

# Pay Guide - Cleaning Services Award

## [MA000022]

Published 25 June 2025

**When do the rates in the pay guide apply from?** The first full pay period starting on or after 01 July 2025.

**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.

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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 | \$982.20        | \$25.85         | \$29.73   | \$33.61   | \$38.78  | \$51.70 |
| Cleaning service employee Level 2 | \$1,014.70      | \$26.70         | \$30.71   | \$34.71   | \$40.05  | \$53.40 |
| Cleaning service employee Level 3 | \$1,068.40      | \$28.12         | \$32.34   | \$36.56   | \$42.18  | \$56.24 |

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 | \$64.63        | \$38.78                                       | \$51.70                                       | \$51.70           | \$64.63                   |
| Cleaning service employee Level 2 | \$66.75        | \$40.05                                       | \$53.40                                       | \$53.40           | \$66.75                   |
| Cleaning service employee Level 3 | \$70.30        | \$42.18                                       | \$56.24                                       | \$56.24           | \$70.30                   |

## 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  |
|-----------------------------------|-----------------|---|---|----------|---------|
| Cleaning service employee Level 1 | \$29.73         | \$33.61   | \$33.61   | \$42.65  | \$55.58 |
| Cleaning service employee Level 2 | \$30.71         | \$34.71   | \$34.71   | \$44.06  | \$57.41 |
| Cleaning service employee Level 3 | \$32.34         | \$36.56   | \$36.56   | \$46.40  | \$60.46 |

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 | \$68.50        | \$38.78                                       | \$51.70                                       | \$51.70           | \$64.63                   |
| Cleaning service employee Level 2 | \$70.76        | \$40.05                                       | \$53.40                                       | \$53.40           | \$66.75                   |
| Cleaning service employee Level 3 | \$74.52        | \$42.18                                       | \$56.24                                       | \$56.24           | \$70.30                   |

## 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  |
|-----------------------------------|-----------------|---|---|----------|---------|
| Cleaning service employee Level 1 | \$32.31         | \$36.19   | \$40.07   | \$45.24  | \$58.16 |
| Cleaning service employee Level 2 | \$33.38         | \$37.38   | \$41.39   | \$46.73  | \$60.08 |
| Cleaning service employee Level 3 | \$35.15         | \$39.37   | \$43.59   | \$49.21  | \$63.27 |

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 | \$71.09        | \$45.24                                       | \$58.16                                       | \$58.16           | \$71.09                   |
| Cleaning service employee Level 2 | \$73.43        | \$46.73                                       | \$60.08                                       | \$60.08           | \$73.43                   |
| Cleaning service employee Level 3 | \$77.33        | \$49.21                                       | \$63.27                                       | \$63.27           | \$77.33                   |

## 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 | \$441.99        | \$11.63         | \$13.37   | \$15.12   | \$17.45  | \$23.26 |
| 16 years       | \$491.10        | \$12.92         | \$14.86   | \$16.80   | \$19.38  | \$25.84 |
| 17 years       | \$589.32        | \$15.51         | \$17.84   | \$20.16   | \$23.27  | \$31.02 |
| 18 years       | \$687.54        | \$18.09         | \$20.80   | \$23.52   | \$27.14  | \$36.18 |
| 19 years       | \$785.76        | \$20.68         | \$23.78   | \$26.88   | \$31.02  | \$41.36 |
| 20 years       | \$883.98        | \$23.26         | \$26.75   | \$30.24   | \$34.89  | \$46.52 |

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 | \$29.08        | \$17.45                                       | \$23.26                                       | \$23.26           | \$29.08                   |
| 16 years       | \$32.30        | \$19.38                                       | \$25.84                                       | \$25.84           | \$32.30                   |
| 17 years       | \$38.78        | \$23.27                                       | \$31.02                                       | \$31.02           | \$38.78                   |
| 18 years       | \$45.23        | \$27.14                                       | \$36.18                                       | \$36.18           | \$45.23                   |
| 19 years       | \$51.70        | \$31.02                                       | \$41.36                                       | \$41.36           | \$51.70                   |
| 20 years       | \$58.15        | \$34.89                                       | \$46.52                                       | \$46.52           | \$58.15                   |

