Australian Government Fair Work OMBUDSMAN

Pay Guide - Professional Employees Award [MA000065]

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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

Full-time & part-time

Table 1 of 2

Classification	Hourly pay rate	Overtime	Monday to Saturday - before 6am
Graduate professional - level 1.1 - 3 year degree	$33.71	$33.71	$42.14
Graduate professional - level 1.1 - 4 or 5 year degree	$34.57	$34.57	$43.21
Graduate professional - level 1.2	$35.15	$35.15	$43.94
Graduate professional - level 1.3	$36.62	$36.62	$45.78
Graduate professional - level 1.4	$38.47	$38.47	$48.09
Experienced professional/quality auditor - level 2	$39.77	$39.77	$49.71
Professional/senior (lead) quality auditor - level 3	$43.46	$43.46	$54.33
Professional - level 4	$49.02	$49.02	$61.28
Graduate professional medical research employee - level 1 - pay point 1.1 (3 year degree)	$33.71	$33.71	$42.14
Graduate professional medical research employee - level 1 - pay point 1.1 (4 or 5 year degree)	$34.57	$34.57	$43.21
Graduate professional medical research employee - level 1 - pay point 1.2	$35.15	$35.15	$43.94
Graduate professional medical research employee - level 1 - pay point 1.3	$36.62	$36.62	$45.78
Graduate professional medical research employee - level 1 - pay point 1.4	$38.47	$38.47	$48.09
Experienced professional medical research employee - level 2	$39.77	$39.77	$49.71
Experienced medical research employee - level 3	$43.46	$43.46	$54.33
Experienced medical research employee - level 4	$49.02	$49.02	$61.28
Experienced medical research employee - level 5	$59.05	$59.05	$73.81

Table 2 of 2

Classification	Monday to Saturday - after 10pm	Sunday	Public holiday
Graduate professional - level 1.1 - 3 year degree	$42.14	$50.57	$50.57
Graduate professional - level 1.1 - 4 or 5 year degree	$43.21	$51.86	$51.86
Graduate professional - level 1.2	$43.94	$52.73	$52.73
Graduate professional - level 1.3	$45.78	$54.93	$54.93
Graduate professional - level 1.4	$48.09	$57.71	$57.71
Experienced professional/quality auditor - level 2	$49.71	$59.66	$59.66
Professional/senior (lead) quality auditor - level 3	$54.33	$65.19	$65.19
Professional - level 4	$61.28	$73.53	$73.53
Graduate professional medical research employee - level 1 - pay point 1.1 (3 year degree)	$42.14	$50.57	$50.57
Graduate professional medical research employee - level 1 - pay point 1.1 (4 or 5 year degree)	$43.21	$51.86	$51.86
Graduate professional medical research employee - level 1 - pay point 1.2	$43.94	$52.73	$52.73
Graduate professional medical research employee - level 1 - pay point 1.3	$45.78	$54.93	$54.93
Graduate professional medical research employee - level 1 - pay point 1.4	$48.09	$57.71	$57.71
Experienced professional medical research employee - level 2	$49.71	$59.66	$59.66
Experienced medical research employee - level 3	$54.33	$65.19	$65.19
Experienced medical research employee - level 4	$61.28	$73.53	$73.53
Experienced medical research employee - level 5	$73.81	$88.58	$88.58

Casual

Table 1 of 2

Classification	Hourly pay rate	Overtime	Monday to Saturday - before 6am
Graduate professional - level 1.1 - 3 year degree	$42.14	$42.14	$50.57
Graduate professional - level 1.1 - 4 or 5 year degree	$43.21	$43.21	$51.86
Graduate professional - level 1.2	$43.94	$43.94	$52.73
Graduate professional - level 1.3	$45.78	$45.78	$54.93
Graduate professional - level 1.4	$48.09	$48.09	$57.71
Experienced professional/quality auditor - level 2	$49.71	$49.71	$59.66
Professional/senior (lead) quality auditor - level 3	$54.33	$54.33	$65.19
Professional - level 4	$61.28	$61.28	$73.53
Graduate professional medical research employee - level 1 - pay point 1.1 (3 year degree)	$42.14	$42.14	$50.57
Graduate professional medical research employee - level 1 - pay point 1.1 (4 or 5 year degree)	$43.21	$43.21	$51.86
Graduate professional medical research employee - level 1 - pay point 1.2	$43.94	$43.94	$52.73
Graduate professional medical research employee - level 1 - pay point 1.3	$45.78	$45.78	$54.93
Graduate professional medical research employee - level 1 - pay point 1.4	$48.09	$48.09	$57.71
Experienced professional medical research employee - level 2	$49.71	$49.71	$59.66
Experienced medical research employee - level 3	$54.33	$54.33	$65.19
Experienced medical research employee - level 4	$61.28	$61.28	$73.53
Experienced medical research employee - level 5	$73.81	$73.81	$88.58

Table 2 of 2

Classification	Monday to Saturday - after 10pm	Sunday	Public holiday
Graduate professional - level 1.1 - 3 year degree	$50.57	$58.99	$58.99
Graduate professional - level 1.1 - 4 or 5 year degree	$51.86	$60.50	$60.50
Graduate professional - level 1.2	$52.73	$61.51	$61.51
Graduate professional - level 1.3	$54.93	$64.09	$64.09
Graduate professional - level 1.4	$57.71	$67.32	$67.32
Experienced professional/quality auditor - level 2	$59.66	$69.60	$69.60
Professional/senior (lead) quality auditor - level 3	$65.19	$76.06	$76.06
Professional - level 4	$73.53	$85.79	$85.79
Graduate professional medical research employee - level 1 - pay point 1.1 (3 year degree)	$50.57	$58.99	$58.99
Graduate professional medical research employee - level 1 - pay point 1.1 (4 or 5 year degree)	$51.86	$60.50	$60.50
Graduate professional medical research employee - level 1 - pay point 1.2	$52.73	$61.51	$61.51
Graduate professional medical research employee - level 1 - pay point 1.3	$54.93	$64.09	$64.09
Graduate professional medical research employee - level 1 - pay point 1.4	$57.71	$67.32	$67.32
Experienced professional medical research employee - level 2	$59.66	$69.60	$69.60
Experienced medical research employee - level 3	$65.19	$76.06	$76.06
Experienced medical research employee - level 4	$73.53	$85.79	$85.79
Experienced medical research employee - level 5	$88.58	$103.34	$103.34

Allowances

Allowances	Rate
Travelling expenses reimbursement	reimbursement for reasonable expenses including accommodation, meals and out-of-pocket expenses incurred when travelling on the employer's business
Travelling time reimbursement	an agreed amount for reasonable excess time spent travelling
Vehicle allowance	$1.00 per km