Australian Government Fair Work OMBUDSMAN

Pay Guide - Cleaning Services Award [MA000022]

Published 24 June 2026

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

Adult

Full-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Cleaning service employee Level 1	$1,028.90	$27.08	$31.14	$35.20	$40.62	$54.16
Cleaning service employee Level 2	$1,062.90	$27.97	$32.17	$36.36	$41.96	$55.94
Cleaning service employee Level 3	$1,119.10	$29.45	$33.87	$38.29	$44.18	$58.90

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Cleaning service employee Level 1	$67.70	$40.62	$54.16	$54.16	$67.70
Cleaning service employee Level 2	$69.93	$41.96	$55.94	$55.94	$69.93
Cleaning service employee Level 3	$73.63	$44.18	$58.90	$58.90	$73.63

Part-time

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday	Public holiday
Cleaning service employee Level 1	$31.14	$35.20	$35.20	$44.68	$58.22	$71.76
Cleaning service employee Level 2	$32.17	$36.36	$36.36	$46.15	$60.14	$74.12
Cleaning service employee Level 3	$33.87	$38.29	$38.29	$48.59	$63.32	$78.04

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Cleaning service employee Level 1	$40.62	$54.16	$54.16	$67.70
Cleaning service employee Level 2	$41.96	$55.94	$55.94	$69.93
Cleaning service employee Level 3	$44.18	$58.90	$58.90	$73.63

Casual

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday	Public holiday
Cleaning service employee Level 1	$33.85	$37.91	$41.97	$47.39	$60.93	$74.47
Cleaning service employee Level 2	$34.96	$39.16	$43.35	$48.95	$62.93	$76.92
Cleaning service employee Level 3	$36.81	$41.23	$45.65	$51.54	$66.26	$80.99

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Cleaning service employee Level 1	$47.39	$60.93	$60.93	$74.47
Cleaning service employee Level 2	$48.95	$62.93	$62.93	$76.92
Cleaning service employee Level 3	$51.54	$66.26	$66.26	$80.99

Junior - Full-time - Employees of shopping trolley collection contractors only - Level 1

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	$463.01	$12.18	$14.01	$15.83	$18.27	$24.36
16 years	$514.45	$13.54	$15.57	$17.60	$20.31	$27.08
17 years	$617.34	$16.25	$18.69	$21.13	$24.38	$32.50
18 years	$720.23	$18.95	$21.79	$24.64	$28.43	$37.90
19 years	$823.12	$21.66	$24.91	$28.16	$32.49	$43.32
20 years	$926.01	$24.37	$28.03	$31.68	$36.56	$48.74

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	$30.45	$18.27	$24.36	$24.36	$30.45
16 years	$33.85	$20.31	$27.08	$27.08	$33.85
17 years	$40.63	$24.38	$32.50	$32.50	$40.63
18 years	$47.38	$28.43	$37.90	$37.90	$47.38
19 years	$54.15	$32.49	$43.32	$43.32	$54.15
20 years	$60.93	$36.56	$48.74	$48.74	$60.93

Junior - Full-time - Employees of shopping trolley collection contractors only - Level 2

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	$478.31	$12.59	$14.48	$16.37	$18.89	$25.18
16 years	$531.45	$13.99	$16.09	$18.19	$20.99	$27.98
17 years	$637.74	$16.78	$19.30	$21.81	$25.17	$33.56
18 years	$744.03	$19.58	$22.52	$25.45	$29.37	$39.16
19 years	$850.32	$22.38	$25.74	$29.09	$33.57	$44.76
20 years	$956.61	$25.17	$28.95	$32.72	$37.76	$50.34

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	$31.48	$18.89	$25.18	$25.18	$31.48
16 years	$34.98	$20.99	$27.98	$27.98	$34.98
17 years	$41.95	$25.17	$33.56	$33.56	$41.95
18 years	$48.95	$29.37	$39.16	$39.16	$48.95
19 years	$55.95	$33.57	$44.76	$44.76	$55.95
20 years	$62.93	$37.76	$50.34	$50.34	$62.93

Junior - Full-time - Employees of shopping trolley collection contractors only - Level 3

