$47.38	\$47.38	\$59.23	\$47.38
Support services employee level 9 - pay point 2	\$49.06	\$36.80	\$49.06	\$49.06	\$61.33	\$49.06
Support services employee level 9 - pay point 3	\$49.46	\$37.10	\$49.46	\$49.46	\$61.83	\$49.46

Junior - Casual - 20 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$23.73	\$26.57	\$33.22	\$33.22	\$52.20	\$28.47
Support services employee level 2	\$24.70	\$27.66	\$34.58	\$34.58	\$54.34	\$29.64
Support services employee level 3	\$25.68	\$28.76	\$35.95	\$35.95	\$56.49	\$30.81
Support services employee level 4	\$25.98	\$29.09	\$36.37	\$36.37	\$57.15	\$31.17
Support services employee level 5	\$26.86	\$30.09	\$37.61	\$37.61	\$59.10	\$32.24
Support services employee level 6	\$28.30	\$31.70	\$39.62	\$39.62	\$62.26	\$33.96
Support services employee level 7	\$28.83	\$32.28	\$40.36	\$40.36	\$63.42	\$34.59
Support services employee level 8 - pay point 1	\$29.79	\$33.36	\$41.70	\$41.70	\$65.53	\$35.75
Support services employee level 8 - pay point 2	\$30.58	\$34.24	\$42.81	\$42.81	\$67.27	\$36.69
Support services employee level 8 - pay point 3	\$32.73	\$36.65	\$45.82	\$45.82	\$72.00	\$39.27
Support services employee level 9 - pay point 1	\$33.31	\$37.31	\$46.64	\$46.64	\$73.29	\$39.98
Support services employee level 9 - pay point 2	\$34.49	\$38.63	\$48.28	\$48.28	\$75.87	\$41.39
Support services employee level 9 - pay point 3	\$34.78	\$38.95	\$48.69	\$48.69	\$76.51	\$41.73

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break after overtime
Support services employee level 1	\$37.96	\$28.47	\$37.96	\$37.96	\$47.45	\$37.96
Support services employee level 2	\$39.52	\$29.64	\$39.52	\$39.52	\$49.40	\$39.52
Support services employee level 3	\$41.08	\$30.81	\$41.08	\$41.08	\$51.35	\$41.08
Support services employee level 4	\$41.56	\$31.17	\$41.56	\$41.56	\$51.95	\$41.56
Support services employee level 5	\$42.98	\$32.24	\$42.98	\$42.98	\$53.73	\$42.98
Support services employee level 6	\$45.28	\$33.96	\$45.28	\$45.28	\$56.60	\$45.28
Support services employee level 7	\$46.12	\$34.59	\$46.12	\$46.12	\$57.65	\$46.12
Support services employee level 8 - pay point 1	\$47.66	\$35.75	\$47.66	\$47.66	\$59.58	\$47.66
Support services employee level 8 - pay point 2	\$48.92	\$36.69	\$48.92	\$48.92	\$61.15	\$48.92
Support services employee level 8 - pay point 3	\$52.36	\$39.27	\$52.36	\$52.36	\$65.45	\$52.36
Support services employee level 9 - pay point 1	\$53.30	\$39.98	\$53.30	\$53.30	\$66.63	\$53.30
Support services employee level 9 - pay point 2	\$55.18	\$41.39	\$55.18	\$55.18	\$68.98	\$55.18
Support services employee level 9 - pay point 3	\$55.64	\$41.73	\$55.64	\$55.64	\$69.55	\$55.64

Apprentice - Cooking

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Cooking apprentice - 1st year	\$12.70	\$14.61	\$19.05	\$19.05	\$31.75
Cooking apprentice - 2nd year	\$15.01	\$17.26	\$22.52	\$22.52	\$37.53
Cooking apprentice - 3rd year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18
Cooking apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Cooking apprentice - 1st year	\$19.05	\$25.40	\$25.40	\$25.40
Cooking apprentice - 2nd year	\$22.52	\$30.02	\$30.02	\$30.02
Cooking apprentice - 3rd year	\$27.71	\$36.94	\$36.94	\$36.94
Cooking apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

Apprentice - Dental Technician - Started before 1 Jan 2015 - Did not complete year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Dental technician apprentice - 1st year	\$11.55	\$13.28	\$17.33	\$17.33	\$28.88
Dental technician apprentice - 2nd year	\$13.85	\$15.93	\$20.78	\$20.78	\$34.63
Dental technician apprentice - 3rd year	\$15.47	\$17.79	\$23.21	\$23.21	\$38.68
Dental technician apprentice - 4th year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Dental technician apprentice - 1st year	\$17.33	\$23.10	\$23.10	\$23.10
Dental technician apprentice - 2nd year	\$20.78	\$27.70	\$27.70	\$27.70
Dental technician apprentice - 3rd year	\$23.21	\$30.94	\$30.94	\$30.94
Dental technician apprentice - 4th year	\$27.71	\$36.94	\$36.94	\$36.94

