Pay Guide - Waste Management Award [MA000043]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 1 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

The rates below include industry allowance

Adult

Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)
Level 1	$1,143.98	$30.11	$45.17	$60.22	$60.22	$75.28
Level 2	$1,168.48	$30.75	$46.13	$61.50	$61.50	$76.88
Level 3	$1,180.58	$31.07	$46.61	$62.14	$62.14	$77.68
Level 4	$1,199.18	$31.56	$47.34	$63.12	$63.12	$78.90
Level 5	$1,212.58	$31.91	$47.87	$63.82	$63.82	$79.78
Level 6	$1,240.98	$32.66	$48.99	$65.32	$65.32	$81.65
Level 7	$1,321.78	$34.79	$52.19	$69.58	$69.58	$86.98
Level 8	$1,381.68	$36.36	$54.54	$72.72	$72.72	$90.90
Level 9	$1,393.88	$36.68	$55.02	$73.36	$73.36	$91.70

Table 2 of 3

Classification	Less than 10 hour break between shifts	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Level 1	$60.22	$35.38	$39.14	$45.17	$60.22	$45.17
Level 2	$61.50	$36.13	$39.98	$46.13	$61.50	$46.13
Level 3	$62.14	$36.51	$40.39	$46.61	$62.14	$46.61
Level 4	$63.12	$37.08	$41.03	$47.34	$63.12	$47.34
Level 5	$63.82	$37.49	$41.48	$47.87	$63.82	$47.87
Level 6	$65.32	$38.38	$42.46	$48.99	$65.32	$48.99
Level 7	$69.58	$40.88	$45.23	$52.19	$69.58	$52.19
Level 8	$72.72	$42.72	$47.27	$54.54	$72.72	$54.54
Level 9	$73.36	$43.10	$47.68	$55.02	$73.36	$55.02

Table 3 of 3

Classification	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day	Christmas Day - Saturday - first 2 hours	Christmas Day - Saturday - after 2 hours	Christmas Day - Sunday
Level 1	$60.22	$60.22	$75.28	$90.33	$60.22	$75.28	$75.28
Level 2	$61.50	$61.50	$76.88	$92.25	$61.50	$76.88	$76.88
Level 3	$62.14	$62.14	$77.68	$93.21	$62.14	$77.68	$77.68
Level 4	$63.12	$63.12	$78.90	$94.68	$63.12	$78.90	$78.90
Level 5	$63.82	$63.82	$79.78	$95.73	$63.82	$79.78	$79.78
Level 6	$65.32	$65.32	$81.65	$97.98	$65.32	$81.65	$81.65
Level 7	$69.58	$69.58	$86.98	$104.37	$69.58	$86.98	$86.98
Level 8	$72.72	$72.72	$90.90	$109.08	$72.72	$90.90	$90.90
Level 9	$73.36	$73.36	$91.70	$110.04	$73.36	$91.70	$91.70

Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	$37.64	$52.69	$67.75	$67.75	$82.80	$42.91	$46.67
Level 2	$38.44	$53.81	$69.19	$69.19	$84.56	$43.82	$47.66
Level 3	$38.84	$54.37	$69.91	$69.91	$85.44	$44.27	$48.16
Level 4	$39.45	$55.23	$71.01	$71.01	$86.79	$44.97	$48.92
Level 5	$39.89	$55.84	$71.80	$71.80	$87.75	$45.47	$49.46
Level 6	$40.83	$57.16	$73.49	$73.49	$89.82	$46.54	$50.62
Level 7	$43.49	$60.88	$78.28	$78.28	$95.67	$49.58	$53.92
Level 8	$45.45	$63.63	$81.81	$81.81	$99.99	$51.81	$56.36
Level 9	$45.85	$64.19	$82.53	$82.53	$100.87	$52.27	$56.85

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day
Level 1	$48.18	$63.23	$48.18	$63.23	$63.23	$82.80	$97.86
Level 2	$49.20	$64.58	$49.20	$64.58	$64.58	$84.56	$99.94
Level 3	$49.71	$65.25	$49.71	$65.25	$65.25	$85.44	$100.98
Level 4	$50.50	$66.28	$50.50	$66.28	$66.28	$86.79	$102.57
Level 5	$51.06	$67.01	$51.06	$67.01	$67.01	$87.75	$103.71
Level 6	$52.26	$68.59	$52.26	$68.59	$68.59	$89.82	$106.15
Level 7	$55.66	$73.06	$55.66	$73.06	$73.06	$95.67	$113.07
Level 8	$58.18	$76.36	$58.18	$76.36	$76.36	$99.99	$118.17
Level 9	$58.69	$77.03	$58.69	$77.03	$77.03	$100.87	$119.21

Junior

Junior rates are based on the relevant adult rate including the industry allowance.