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	$503.60	$13.25	$15.24	$17.23	$19.88	$26.50
16 years	$559.55	$14.73	$16.94	$19.15	$22.10	$29.46
17 years	$671.46	$17.67	$20.32	$22.97	$26.51	$35.34
18 years	$783.37	$20.62	$23.71	$26.81	$30.93	$41.24
19 years	$895.28	$23.56	$27.09	$30.63	$35.34	$47.12
20 years	$1,007.19	$26.51	$30.49	$34.46	$39.77	$53.02

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	$33.13	$19.88	$26.50	$26.50	$33.13
16 years	$36.83	$22.10	$29.46	$29.46	$36.83
17 years	$44.18	$26.51	$35.34	$35.34	$44.18
18 years	$51.55	$30.93	$41.24	$41.24	$51.55
19 years	$58.90	$35.34	$47.12	$47.12	$58.90
20 years	$66.28	$39.77	$53.02	$53.02	$66.28

Junior - Part-time - Employees of shopping trolley collection contractors only - Level 1

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday	Public holiday
Under 16 years	$14.01	$15.83	$15.83	$20.10	$26.19	$32.28
16 years	$15.57	$17.60	$17.60	$22.34	$29.11	$35.88
17 years	$18.69	$21.13	$21.13	$26.81	$34.94	$43.06
18 years	$21.79	$24.64	$24.64	$31.27	$40.74	$50.22
19 years	$24.91	$28.16	$28.16	$35.74	$46.57	$57.40
20 years	$28.03	$31.68	$31.68	$40.21	$52.40	$64.58

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	$18.27	$24.36	$24.36	$30.45
16 years	$20.31	$27.08	$27.08	$33.85
17 years	$24.38	$32.50	$32.50	$40.63
18 years	$28.43	$37.90	$37.90	$47.38
19 years	$32.49	$43.32	$43.32	$54.15
20 years	$36.56	$48.74	$48.74	$60.93

Junior - Part-time - Employees of shopping trolley collection contractors only - Level 2

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday	Public holiday
Under 16 years	$14.48	$16.37	$16.37	$20.77	$27.07	$33.36
16 years	$16.09	$18.19	$18.19	$23.08	$30.08	$37.07
17 years	$19.30	$21.81	$21.81	$27.69	$36.08	$44.47
18 years	$22.52	$25.45	$25.45	$32.31	$42.10	$51.89
19 years	$25.74	$29.09	$29.09	$36.93	$48.12	$59.31
20 years	$28.95	$32.72	$32.72	$41.53	$54.12	$66.70

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	$18.89	$25.18	$25.18	$31.48
16 years	$20.99	$27.98	$27.98	$34.98
17 years	$25.17	$33.56	$33.56	$41.95
18 years	$29.37	$39.16	$39.16	$48.95
19 years	$33.57	$44.76	$44.76	$55.95
20 years	$37.76	$50.34	$50.34	$62.93

Junior - Part-time - Employees of shopping trolley collection contractors only - Level 3

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday	Public holiday
Under 16 years	$15.24	$17.23	$17.23	$21.86	$28.49	$35.11
16 years	$16.94	$19.15	$19.15	$24.30	$31.67	$39.03
17 years	$20.32	$22.97	$22.97	$29.16	$37.99	$46.83
18 years	$23.71	$26.81	$26.81	$34.02	$44.33	$54.64
19 years	$27.09	$30.63	$30.63	$38.87	$50.65	$62.43
20 years	$30.49	$34.46	$34.46	$43.74	$57.00	$70.25

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	$19.88	$26.50	$26.50	$33.13
16 years	$22.10	$29.46	$29.46	$36.83
17 years	$26.51	$35.34	$35.34	$44.18
18 years	$30.93	$41.24	$41.24	$51.55
19 years	$35.34	$47.12	$47.12	$58.90
20 years	$39.77	$53.02	$53.02	$66.28

Junior - Casual - Employees of shopping trolley collection contractors only - Level 1