## 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<br>- shift starting<br>before 6am or<br>finishing after<br>6pm | Non-rotating shift<br>- finishes after<br>midnight and at<br>or before 8am | Saturday | Sunday  |
|----------------|-----------------|-----------------|---|--|----------|---------|
| Under 16 years | \$456.62        | \$12.02         | \$13.82   | \$15.63  | \$18.03  | \$24.04 |
| 16 years       | \$507.35        | \$13.35         | \$15.35   | \$17.36  | \$20.03  | \$26.70 |
| 17 years       | \$608.82        | \$16.02         | \$18.42   | \$20.83  | \$24.03  | \$32.04 |
| 18 years       | \$710.29        | \$18.69         | \$21.49   | \$24.30  | \$28.04  | \$37.38 |
| 19 years       | \$811.76        | \$21.36         | \$24.56   | \$27.77  | \$32.04  | \$42.72 |
| 20 years       | \$913.23        | \$24.03         | \$27.63   | \$31.24  | \$36.05  | \$48.06 |

Table 2 of 2

| Classification | Public holiday | Overtime - Monday to<br>Saturday - first 2<br>hours | Overtime - Monday to<br>Saturday - after 2<br>hours | Overtime - Sunday | Overtime - public<br>holiday |
|----------------|----------------|---|---|-------------------|------------------------------|
| Under 16 years | \$30.05        | \$18.03   | \$24.04   | \$24.04           | \$30.05                      |
| 16 years       | \$33.38        | \$20.03   | \$26.70   | \$26.70           | \$33.38                      |
| 17 years       | \$40.05        | \$24.03   | \$32.04   | \$32.04           | \$40.05                      |
| 18 years       | \$46.73        | \$28.04   | \$37.38   | \$37.38           | \$46.73                      |
| 19 years       | \$53.40        | \$32.04   | \$42.72   | \$42.72           | \$53.40                      |
| 20 years       | \$60.08        | \$36.05   | \$48.06   | \$48.06           | \$60.08                      |

## 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<br>- shift starting<br>before 6am or<br>finishing after<br>6pm | Non-rotating shift<br>- finishes after<br>midnight and at<br>or before 8am | Saturday | Sunday  |
|----------------|-----------------|-----------------|---|--|----------|---------|
| Under 16 years | \$480.78        | \$12.65         | \$14.55   | \$16.45  | \$18.98  | \$25.30 |
| 16 years       | \$534.20        | \$14.06         | \$16.17   | \$18.28  | \$21.09  | \$28.12 |
| 17 years       | \$641.04        | \$16.87         | \$19.40   | \$21.93  | \$25.31  | \$33.74 |
| 18 years       | \$747.88        | \$19.68         | \$22.63   | \$25.58  | \$29.52  | \$39.36 |
| 19 years       | \$854.72        | \$22.49         | \$25.86   | \$29.24  | \$33.74  | \$44.98 |
| 20 years       | \$961.56        | \$25.30         | \$29.10   | \$32.89  | \$37.95  | \$50.60 |

Table 2 of 2

| Classification | Public holiday | Overtime - Monday to<br>Saturday - first 2<br>hours | Overtime - Monday to<br>Saturday - after 2<br>hours | Overtime - Sunday | Overtime - public<br>holiday |
|----------------|----------------|---|---|-------------------|------------------------------|
| Under 16 years | \$31.63        | \$18.98   | \$25.30   | \$25.30           | \$31.63                      |
| 16 years       | \$35.15        | \$21.09   | \$28.12   | \$28.12           | \$35.15                      |
| 17 years       | \$42.18        | \$25.31   | \$33.74   | \$33.74           | \$42.18                      |
| 18 years       | \$49.20        | \$29.52   | \$39.36   | \$39.36           | \$49.20                      |
| 19 years       | \$56.23        | \$33.74   | \$44.98   | \$44.98           | \$56.23                      |
| 20 years       | \$63.25        | \$37.95   | \$50.60   | \$50.60           | \$63.25                      |

## 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  |
|----------------|-----------------|---|---|----------|---------|
| Under 16 years | \$13.37         | \$15.12   | \$15.12   | \$19.19  | \$25.00 |
| 16 years       | \$14.86         | \$16.80   | \$16.80   | \$21.32  | \$27.78 |
| 17 years       | \$17.84         | \$20.16   | \$20.16   | \$25.59  | \$33.35 |
| 18 years       | \$20.80         | \$23.52   | \$23.52   | \$29.85  | \$38.89 |
| 19 years       | \$23.78         | \$26.88   | \$26.88   | \$34.12  | \$44.46 |
| 20 years       | \$26.75         | \$30.24   | \$30.24   | \$38.38  | \$50.01 |