Apprentice - Dental Technician - Started before 1 Jan 2015 - Completed year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Dental technician apprentice - 1st year	\$11.78	\$13.55	\$17.67	\$17.67	\$29.45
Dental technician apprentice - 2nd year	\$14.08	\$16.19	\$21.12	\$21.12	\$35.20
Dental technician apprentice - 3rd year	\$15.47	\$17.79	\$23.21	\$23.21	\$38.68
Dental technician apprentice - 4th year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Dental technician apprentice - 1st year	\$17.67	\$23.56	\$23.56	\$23.56
Dental technician apprentice - 2nd year	\$21.12	\$28.16	\$28.16	\$28.16
Dental technician apprentice - 3rd year	\$23.21	\$30.94	\$30.94	\$30.94
Dental technician apprentice - 4th year	\$27.71	\$36.94	\$36.94	\$36.94

Apprentice - Dental Technician - Started after 1 Jan 2015 - Did not complete year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Dental technician apprentice - 1st year	\$11.55	\$13.28	\$17.33	\$17.33	\$28.88
Dental technician apprentice - 2nd year	\$13.85	\$15.93	\$20.78	\$20.78	\$34.63
Dental technician apprentice - 3rd year	\$15.47	\$17.79	\$23.21	\$23.21	\$38.68
Dental technician apprentice - 4th year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Dental technician apprentice - 1st year	\$17.33	\$23.10	\$23.10	\$23.10
Dental technician apprentice - 2nd year	\$20.78	\$27.70	\$27.70	\$27.70
Dental technician apprentice - 3rd year	\$23.21	\$30.94	\$30.94	\$30.94
Dental technician apprentice - 4th year	\$27.71	\$36.94	\$36.94	\$36.94

Apprentice - Dental Technician - Started after 1 Jan 2015 - Completed year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Dental technician apprentice - 1st year	\$12.70	\$14.61	\$19.05	\$19.05	\$31.75
Dental technician apprentice - 2nd year	\$15.01	\$17.26	\$22.52	\$22.52	\$37.53
Dental technician apprentice - 3rd year	\$15.47	\$17.79	\$23.21	\$23.21	\$38.68
Dental technician apprentice - 4th year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Dental technician apprentice - 1st year	\$19.05	\$25.40	\$25.40	\$25.40
Dental technician apprentice - 2nd year	\$22.52	\$30.02	\$30.02	\$30.02
Dental technician apprentice - 3rd year	\$23.21	\$30.94	\$30.94	\$30.94
Dental technician apprentice - 4th year	\$27.71	\$36.94	\$36.94	\$36.94

Apprentice - Gardening and Landscaping - Started before 1 Jan 2015 - Did not complete year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Gardening and landscaping apprentice - 1st year	\$11.55	\$13.28	\$17.33	\$17.33	\$28.88
Gardening and landscaping apprentice - 2nd year	\$13.85	\$15.93	\$20.78	\$20.78	\$34.63
Gardening and landscaping apprentice - 3rd year	\$17.32	\$19.92	\$25.98	\$25.98	\$43.30
Gardening and landscaping apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Gardening and landscaping apprentice - 1st year	\$17.33	\$23.10	\$23.10	\$23.10
Gardening and landscaping apprentice - 2nd year	\$20.78	\$27.70	\$27.70	\$27.70
Gardening and landscaping apprentice - 3rd year	\$25.98	\$34.64	\$34.64	\$34.64
Gardening and landscaping apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

Apprentice - Gardening and Landscaping - Started before 1 Jan 2015 - Completed year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Gardening and landscaping apprentice - 1st year	\$12.12	\$13.94	\$18.18	\$18.18	\$30.30
Gardening and landscaping apprentice - 2nd year	\$15.01	\$17.26	\$22.52	\$22.52	\$37.53
Gardening and landscaping apprentice - 3rd year	\$17.32	\$19.92	\$25.98	\$25.98	\$43.30
Gardening and landscaping apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Gardening and landscaping apprentice - 1st year	\$18.18	\$24.24	\$24.24	\$24.24
Gardening and landscaping apprentice - 2nd year	\$22.52	\$30.02	\$30.02	\$30.02
Gardening and landscaping apprentice - 3rd year	\$25.98	\$34.64	\$34.64	\$34.64
Gardening and landscaping apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