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday	Public holiday
Under 16 years	$15.23	$17.05	$18.88	$21.32	$27.41	$33.50
16 years	$16.93	$18.96	$20.99	$23.70	$30.47	$37.24
17 years	$20.31	$22.75	$25.19	$28.44	$36.56	$44.69
18 years	$23.69	$26.53	$29.37	$33.16	$42.64	$52.11
19 years	$27.08	$30.32	$33.57	$37.91	$48.74	$59.57
20 years	$30.46	$34.12	$37.77	$42.65	$54.83	$67.02

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	$21.32	$27.41	$27.41	$33.50
16 years	$23.70	$30.47	$30.47	$37.24
17 years	$28.44	$36.56	$36.56	$44.69
18 years	$33.16	$42.64	$42.64	$52.11
19 years	$37.91	$48.74	$48.74	$59.57
20 years	$42.65	$54.83	$54.83	$67.02

Junior - Casual - Employees of shopping trolley collection contractors only - Level 2

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday	Public holiday
Under 16 years	$15.74	$17.63	$19.51	$22.03	$28.33	$34.62
16 years	$17.49	$19.59	$21.68	$24.48	$31.48	$38.47
17 years	$20.98	$23.49	$26.01	$29.37	$37.76	$46.15
18 years	$24.48	$27.41	$30.35	$34.27	$44.06	$53.85
19 years	$27.98	$31.33	$34.69	$39.17	$50.36	$61.55
20 years	$31.46	$35.24	$39.01	$44.05	$56.63	$69.22

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	$22.03	$28.33	$28.33	$34.62
16 years	$24.48	$31.48	$31.48	$38.47
17 years	$29.37	$37.76	$37.76	$46.15
18 years	$34.27	$44.06	$44.06	$53.85
19 years	$39.17	$50.36	$50.36	$61.55
20 years	$44.05	$56.63	$56.63	$69.22

Junior - Casual - Employees of shopping trolley collection contractors only - Level 3

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday	Public holiday
Under 16 years	$16.56	$18.55	$20.54	$23.19	$29.81	$36.44
16 years	$18.41	$20.62	$22.83	$25.78	$33.14	$40.51
17 years	$22.09	$24.74	$27.39	$30.92	$39.76	$48.59
18 years	$25.78	$28.87	$31.96	$36.09	$46.40	$56.71
19 years	$29.45	$32.98	$36.52	$41.23	$53.01	$64.79
20 years	$33.14	$37.11	$41.09	$46.39	$59.65	$72.90

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	$23.19	$29.81	$29.81	$36.44
16 years	$25.78	$33.14	$33.14	$40.51
17 years	$30.92	$39.76	$39.76	$48.59
18 years	$36.09	$46.40	$46.40	$56.71
19 years	$41.23	$53.01	$53.01	$64.79
20 years	$46.39	$59.65	$59.65	$72.90

Allowances

Allowances	Rate
Broken shift allowance	$4.71 per day, up to a maximum of $23.56 per week
Cold places allowance	$0.69 per hour
First aid allowance	$16.87 per week
Height allowance - cleaning multi-storied buildings from outside - up to and including the 22nd floor above ground level	$1.11 per hour, or part thereof
Height allowance - cleaning multi-storied buildings from outside - working above the 22nd floor above ground level	$2.27 per hour, or part thereof
Hot places allowance - between 46 and 54 degrees Celsius	$0.69 per hour
Hot places allowance - exceeding 54 degrees Celsius	$0.83 per hour
Leading hand allowance - Cleaning service employee Level 2 only - 1 to 10 employees	$61.73 per week
Leading hand allowance - Cleaning service employee Level 2 only - 11 to 20 employees	$79.43 per week
Leading hand allowance - Cleaning service employee Level 2 only - over 20 employees	$97.13 per week
Meal allowance	$17.53
Refuse collection allowance	$4.69 per shift
Toilet cleaning allowance	$3.69 per shift, up to a maximum of $18.17 per week
Travel time payment	the appropriate shift rate for all time spent travelling
Uniform reimbursement	reimbursement for the cost of uniforms purchased
Vehicle allowance - motor vehicle	$1.01 per km
Vehicle allowance - motor cycle	$0.34 per km