Australian Government Fair Work OMBUDSMAN

Pay Guide - Aged Care Award

[MA000018]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 01 September 2026.

What is in this pay guide? It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

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

If an apprentice started their apprenticeship before 1 January 2015, please use the Pay and Conditions Tool to calculate minimum rates, penalty rates and overtime.

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	$1,055.40	$27.77	$41.66	$48.60	$69.43	$41.66	$55.54
Aged care employee - level 2	$1,097.20	$28.87	$43.31	$50.52	$72.18	$43.31	$57.74
Aged care employee - level 3	$1,139.40	$29.98	$44.97	$52.47	$74.95	$44.97	$59.96
Aged care employee - level 4	$1,152.80	$30.34	$45.51	$53.10	$75.85	$45.51	$60.68
Aged care employee - level 5	$1,191.80	$31.36	$47.04	$54.88	$78.40	$47.04	$62.72
Aged care employee - level 6	$1,256.00	$33.05	$49.58	$57.84	$82.63	$49.58	$66.10
Aged care employee - level 7	$1,278.60	$33.65	$50.48	$58.89	$84.13	$50.48	$67.30

Table 2 of 2

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break after working overtime	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	$55.54	$55.54	$55.54	$55.54	$30.55	$31.24	$31.94	$30.55
Aged care employee - level 2	$57.74	$57.74	$57.74	$57.74	$31.76	$32.48	$33.20	$31.76
Aged care employee - level 3	$59.96	$59.96	$59.96	$59.96	$32.98	$33.73	$34.48	$32.98
Aged care employee - level 4	$60.68	$60.68	$60.68	$60.68	$33.37	$34.13	$34.89	$33.37
Aged care employee - level 5	$62.72	$62.72	$62.72	$62.72	$34.50	$35.28	$36.06	$34.50
Aged care employee - level 6	$66.10	$66.10	$66.10	$66.10	$36.36	$37.18	$38.01	$36.36
Aged care employee - level 7	$67.30	$67.30	$67.30	$67.30	$37.02	$37.86	$38.70	$37.02

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	$27.77	$41.66	$48.60	$69.43	$41.66	$55.54	$41.66	$55.54
Aged care employee - level 2	$28.87	$43.31	$50.52	$72.18	$43.31	$57.74	$43.31	$57.74
Aged care employee - level 3	$29.98	$44.97	$52.47	$74.95	$44.97	$59.96	$44.97	$59.96
Aged care employee - level 4	$30.34	$45.51	$53.10	$75.85	$45.51	$60.68	$45.51	$60.68
Aged care employee - level 5	$31.36	$47.04	$54.88	$78.40	$47.04	$62.72	$47.04	$62.72
Aged care employee - level 6	$33.05	$49.58	$57.84	$82.63	$49.58	$66.10	$49.58	$66.10
Aged care employee - level 7	$33.65	$50.48	$58.89	$84.13	$50.48	$67.30	$50.48	$67.30

Table 2 of 2

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break after working overtime	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	$55.54	$55.54	$55.54	$55.54	$55.54	$30.55	$31.24	$31.94	$30.55
Aged care employee - level 2	$57.74	$57.74	$57.74	$57.74	$57.74	$31.76	$32.48	$33.20	$31.76
Aged care employee - level 3	$59.96	$59.96	$59.96	$59.96	$59.96	$32.98	$33.73	$34.48	$32.98
Aged care employee - level 4	$60.68	$60.68	$60.68	$60.68	$60.68	$33.37	$34.13	$34.89	$33.37
Aged care employee - level 5	$62.72	$62.72	$62.72	$62.72	$62.72	$34.50	$35.28	$36.06	$34.50
Aged care employee - level 6	$66.10	$66.10	$66.10	$66.10	$66.10	$36.36	$37.18	$38.01	$36.36
Aged care employee - level 7	$67.30	$67.30	$67.30	$67.30	$67.30	$37.02	$37.86	$38.70	$37.02

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	$34.71	$48.60	$55.54	$76.37	$86.78	$52.07	$69.43	$52.07	$69.43
Aged care employee - level 2	$36.09	$50.52	$57.74	$79.39	$90.22	$54.13	$72.18	$54.13	$72.18
Aged care employee - level 3	$37.48	$52.47	$59.96	$82.45	$93.69	$56.21	$74.95	$56.21	$74.95
Aged care employee - level 4	$37.93	$53.10	$60.68	$83.44	$94.81	$56.89	$75.85	$56.89	$75.85
Aged care employee - level 5	$39.20	$54.88	$62.72	$86.24	$98.00	$58.80	$78.40	$58.80	$78.40
Aged care employee - level 6	$41.31	$57.84	$66.10	$90.89	$103.28	$61.97	$82.63	$61.97	$82.63
Aged care employee - level 7	$42.06	$58.89	$67.30	$92.54	$105.16	$63.09	$84.13	$63.09	$84.13