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 | \$30.82        | \$17.45                                       | \$23.26                                       | \$23.26           | \$29.08                   |
| 16 years       | \$34.24        | \$19.38                                       | \$25.84                                       | \$25.84           | \$32.30                   |
| 17 years       | \$41.10        | \$23.27                                       | \$31.02                                       | \$31.02           | \$38.78                   |
| 18 years       | \$47.94        | \$27.14                                       | \$36.18                                       | \$36.18           | \$45.23                   |
| 19 years       | \$54.80        | \$31.02                                       | \$41.36                                       | \$41.36           | \$51.70                   |
| 20 years       | \$61.64        | \$34.89                                       | \$46.52                                       | \$46.52           | \$58.15                   |



## 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  |
|----------------|-----------------|---|---|----------|---------|
| Under 16 years | \$13.82         | \$15.63   | \$15.63   | \$19.83  | \$25.84 |
| 16 years       | \$15.35         | \$17.36   | \$17.36   | \$22.03  | \$28.70 |
| 17 years       | \$18.42         | \$20.83   | \$20.83   | \$26.43  | \$34.44 |
| 18 years       | \$21.49         | \$24.30   | \$24.30   | \$30.84  | \$40.18 |
| 19 years       | \$24.56         | \$27.77   | \$27.77   | \$35.24  | \$45.92 |
| 20 years       | \$27.63         | \$31.24   | \$31.24   | \$39.65  | \$51.66 |

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 | \$31.85        | \$18.03                                       | \$24.04                                       | \$24.04           | \$30.05                   |
| 16 years       | \$35.38        | \$20.03                                       | \$26.70                                       | \$26.70           | \$33.38                   |
| 17 years       | \$42.45        | \$24.03                                       | \$32.04                                       | \$32.04           | \$40.05                   |
| 18 years       | \$49.53        | \$28.04                                       | \$37.38                                       | \$37.38           | \$46.73                   |
| 19 years       | \$56.60        | \$32.04                                       | \$42.72                                       | \$42.72           | \$53.40                   |
| 20 years       | \$63.68        | \$36.05                                       | \$48.06                                       | \$48.06           | \$60.08                   |

## 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  |
|----------------|-----------------|---|---|----------|---------|
| Under 16 years | \$14.55         | \$16.45   | \$16.45   | \$20.87  | \$27.20 |
| 16 years       | \$16.17         | \$18.28   | \$18.28   | \$23.20  | \$30.23 |
| 17 years       | \$19.40         | \$21.93   | \$21.93   | \$27.84  | \$36.27 |
| 18 years       | \$22.63         | \$25.58   | \$25.58   | \$32.47  | \$42.31 |
| 19 years       | \$25.86         | \$29.24   | \$29.24   | \$37.11  | \$48.35 |
| 20 years       | \$29.10         | \$32.89   | \$32.89   | \$41.75  | \$54.40 |

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 | \$33.52        | \$18.98                                       | \$25.30                                       | \$25.30           | \$31.63                   |
| 16 years       | \$37.26        | \$21.09                                       | \$28.12                                       | \$28.12           | \$35.15                   |
| 17 years       | \$44.71        | \$25.31                                       | \$33.74                                       | \$33.74           | \$42.18                   |
| 18 years       | \$52.15        | \$29.52                                       | \$39.36                                       | \$39.36           | \$49.20                   |
| 19 years       | \$59.60        | \$33.74                                       | \$44.98                                       | \$44.98           | \$56.23                   |
| 20 years       | \$67.05        | \$37.95                                       | \$50.60                                       | \$50.60           | \$63.25                   |

## 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  |
|----------------|-----------------|---|---|----------|---------|
| Under 16 years | \$14.54         | \$16.28   | \$18.03   | \$20.35  | \$26.17 |
| 16 years       | \$16.15         | \$18.09   | \$20.03   | \$22.61  | \$29.07 |
| 17 years       | \$19.39         | \$21.71   | \$24.04   | \$27.14  | \$34.90 |
| 18 years       | \$22.61         | \$25.33   | \$28.04   | \$31.66  | \$40.70 |
| 19 years       | \$25.85         | \$28.95   | \$32.05   | \$36.19  | \$46.53 |
| 20 years       | \$29.08         | \$32.56   | \$36.05   | \$40.71  | \$52.34 |

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 | \$31.98        | \$20.35                                       | \$26.17                                       | \$26.17           | \$31.98                   |
| 16 years       | \$35.53        | \$22.61                                       | \$29.07                                       | \$29.07           | \$35.53                   |
| 17 years       | \$42.65        | \$27.14                                       | \$34.90                                       | \$34.90           | \$42.65                   |
| 18 years       | \$49.75        | \$31.66                                       | \$40.70                                       | \$40.70           | \$49.75                   |
| 19 years       | \$56.87        | \$36.19                                       | \$46.53                                       | \$46.53           | \$56.87                   |
| 20 years       | \$63.97        | \$40.71                                       | \$52.34                                       | \$52.34           | \$63.97                   |