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Less than 10 hour break between shifts
Level 1	$21.08	$31.62	$42.16	$42.16	$52.70	$42.16
Level 2	$21.53	$32.30	$43.06	$43.06	$53.83	$43.06
Level 3	$21.75	$32.63	$43.50	$43.50	$54.38	$43.50
Level 4	$22.09	$33.14	$44.18	$44.18	$55.23	$44.18
Level 5	$22.34	$33.51	$44.68	$44.68	$55.85	$44.68
Level 6	$22.86	$34.29	$45.72	$45.72	$57.15	$45.72
Level 7	$24.35	$36.53	$48.70	$48.70	$60.88	$48.70
Level 8	$25.45	$38.18	$50.90	$50.90	$63.63	$50.90
Level 9	$25.68	$38.52	$51.36	$51.36	$64.20	$51.36

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours
Level 1	$24.77	$27.40	$31.62	$42.16	$31.62	$42.16
Level 2	$25.30	$27.99	$32.30	$43.06	$32.30	$43.06
Level 3	$25.56	$28.28	$32.63	$43.50	$32.63	$43.50
Level 4	$25.96	$28.72	$33.14	$44.18	$33.14	$44.18
Level 5	$26.25	$29.04	$33.51	$44.68	$33.51	$44.68
Level 6	$26.86	$29.72	$34.29	$45.72	$34.29	$45.72
Level 7	$28.61	$31.66	$36.53	$48.70	$36.53	$48.70
Level 8	$29.90	$33.09	$38.18	$50.90	$38.18	$50.90
Level 9	$30.17	$33.38	$38.52	$51.36	$38.52	$51.36

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day	Christmas Day - Saturday - first 2 hours	Christmas Day - Saturday - after 2 hours	Christmas Day - Sunday
Level 1	$42.16	$52.70	$63.24	$42.16	$52.70	$52.70
Level 2	$43.06	$53.83	$64.59	$43.06	$53.83	$53.83
Level 3	$43.50	$54.38	$65.25	$43.50	$54.38	$54.38
Level 4	$44.18	$55.23	$66.27	$44.18	$55.23	$55.23
Level 5	$44.68	$55.85	$67.02	$44.68	$55.85	$55.85
Level 6	$45.72	$57.15	$68.58	$45.72	$57.15	$57.15
Level 7	$48.70	$60.88	$73.05	$48.70	$60.88	$60.88
Level 8	$50.90	$63.63	$76.35	$50.90	$63.63	$63.63
Level 9	$51.36	$64.20	$77.04	$51.36	$64.20	$64.20

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Less than 10 hour break between shifts
Level 1	$24.09	$36.14	$48.18	$48.18	$60.23	$48.18
Level 2	$24.60	$36.90	$49.20	$49.20	$61.50	$49.20
Level 3	$24.86	$37.29	$49.72	$49.72	$62.15	$49.72
Level 4	$25.25	$37.88	$50.50	$50.50	$63.13	$50.50
Level 5	$25.53	$38.30	$51.06	$51.06	$63.83	$51.06
Level 6	$26.13	$39.20	$52.26	$52.26	$65.33	$52.26
Level 7	$27.83	$41.75	$55.66	$55.66	$69.58	$55.66
Level 8	$29.09	$43.64	$58.18	$58.18	$72.73	$58.18
Level 9	$29.34	$44.01	$58.68	$58.68	$73.35	$58.68

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours
Level 1	$28.31	$31.32	$36.14	$48.18	$36.14	$48.18
Level 2	$28.91	$31.98	$36.90	$49.20	$36.90	$49.20
Level 3	$29.21	$32.32	$37.29	$49.72	$37.29	$49.72
Level 4	$29.67	$32.83	$37.88	$50.50	$37.88	$50.50
Level 5	$30.00	$33.19	$38.30	$51.06	$38.30	$51.06
Level 6	$30.70	$33.97	$39.20	$52.26	$39.20	$52.26
Level 7	$32.70	$36.18	$41.75	$55.66	$41.75	$55.66
Level 8	$34.18	$37.82	$43.64	$58.18	$43.64	$58.18
Level 9	$34.47	$38.14	$44.01	$58.68	$44.01	$58.68