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	$69.43	$69.43	$62.48	$62.48	$37.49	$38.18	$38.88	$37.49
Aged care employee - level 2	$72.18	$72.18	$64.96	$64.96	$38.97	$39.70	$40.42	$38.97
Aged care employee - level 3	$74.95	$74.95	$67.46	$67.46	$40.47	$41.22	$41.97	$40.47
Aged care employee - level 4	$75.85	$75.85	$68.27	$68.27	$40.96	$41.72	$42.48	$40.96
Aged care employee - level 5	$78.40	$78.40	$70.56	$70.56	$42.34	$43.12	$43.90	$42.34
Aged care employee - level 6	$82.63	$82.63	$74.36	$74.36	$44.62	$45.44	$46.27	$44.62
Aged care employee - level 7	$84.13	$84.13	$75.71	$75.71	$45.43	$46.27	$47.11	$45.43

Aged care - General - 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	$1,287.00	$33.87	$50.81	$59.27	$84.68	$50.81	$67.74
Aged care employee - level 5	$1,330.70	$35.02	$52.53	$61.29	$87.55	$52.53	$70.04
Aged care employee - level 6	$1,402.50	$36.91	$55.37	$64.59	$92.28	$55.37	$73.82
Aged care employee - level 7	$1,427.50	$37.57	$56.36	$65.75	$93.93	$56.36	$75.14

Table 2 of 2

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break after working overtime	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	$67.74	$67.74	$67.74	$67.74	$37.26	$38.10	$38.95	$37.26
Aged care employee - level 5	$70.04	$70.04	$70.04	$70.04	$38.52	$39.40	$40.27	$38.52
Aged care employee - level 6	$73.82	$73.82	$73.82	$73.82	$40.60	$41.52	$42.45	$40.60
Aged care employee - level 7	$75.14	$75.14	$75.14	$75.14	$41.33	$42.27	$43.21	$41.33

Aged care - General - 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	$33.87	$50.81	$59.27	$84.68	$50.81	$67.74
Aged care employee - level 5	$35.02	$52.53	$61.29	$87.55	$52.53	$70.04
Aged care employee - level 6	$36.91	$55.37	$64.59	$92.28	$55.37	$73.82
Aged care employee - level 7	$37.57	$56.36	$65.75	$93.93	$56.36	$75.14

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 after working overtime
Aged care employee - level 4	$50.81	$67.74	$67.74	$67.74	$67.74	$67.74
Aged care employee - level 5	$52.53	$70.04	$70.04	$70.04	$70.04	$70.04
Aged care employee - level 6	$55.37	$73.82	$73.82	$73.82	$73.82	$73.82
Aged care employee - level 7	$56.36	$75.14	$75.14	$75.14	$75.14	$75.14

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	$67.74	$37.26	$38.10	$38.95	$37.26
Aged care employee - level 5	$70.04	$38.52	$39.40	$40.27	$38.52
Aged care employee - level 6	$73.82	$40.60	$41.52	$42.45	$40.60
Aged care employee - level 7	$75.14	$41.33	$42.27	$43.21	$41.33

Aged care - General - 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	$42.34	$59.27	$67.74	$93.14	$105.84	$63.51
Aged care employee - level 5	$43.78	$61.29	$70.04	$96.31	$109.44	$65.66
Aged care employee - level 6	$46.14	$64.59	$73.82	$101.50	$115.34	$69.21
Aged care employee - level 7	$46.96	$65.75	$75.14	$103.32	$117.41	$70.44

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	$84.68	$63.51	$84.68	$84.68	$84.68	$76.21
Aged care employee - level 5	$87.55	$65.66	$87.55	$87.55	$87.55	$78.80
Aged care employee - level 6	$92.28	$69.21	$92.28	$92.28	$92.28	$83.05
Aged care employee - level 7	$93.93	$70.44	$93.93	$93.93	$93.93	$84.53

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	$76.21	$45.72	$46.57	$47.42	$45.72
Aged care employee - level 5	$78.80	$47.28	$48.15	$49.03	$47.28
Aged care employee - level 6	$83.05	$49.83	$50.75	$51.67	$49.83
Aged care employee - level 7	$84.53	$50.72	$51.66	$52.60	$50.72