Apprentice - Gardening and Landscaping - Started after 1 Jan 2015 - Did not complete year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Gardening and landscaping apprentice - 1st year	\$11.55	\$13.28	\$17.33	\$17.33	\$28.88
Gardening and landscaping apprentice - 2nd year	\$13.85	\$15.93	\$20.78	\$20.78	\$34.63
Gardening and landscaping apprentice - 3rd year	\$17.32	\$19.92	\$25.98	\$25.98	\$43.30
Gardening and landscaping apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Gardening and landscaping apprentice - 1st year	\$17.33	\$23.10	\$23.10	\$23.10
Gardening and landscaping apprentice - 2nd year	\$20.78	\$27.70	\$27.70	\$27.70
Gardening and landscaping apprentice - 3rd year	\$25.98	\$34.64	\$34.64	\$34.64
Gardening and landscaping apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

Apprentice - Gardening and Landscaping - Started after 1 Jan 2015 - Completed year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Gardening and landscaping apprentice - 1st year	\$12.70	\$14.61	\$19.05	\$19.05	\$31.75
Gardening and landscaping apprentice - 2nd year	\$15.01	\$17.26	\$22.52	\$22.52	\$37.53
Gardening and landscaping apprentice - 3rd year	\$17.32	\$19.92	\$25.98	\$25.98	\$43.30
Gardening and landscaping apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Gardening and landscaping apprentice - 1st year	\$19.05	\$25.40	\$25.40	\$25.40
Gardening and landscaping apprentice - 2nd year	\$22.52	\$30.02	\$30.02	\$30.02
Gardening and landscaping apprentice - 3rd year	\$25.98	\$34.64	\$34.64	\$34.64
Gardening and landscaping apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

Adult apprentice - Cooking - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Cooking apprentice - 1st year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18
Cooking apprentice - 2nd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Cooking apprentice - 3rd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Cooking apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Cooking apprentice - 1st year	\$27.71	\$36.94	\$36.94	\$36.94
Cooking apprentice - 2nd year	\$31.64	\$42.18	\$42.18	\$42.18
Cooking apprentice - 3rd year	\$31.64	\$42.18	\$42.18	\$42.18
Cooking apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

Adult apprentice - Dental Technician - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Dental technician apprentice - 1st year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18
Dental technician apprentice - 2nd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Dental technician apprentice - 3rd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Dental technician apprentice - 4th year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Dental technician apprentice - 1st year	\$27.71	\$36.94	\$36.94	\$36.94
Dental technician apprentice - 2nd year	\$31.64	\$42.18	\$42.18	\$42.18
Dental technician apprentice - 3rd year	\$31.64	\$42.18	\$42.18	\$42.18
Dental technician apprentice - 4th year	\$31.64	\$42.18	\$42.18	\$42.18

Adult apprentice - Gardening and Landscaping - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Gardening and landscaping apprentice - 1st year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18
Gardening and landscaping apprentice - 2nd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Gardening and landscaping apprentice - 3rd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Gardening and landscaping apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Gardening and landscaping apprentice - 1st year	\$27.71	\$36.94	\$36.94	\$36.94
Gardening and landscaping apprentice - 2nd year	\$31.64	\$42.18	\$42.18	\$42.18
Gardening and landscaping apprentice - 3rd year	\$31.64	\$42.18	\$42.18	\$42.18
Gardening and landscaping apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

Allowances

Allowances	Rate
Apprentice training fees and 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
Blood check allowance	reimbursement of out of pocket expenses for a blood check
Heat allowance - employed at current place of work prior to 8 August 1991 - temperature exceeds 40°C but does not exceed 46°C	\$0.48 per hour or part of an hour
Heat allowance - employed at current place of work prior to 8 August 1991 - temperature exceeds 46°C	\$0.57 per hour or part of an hour
Laundry allowance	\$0.32 per shift or part thereof up to a maximum of \$1.49 per week
Meal allowance	\$13.56 for a meal and \$12.23 for an extra meal
Nauseous work allowance - not including linen sealed in airtight containers	\$0.48 per hour or part thereof with a minimum payment of \$2.58 per week
Occasional interpreting allowance	\$1.05 per occasion up to a maximum of \$12.14 per week
On call allowance - Monday to Saturday	\$20.65 per 24 hour period or part of a 24 hour period
On call allowance - Sunday & public holiday	\$41.21 per 24 hour period or part of a 24 hour period
Special clothing reimbursement	reimbursement for the cost of purchasing the special clothing or safety equipment
Telephone allowance	reimbursement for installation costs and rental charges on production of receipted accounts
Tool allowance - chefs and cooks	\$11.60 per week
Travel allowance	reimbursement for fares, meals and accommodation
Uniform allowance	\$1.23 per shift or part thereof up to a maximum of \$6.24 per week
Vehicle allowance	\$0.80 per km