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day	Christmas Day - Saturday - first 2 hours	Christmas Day - Saturday - after 2 hours	Christmas Day - Sunday
Level 1	$48.18	$60.23	$72.27	$48.18	$60.23	$60.23
Level 2	$49.20	$61.50	$73.80	$49.20	$61.50	$61.50
Level 3	$49.72	$62.15	$74.58	$49.72	$62.15	$62.15
Level 4	$50.50	$63.13	$75.75	$50.50	$63.13	$63.13
Level 5	$51.06	$63.83	$76.59	$51.06	$63.83	$63.83
Level 6	$52.26	$65.33	$78.39	$52.26	$65.33	$65.33
Level 7	$55.66	$69.58	$83.49	$55.66	$69.58	$69.58
Level 8	$58.18	$72.73	$87.27	$58.18	$72.73	$72.73
Level 9	$58.68	$73.35	$88.02	$58.68	$73.35	$73.35

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Less than 10 hour break between shifts
Level 1	$30.11	$45.17	$60.22	$60.22	$75.28	$60.22
Level 2	$30.75	$46.13	$61.50	$61.50	$76.88	$61.50
Level 3	$31.07	$46.61	$62.14	$62.14	$77.68	$62.14
Level 4	$31.56	$47.34	$63.12	$63.12	$78.90	$63.12
Level 5	$31.91	$47.87	$63.82	$63.82	$79.78	$63.82
Level 6	$32.66	$48.99	$65.32	$65.32	$81.65	$65.32
Level 7	$34.79	$52.19	$69.58	$69.58	$86.98	$69.58
Level 8	$36.36	$54.54	$72.72	$72.72	$90.90	$72.72
Level 9	$36.68	$55.02	$73.36	$73.36	$91.70	$73.36

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours
Level 1	$35.38	$39.14	$45.17	$60.22	$45.17	$60.22
Level 2	$36.13	$39.98	$46.13	$61.50	$46.13	$61.50
Level 3	$36.51	$40.39	$46.61	$62.14	$46.61	$62.14
Level 4	$37.08	$41.03	$47.34	$63.12	$47.34	$63.12
Level 5	$37.49	$41.48	$47.87	$63.82	$47.87	$63.82
Level 6	$38.38	$42.46	$48.99	$65.32	$48.99	$65.32
Level 7	$40.88	$45.23	$52.19	$69.58	$52.19	$69.58
Level 8	$42.72	$47.27	$54.54	$72.72	$54.54	$72.72
Level 9	$43.10	$47.68	$55.02	$73.36	$55.02	$73.36

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day	Christmas Day - Saturday - first 2 hours	Christmas Day - Saturday - after 2 hours	Christmas Day - Sunday
Level 1	$60.22	$75.28	$90.33	$60.22	$75.28	$75.28
Level 2	$61.50	$76.88	$92.25	$61.50	$76.88	$76.88
Level 3	$62.14	$77.68	$93.21	$62.14	$77.68	$77.68
Level 4	$63.12	$78.90	$94.68	$63.12	$78.90	$78.90
Level 5	$63.82	$79.78	$95.73	$63.82	$79.78	$79.78
Level 6	$65.32	$81.65	$97.98	$65.32	$81.65	$81.65
Level 7	$69.58	$86.98	$104.37	$69.58	$86.98	$86.98
Level 8	$72.72	$90.90	$109.08	$72.72	$90.90	$90.90
Level 9	$73.36	$91.70	$110.04	$73.36	$91.70	$91.70

Junior - Casual - Under 19 years

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	$26.35	$36.89	$47.43	$47.43	$57.97	$30.04	$32.67
Level 2	$26.91	$37.68	$48.44	$48.44	$59.21	$30.68	$33.37
Level 3	$27.19	$38.06	$48.94	$48.94	$59.81	$30.99	$33.71
Level 4	$27.61	$38.66	$49.70	$49.70	$60.75	$31.48	$34.24
Level 5	$27.93	$39.10	$50.27	$50.27	$61.44	$31.83	$34.63
Level 6	$28.58	$40.01	$51.44	$51.44	$62.87	$32.58	$35.43
Level 7	$30.44	$42.61	$54.79	$54.79	$66.96	$34.70	$37.74
Level 8	$31.81	$44.54	$57.26	$57.26	$69.99	$36.27	$39.45
Level 9	$32.10	$44.94	$57.78	$57.78	$70.62	$36.59	$39.80

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day
Level 1	$33.73	$44.27	$33.73	$44.27	$44.27	$57.97	$68.51
Level 2	$34.45	$45.21	$34.45	$45.21	$45.21	$59.21	$69.97
Level 3	$34.80	$45.68	$34.80	$45.68	$45.68	$59.81	$70.69
Level 4	$35.34	$46.39	$35.34	$46.39	$46.39	$60.75	$71.79
Level 5	$35.74	$46.91	$35.74	$46.91	$46.91	$61.44	$72.61
Level 6	$36.58	$48.01	$36.58	$48.01	$48.01	$62.87	$74.30
Level 7	$38.96	$51.14	$38.96	$51.14	$51.14	$66.96	$79.14
Level 8	$40.72	$53.45	$40.72	$53.45	$53.45	$69.99	$82.71
Level 9	$41.09	$53.93	$41.09	$53.93	$53.93	$70.62	$83.46