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 - direct care - level 1 - Introductory	$1,239.00	$32.61	$48.92	$57.07	$81.53	$48.92	$65.22
Aged care employee - direct care - level 2 - Direct carer	$1,307.80	$34.42	$51.63	$60.24	$86.05	$51.63	$68.84
Aged care employee - direct care - level 3 - Qualified	$1,376.70	$36.23	$54.35	$63.40	$90.58	$54.35	$72.46
Aged care employee - direct care - level 4 - Senior	$1,431.80	$37.68	$56.52	$65.94	$94.20	$56.52	$75.36
Aged care employee - direct care - level 5 - Specialist	$1,486.80	$39.13	$58.70	$68.48	$97.83	$58.70	$78.26
Aged care employee - direct care - level 6 - Team leader	$1,541.90	$40.58	$60.87	$71.02	$101.45	$60.87	$81.16

Table 2 of 2

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break after working overtime	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 - direct care - level 1 - Introductory	$65.22	$65.22	$65.22	$65.22	$35.87	$36.69	$37.50	$35.87
Aged care employee - direct care - level 2 - Direct carer	$68.84	$68.84	$68.84	$68.84	$37.86	$38.72	$39.58	$37.86
Aged care employee - direct care - level 3 - Qualified	$72.46	$72.46	$72.46	$72.46	$39.85	$40.76	$41.66	$39.85
Aged care employee - direct care - level 4 - Senior	$75.36	$75.36	$75.36	$75.36	$41.45	$42.39	$43.33	$41.45
Aged care employee - direct care - level 5 - Specialist	$78.26	$78.26	$78.26	$78.26	$43.04	$44.02	$45.00	$43.04
Aged care employee - direct care - level 6 - Team leader	$81.16	$81.16	$81.16	$81.16	$44.64	$45.65	$46.67	$44.64

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 - direct care - level 1 - Introductory	$32.61	$48.92	$57.07	$81.53	$48.92	$65.22
Aged care employee - direct care - level 2 - Direct carer	$34.42	$51.63	$60.24	$86.05	$51.63	$68.84
Aged care employee - direct care - level 3 - Qualified	$36.23	$54.35	$63.40	$90.58	$54.35	$72.46
Aged care employee - direct care - level 4 - Senior	$37.68	$56.52	$65.94	$94.20	$56.52	$75.36
Aged care employee - direct care - level 5 - Specialist	$39.13	$58.70	$68.48	$97.83	$58.70	$78.26
Aged care employee - direct care - level 6 - Team leader	$40.58	$60.87	$71.02	$101.45	$60.87	$81.16

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 after working overtime
Aged care employee - direct care - level 1 - Introductory	$48.92	$65.22	$65.22	$65.22	$65.22	$65.22
Aged care employee - direct care - level 2 - Direct carer	$51.63	$68.84	$68.84	$68.84	$68.84	$68.84
Aged care employee - direct care - level 3 - Qualified	$54.35	$72.46	$72.46	$72.46	$72.46	$72.46
Aged care employee - direct care - level 4 - Senior	$56.52	$75.36	$75.36	$75.36	$75.36	$75.36
Aged care employee - direct care - level 5 - Specialist	$58.70	$78.26	$78.26	$78.26	$78.26	$78.26
Aged care employee - direct care - level 6 - Team leader	$60.87	$81.16	$81.16	$81.16	$81.16	$81.16

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 - direct care - level 1 - Introductory	$65.22	$35.87	$36.69	$37.50	$35.87
Aged care employee - direct care - level 2 - Direct carer	$68.84	$37.86	$38.72	$39.58	$37.86
Aged care employee - direct care - level 3 - Qualified	$72.46	$39.85	$40.76	$41.66	$39.85
Aged care employee - direct care - level 4 - Senior	$75.36	$41.45	$42.39	$43.33	$41.45
Aged care employee - direct care - level 5 - Specialist	$78.26	$43.04	$44.02	$45.00	$43.04
Aged care employee - direct care - level 6 - Team leader	$81.16	$44.64	$45.65	$46.67	$44.64