## 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  |
|----------------|-----------------|---|---|----------|---------|
| Under 16 years | \$15.03         | \$16.83   | \$18.63   | \$21.04  | \$27.05 |
| 16 years       | \$16.69         | \$18.69   | \$20.69   | \$23.36  | \$30.04 |
| 17 years       | \$20.03         | \$22.43   | \$24.83   | \$28.04  | \$36.05 |
| 18 years       | \$23.36         | \$26.17   | \$28.97   | \$32.71  | \$42.05 |
| 19 years       | \$26.70         | \$29.90   | \$33.11   | \$37.38  | \$48.06 |
| 20 years       | \$30.04         | \$33.64   | \$37.25   | \$42.05  | \$54.07 |

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 | \$33.06        | \$21.04                                       | \$27.05                                       | \$27.05           | \$33.06                   |
| 16 years       | \$36.71        | \$23.36                                       | \$30.04                                       | \$30.04           | \$36.71                   |
| 17 years       | \$44.06        | \$28.04                                       | \$36.05                                       | \$36.05           | \$44.06                   |
| 18 years       | \$51.40        | \$32.71                                       | \$42.05                                       | \$42.05           | \$51.40                   |
| 19 years       | \$58.74        | \$37.38                                       | \$48.06                                       | \$48.06           | \$58.74                   |
| 20 years       | \$66.08        | \$42.05                                       | \$54.07                                       | \$54.07           | \$66.08                   |

## 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  |
|----------------|-----------------|---|---|----------|---------|
| Under 16 years | \$15.81         | \$17.71   | \$19.61   | \$22.14  | \$28.46 |
| 16 years       | \$17.58         | \$19.68   | \$21.79   | \$24.61  | \$31.64 |
| 17 years       | \$21.09         | \$23.62   | \$26.15   | \$29.52  | \$37.96 |
| 18 years       | \$24.60         | \$27.55   | \$30.50   | \$34.44  | \$44.28 |
| 19 years       | \$28.11         | \$31.49   | \$34.86   | \$39.36  | \$50.60 |
| 20 years       | \$31.63         | \$35.42   | \$39.22   | \$44.28  | \$56.93 |

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 | \$34.79        | \$22.14                                       | \$28.46                                       | \$28.46           | \$34.79                   |
| 16 years       | \$38.67        | \$24.61                                       | \$31.64                                       | \$31.64           | \$38.67                   |
| 17 years       | \$46.39        | \$29.52                                       | \$37.96                                       | \$37.96           | \$46.39                   |
| 18 years       | \$54.12        | \$34.44                                       | \$44.28                                       | \$44.28           | \$54.12                   |
| 19 years       | \$61.85        | \$39.36                                       | \$50.60                                       | \$50.60           | \$61.85                   |
| 20 years       | \$69.58        | \$44.28                                       | \$56.93                                       | \$56.93           | \$69.58                   |

## Allowances

| Allowances   | Rate   |
|--|--|
| Broken shift allowance   | \$4.50 per day, up to a maximum of \$22.49 per week      |
| Cold places allowance  | \$0.66 per hour  |
| First aid allowance  | \$16.11 per week   |
| Height allowance - cleaning multi-storied buildings from outside - up to and including the 22nd floor above ground level | \$1.06 per hour, or part thereof                         |
| Height allowance - cleaning multi-storied buildings from outside - working above the 22nd floor above ground level       | \$2.17 per hour, or part thereof                         |
| Hot places allowance - between 46 and 54 degrees Celsius   | \$0.66 per hour  |
| Hot places allowance - exceeding 54 degrees Celsius  | \$0.80 per hour  |
| Leading hand allowance - Cleaning service employee Level 2 only - 1 to 10 employees                                      | \$58.93 per week   |
| Leading hand allowance - Cleaning service employee Level 2 only - 11 to 20 employees                                     | \$75.83 per week   |
| Leading hand allowance - Cleaning service employee Level 2 only - over 20 employees                                      | \$92.72 per week   |
| Meal allowance   | \$16.84 per meal   |
| Refuse collection allowance  | \$4.48 per shift   |
| Toilet cleaning allowance  | \$3.53 per shift, up to a maximum of \$17.35 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  | \$0.99 per km  |
| Vehicle allowance - motor cycle  | \$0.33 per km  |