Junior - Casual - 19 years

Table 1 of 1

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	$30.11	$42.16	$54.20	$54.20	$66.25	$34.33	$37.34
Level 2	$30.75	$43.05	$55.35	$55.35	$67.65	$35.06	$38.13
Level 3	$31.08	$43.51	$55.94	$55.94	$68.37	$35.43	$38.53
Level 4	$31.56	$44.19	$56.81	$56.81	$69.44	$35.98	$39.14
Level 5	$31.91	$44.68	$57.44	$57.44	$70.21	$36.38	$39.57
Level 6	$32.66	$45.73	$58.79	$58.79	$71.86	$37.24	$40.50
Level 7	$34.79	$48.70	$62.62	$62.62	$76.53	$39.66	$43.14
Level 8	$36.36	$50.91	$65.45	$65.45	$80.00	$41.45	$45.09
Level 9	$36.68	$51.35	$66.02	$66.02	$80.69	$41.81	$45.48

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day
Level 1	$38.54	$50.59	$38.54	$50.59	$50.59	$66.25	$78.29
Level 2	$39.36	$51.66	$39.36	$51.66	$51.66	$67.65	$79.95
Level 3	$39.78	$52.21	$39.78	$52.21	$52.21	$68.37	$80.80
Level 4	$40.40	$53.03	$40.40	$53.03	$53.03	$69.44	$82.06
Level 5	$40.85	$53.61	$40.85	$53.61	$53.61	$70.21	$82.97
Level 6	$41.81	$54.87	$41.81	$54.87	$54.87	$71.86	$84.92
Level 7	$44.53	$58.44	$44.53	$58.44	$58.44	$76.53	$90.45
Level 8	$46.54	$61.09	$46.54	$61.09	$61.09	$80.00	$94.54
Level 9	$46.94	$61.61	$46.94	$61.61	$61.61	$80.69	$95.36

Junior - Casual - 20 years

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	$37.64	$52.69	$67.75	$67.75	$82.80	$42.91	$46.67
Level 2	$38.44	$53.81	$69.19	$69.19	$84.56	$43.82	$47.66
Level 3	$38.84	$54.37	$69.91	$69.91	$85.44	$44.27	$48.16
Level 4	$39.45	$55.23	$71.01	$71.01	$86.79	$44.97	$48.92
Level 5	$39.89	$55.84	$71.80	$71.80	$87.75	$45.47	$49.46
Level 6	$40.83	$57.16	$73.49	$73.49	$89.82	$46.54	$50.62
Level 7	$43.49	$60.88	$78.28	$78.28	$95.67	$49.58	$53.92
Level 8	$45.45	$63.63	$81.81	$81.81	$99.99	$51.81	$56.36
Level 9	$45.85	$64.19	$82.53	$82.53	$100.87	$52.27	$56.85

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day
Level 1	$48.18	$63.23	$48.18	$63.23	$63.23	$82.80	$97.86
Level 2	$49.20	$64.58	$49.20	$64.58	$64.58	$84.56	$99.94
Level 3	$49.71	$65.25	$49.71	$65.25	$65.25	$85.44	$100.98
Level 4	$50.50	$66.28	$50.50	$66.28	$66.28	$86.79	$102.57
Level 5	$51.06	$67.01	$51.06	$67.01	$67.01	$87.75	$103.71
Level 6	$52.26	$68.59	$52.26	$68.59	$68.59	$89.82	$106.15
Level 7	$55.66	$73.06	$55.66	$73.06	$73.06	$95.67	$113.07
Level 8	$58.18	$76.36	$58.18	$76.36	$76.36	$99.99	$118.17
Level 9	$58.69	$77.03	$58.69	$77.03	$77.03	$100.87	$119.21

Allowances

Allowances	Rate
Boat allowance	$49.19 per week
First aid allowance	$5.59 per day
* Industry allowance (already included in the rate tables above)	$3.24 per hour
Leading hand allowance - in charge of 4-8 employees	$30.19 per week
Leading hand allowance - in charge of 9-15 employees	$44.72 per week
Leading hand allowance - in charge of more than 15 employees	$61.49 per week
Meal allowance - overtime	$21.82
Transport allowance	$10.64 per day
Transport after overtime - reasonable means of transport unavailable	employer provides transport home or payment at minimum rate calculated hourly for the time reasonably taken to return home