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	Overtime - Monday to Friday - after 2 hours
Aged care employee - direct care - level 1 - Introductory	$40.76	$57.07	$65.22	$89.68	$101.91	$61.14	$81.53
Aged care employee - direct care - level 2 - Direct carer	$43.03	$60.24	$68.84	$94.66	$107.56	$64.54	$86.05
Aged care employee - direct care - level 3 - Qualified	$45.29	$63.40	$72.46	$99.63	$113.22	$67.93	$90.58
Aged care employee - direct care - level 4 - Senior	$47.10	$65.94	$75.36	$103.62	$117.75	$70.65	$94.20
Aged care employee - direct care - level 5 - Specialist	$48.91	$68.48	$78.26	$107.61	$122.28	$73.37	$97.83
Aged care employee - direct care - level 6 - Team leader	$50.73	$71.02	$81.16	$111.60	$126.81	$76.09	$101.45

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
Aged care employee - direct care - level 1 - Introductory	$61.14	$81.53	$81.53	$81.53	$73.37
Aged care employee - direct care - level 2 - Direct carer	$64.54	$86.05	$86.05	$86.05	$77.45
Aged care employee - direct care - level 3 - Qualified	$67.93	$90.58	$90.58	$90.58	$81.52
Aged care employee - direct care - level 4 - Senior	$70.65	$94.20	$94.20	$94.20	$84.78
Aged care employee - direct care - level 5 - Specialist	$73.37	$97.83	$97.83	$97.83	$88.04
Aged care employee - direct care - level 6 - Team leader	$76.09	$101.45	$101.45	$101.45	$91.31

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 - direct care - level 1 - Introductory	$73.37	$44.02	$44.84	$45.65	$44.02
Aged care employee - direct care - level 2 - Direct carer	$77.45	$46.47	$47.33	$48.19	$46.47
Aged care employee - direct care - level 3 - Qualified	$81.52	$48.91	$49.82	$50.72	$48.91
Aged care employee - direct care - level 4 - Senior	$84.78	$50.87	$51.81	$52.75	$50.87
Aged care employee - direct care - level 5 - Specialist	$88.04	$52.83	$53.80	$54.78	$52.83
Aged care employee - direct care - level 6 - Team leader	$91.31	$54.78	$55.80	$56.81	$54.78

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
Apprentice - 1st year	$16.69	$25.04	$29.21	$41.73	$25.04	$33.38	$33.38
Apprentice - 2nd year	$19.72	$29.58	$34.51	$49.30	$29.58	$39.44	$39.44
Apprentice - 3rd year	$24.27	$36.41	$42.47	$60.68	$36.41	$48.54	$48.54
Apprentice - 4th year	$28.82	$43.23	$50.44	$72.05	$43.23	$57.64	$57.64

Table 2 of 2

Classification	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break after working overtime	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	$33.38	$33.38	$33.38	$18.36	$18.78	$19.19	$18.36
Apprentice - 2nd year	$39.44	$39.44	$39.44	$21.69	$22.19	$22.68	$21.69
Apprentice - 3rd year	$48.54	$48.54	$48.54	$26.70	$27.30	$27.91	$26.70
Apprentice - 4th year	$57.64	$57.64	$57.64	$31.70	$32.42	$33.14	$31.70

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	$16.69	$25.04	$29.21	$41.73	$25.04	$33.38
Apprentice - 2nd year	$19.72	$29.58	$34.51	$49.30	$29.58	$39.44
Apprentice - 3rd year	$24.27	$36.41	$42.47	$60.68	$36.41	$48.54
Apprentice - 4th year	$28.82	$43.23	$50.44	$72.05	$43.23	$57.64

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 after working overtime
Apprentice - 1st year	$25.04	$33.38	$33.38	$33.38	$33.38	$33.38
Apprentice - 2nd year	$29.58	$39.44	$39.44	$39.44	$39.44	$39.44
Apprentice - 3rd year	$36.41	$48.54	$48.54	$48.54	$48.54	$48.54
Apprentice - 4th year	$43.23	$57.64	$57.64	$57.64	$57.64	$57.64

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	$33.38	$18.36	$18.78	$19.19	$18.36
Apprentice - 2nd year	$39.44	$21.69	$22.19	$22.68	$21.69
Apprentice - 3rd year	$48.54	$26.70	$27.30	$27.91	$26.70
Apprentice - 4th year	$57.64	$31.70	$32.42	$33.14	$31.70

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
Apprentice - 1st year	$15.17	$22.76	$26.55	$37.93	$22.76	$30.34	$30.34
Apprentice - 2nd year	$18.20	$27.30	$31.85	$45.50	$27.30	$36.40	$36.40
Apprentice - 3rd year	$22.76	$34.14	$39.83	$56.90	$34.14	$45.52	$45.52
Apprentice - 4th year	$28.82	$43.23	$50.44	$72.05	$43.23	$57.64	$57.64

Table 2 of 2

Classification	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break after working overtime	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	$30.34	$30.34	$30.34	$16.69	$17.07	$17.45	$16.69
Apprentice - 2nd year	$36.40	$36.40	$36.40	$20.02	$20.48	$20.93	$20.02
Apprentice - 3rd year	$45.52	$45.52	$45.52	$25.04	$25.61	$26.17	$25.04
Apprentice - 4th year	$57.64	$57.64	$57.64	$31.70	$32.42	$33.14	$31.70

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
Apprentice - 1st year	$16.69	$25.04	$29.21	$41.73	$25.04	$33.38	$33.38
Apprentice - 2nd year	$19.72	$29.58	$34.51	$49.30	$29.58	$39.44	$39.44
Apprentice - 3rd year	$22.76	$34.14	$39.83	$56.90	$34.14	$45.52	$45.52
Apprentice - 4th year	$28.82	$43.23	$50.44	$72.05	$43.23	$57.64	$57.64

Table 2 of 2

Classification	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break after working overtime	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	$33.38	$33.38	$33.38	$18.36	$18.78	$19.19	$18.36
Apprentice - 2nd year	$39.44	$39.44	$39.44	$21.69	$22.19	$22.68	$21.69
Apprentice - 3rd year	$45.52	$45.52	$45.52	$25.04	$25.61	$26.17	$25.04
Apprentice - 4th year	$57.64	$57.64	$57.64	$31.70	$32.42	$33.14	$31.70

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	$15.17	$22.76	$26.55	$37.93	$22.76	$30.34
Apprentice - 2nd year	$18.20	$27.30	$31.85	$45.50	$27.30	$36.40
Apprentice - 3rd year	$22.76	$34.14	$39.83	$56.90	$34.14	$45.52
Apprentice - 4th year	$28.82	$43.23	$50.44	$72.05	$43.23	$57.64

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 after working overtime
Apprentice - 1st year	$22.76	$30.34	$30.34	$30.34	$30.34	$30.34
Apprentice - 2nd year	$27.30	$36.40	$36.40	$36.40	$36.40	$36.40
Apprentice - 3rd year	$34.14	$45.52	$45.52	$45.52	$45.52	$45.52
Apprentice - 4th year	$43.23	$57.64	$57.64	$57.64	$57.64	$57.64

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	$30.34	$16.69	$17.07	$17.45	$16.69
Apprentice - 2nd year	$36.40	$20.02	$20.48	$20.93	$20.02
Apprentice - 3rd year	$45.52	$25.04	$25.61	$26.17	$25.04
Apprentice - 4th year	$57.64	$31.70	$32.42	$33.14	$31.70

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	$16.69	$25.04	$29.21	$41.73	$25.04	$33.38
Apprentice - 2nd year	$19.72	$29.58	$34.51	$49.30	$29.58	$39.44
Apprentice - 3rd year	$22.76	$34.14	$39.83	$56.90	$34.14	$45.52
Apprentice - 4th year	$28.82	$43.23	$50.44	$72.05	$43.23	$57.64

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 after working overtime
Apprentice - 1st year	$25.04	$33.38	$33.38	$33.38	$33.38	$33.38
Apprentice - 2nd year	$29.58	$39.44	$39.44	$39.44	$39.44	$39.44
Apprentice - 3rd year	$34.14	$45.52	$45.52	$45.52	$45.52	$45.52
Apprentice - 4th year	$43.23	$57.64	$57.64	$57.64	$57.64	$57.64

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	$33.38	$18.36	$18.78	$19.19	$18.36
Apprentice - 2nd year	$39.44	$21.69	$22.19	$22.68	$21.69
Apprentice - 3rd year	$45.52	$25.04	$25.61	$26.17	$25.04
Apprentice - 4th year	$57.64	$31.70	$32.42	$33.14	$31.70

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
Apprentice - 1st year	$24.27	$36.41	$42.47	$60.68	$36.41	$48.54	$48.54
Apprentice - 2nd year	$27.77	$41.66	$48.60	$69.43	$41.66	$55.54	$55.54
Apprentice - 3rd year	$27.77	$41.66	$48.60	$69.43	$41.66	$55.54	$55.54
Apprentice - 4th year	$28.82	$43.23	$50.44	$72.05	$43.23	$57.64	$57.64

Table 2 of 2

Classification	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break after working overtime	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	$48.54	$48.54	$48.54	$26.70	$27.30	$27.91	$26.70
Apprentice - 2nd year	$55.54	$55.54	$55.54	$30.55	$31.24	$31.94	$30.55
Apprentice - 3rd year	$55.54	$55.54	$55.54	$30.55	$31.24	$31.94	$30.55
Apprentice - 4th year	$57.64	$57.64	$57.64	$31.70	$32.42	$33.14	$31.70

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	$24.27	$36.41	$42.47	$60.68	$36.41	$48.54
Apprentice - 2nd year	$27.77	$41.66	$48.60	$69.43	$41.66	$55.54
Apprentice - 3rd year	$27.77	$41.66	$48.60	$69.43	$41.66	$55.54
Apprentice - 4th year	$28.82	$43.23	$50.44	$72.05	$43.23	$57.64

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 after working overtime
Apprentice - 1st year	$36.41	$48.54	$48.54	$48.54	$48.54	$48.54
Apprentice - 2nd year	$41.66	$55.54	$55.54	$55.54	$55.54	$55.54
Apprentice - 3rd year	$41.66	$55.54	$55.54	$55.54	$55.54	$55.54
Apprentice - 4th year	$43.23	$57.64	$57.64	$57.64	$57.64	$57.64

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	$48.54	$26.70	$27.30	$27.91	$26.70
Apprentice - 2nd year	$55.54	$30.55	$31.24	$31.94	$30.55
Apprentice - 3rd year	$55.54	$30.55	$31.24	$31.94	$30.55
Apprentice - 4th year	$57.64	$31.70	$32.42	$33.14	$31.70

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
Apprentice - 1st year	$24.27	$36.41	$42.47	$60.68	$36.41	$48.54	$48.54
Apprentice - 2nd year	$27.77	$41.66	$48.60	$69.43	$41.66	$55.54	$55.54
Apprentice - 3rd year	$27.77	$41.66	$48.60	$69.43	$41.66	$55.54	$55.54
Apprentice - 4th year	$28.82	$43.23	$50.44	$72.05	$43.23	$57.64	$57.64

Table 2 of 2

Classification	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break after working overtime	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	$48.54	$48.54	$48.54	$26.70	$27.30	$27.91	$26.70
Apprentice - 2nd year	$55.54	$55.54	$55.54	$30.55	$31.24	$31.94	$30.55
Apprentice - 3rd year	$55.54	$55.54	$55.54	$30.55	$31.24	$31.94	$30.55
Apprentice - 4th year	$57.64	$57.64	$57.64	$31.70	$32.42	$33.14	$31.70

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	$24.27	$36.41	$42.47	$60.68	$36.41	$48.54
Apprentice - 2nd year	$27.77	$41.66	$48.60	$69.43	$41.66	$55.54
Apprentice - 3rd year	$27.77	$41.66	$48.60	$69.43	$41.66	$55.54
Apprentice - 4th year	$28.82	$43.23	$50.44	$72.05	$43.23	$57.64

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 after working overtime
Apprentice - 1st year	$36.41	$48.54	$48.54	$48.54	$48.54	$48.54
Apprentice - 2nd year	$41.66	$55.54	$55.54	$55.54	$55.54	$55.54
Apprentice - 3rd year	$41.66	$55.54	$55.54	$55.54	$55.54	$55.54
Apprentice - 4th year	$43.23	$57.64	$57.64	$57.64	$57.64	$57.64

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	$48.54	$26.70	$27.30	$27.91	$26.70
Apprentice - 2nd year	$55.54	$30.55	$31.24	$31.94	$30.55
Apprentice - 3rd year	$55.54	$30.55	$31.24	$31.94	$30.55
Apprentice - 4th year	$57.64	$31.70	$32.42	$33.14	$31.70

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	$1.26 per shift, up to a maximum of $6.41 per week
Laundry allowance	$0.33 per shift, up to a maximum of $1.53 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	$0.88 per hour
* Leading hand allowance - in charge of 6-10 employees	$1.26 per hour
* Leading hand allowance - in charge of 11-15 employees	$1.59 per hour
* Leading hand allowance - in charge of 16 or more employees	$1.94 per hour
Meal allowance - overtime	$17.30 with a further $15.60 when more than 4 hours of overtime is worked
Nauseous work allowance	$0.63 per hour or part thereof with a minimum of $3.39 per week
Sleepover allowance	$65.31 per night
Tool allowance - cooks & chefs	$13.41 per week
Vehicle allowance - from 1 September 2026 to 28 February 2027	$1.05 per km
Vehicle allowance - from 1 March 2027	$1.01 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.