

Pay Guide - Sporting Organisations Award

[MA000082]

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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 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.

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 & part-time

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours
Coach grade 1	\$1,213.00	\$31.92	\$79.80	N/A	N/A
Coach grade 2	\$1,361.10	\$35.82	\$89.55	N/A	N/A
Coach grade 3	\$1,635.70	\$43.04	\$107.60	N/A	N/A
Coach grade 4	\$1,854.70	\$48.81	\$122.03	N/A	N/A
Clerical and administrative grade 1	\$997.30	\$26.24	\$65.60	\$39.36	\$52.48
Clerical and administrative grade 2	\$1,029.00	\$27.08	\$67.70	\$40.62	\$54.16
Clerical and administrative grade 3	\$1,068.40	\$28.12	\$70.30	\$42.18	\$56.24
Clerical and administrative grade 4	\$1,113.00	\$29.29	\$73.23	\$43.94	\$58.58
Clerical and administrative grade 5	\$1,166.00	\$30.68	\$76.70	\$46.02	\$61.36
Clerical and administrative grade 6	\$1,222.50	\$32.17	\$80.43	\$48.26	\$64.34

Casual

Classification	Hourly pay rate	Public holiday	Public holiday - ordinary hours	Overtime - first 2 hours	Overtime - after 2 hours	Public holiday - overtime
Coach grade 1	\$39.90	\$87.78	N/A	N/A	N/A	N/A
Coach grade 2	\$44.78	\$98.51	N/A	N/A	N/A	N/A
Coach grade 3	\$53.80	\$118.36	N/A	N/A	N/A	N/A
Coach grade 4	\$61.01	\$134.23	N/A	N/A	N/A	N/A
Clerical and administrative grade 1	\$32.80	N/A	\$72.16	\$39.36	\$52.48	\$65.60
Clerical and administrative grade 2	\$33.85	N/A	\$74.47	\$40.62	\$54.16	\$67.70
Clerical and administrative grade 3	\$35.15	N/A	\$77.33	\$42.18	\$56.24	\$70.30
Clerical and administrative grade 4	\$36.61	N/A	\$80.55	\$43.94	\$58.58	\$73.23
Clerical and administrative grade 5	\$38.35	N/A	\$84.37	\$46.02	\$61.36	\$76.70
Clerical and administrative grade 6	\$40.21	N/A	\$88.47	\$48.26	\$64.34	\$80.43

Junior - Full-time & part-time - Under 18 years

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours
Coach grade 1	\$849.10	\$22.34	\$55.85	N/A	N/A
Coach grade 2	\$952.77	\$25.07	\$62.68	N/A	N/A
Coach grade 3	\$1,144.99	\$30.13	\$75.33	N/A	N/A
Coach grade 4	\$1,298.29	\$34.17	\$85.43	N/A	N/A
Clerical and administrative grade 1	\$698.11	\$18.37	\$45.93	\$27.56	\$36.74
Clerical and administrative grade 2	\$720.30	\$18.96	\$47.40	\$28.44	\$37.92

Junior - Full-time & part-time - At 18 years

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours
Coach grade 1	\$970.40	\$25.54	\$63.85	N/A	N/A
Coach grade 2	\$1,088.88	\$28.65	\$71.63	N/A	N/A
Coach grade 3	\$1,308.56	\$34.44	\$86.10	N/A	N/A
Coach grade 4	\$1,483.76	\$39.05	\$97.63	N/A	N/A
Clerical and administrative grade 1	\$797.84	\$21.00	\$52.50	\$31.50	\$42.00
Clerical and administrative grade 2	\$823.20	\$21.66	\$54.15	\$32.49	\$43.32

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

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours
Coach grade 1	\$1,091.70	\$28.73	\$71.83	N/A	N/A
Coach grade 2	\$1,224.99	\$32.24	\$80.60	N/A	N/A
Coach grade 3	\$1,472.13	\$38.74	\$96.85	N/A	N/A
Coach grade 4	\$1,669.23	\$43.93	\$109.83	N/A	N/A
Clerical and administrative grade 1	\$897.57	\$23.62	\$59.05	\$35.43	\$47.24
Clerical and administrative grade 2	\$926.10	\$24.37	\$60.93	\$36.56	\$48.74

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

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours
Clerical and administrative grade 1	\$997.30	\$26.24	\$65.60	\$39.36	\$52.48
Clerical and administrative grade 2	\$1,029.00	\$27.08	\$67.70	\$40.62	\$54.16

Junior - Casual - Under 18 years

Classification	Hourly pay rate	Public holiday	Public holiday - ordinary hours	Overtime - first 2 hours	Overtime - after 2 hours	Public holiday - overtime
Coach grade 1	\$27.93	\$61.44	N/A	N/A	N/A	N/A
Coach grade 2	\$31.34	\$68.94	N/A	N/A	N/A	N/A
Coach grade 3	\$37.66	\$82.86	N/A	N/A	N/A	N/A
Coach grade 4	\$42.71	\$93.97	N/A	N/A	N/A	N/A
Clerical and administrative grade 1	\$22.96	N/A	\$50.52	\$27.56	\$36.74	\$45.93
Clerical and administrative grade 2	\$23.70	N/A	\$52.14	\$28.44	\$37.92	\$47.40

Junior - Casual - At 18 years

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

Classification	Hourly pay rate	Public holiday	Public holiday - ordinary hours	Overtime - first 2 hours	Overtime - after 2 hours	Public holiday - overtime
Coach grade 1	\$31.93	\$70.24	N/A	N/A	N/A	N/A
Coach grade 2	\$35.81	\$78.79	N/A	N/A	N/A	N/A
Coach grade 3	\$43.05	\$94.71	N/A	N/A	N/A	N/A
Coach grade 4	\$48.81	\$107.39	N/A	N/A	N/A	N/A
Clerical and administrative grade 1	\$26.25	N/A	\$57.75	\$31.50	\$42.00	\$52.50
Clerical and administrative grade 2	\$27.08	N/A	\$59.57	\$32.49	\$43.32	\$54.15

Junior - Casual - At 19 years

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

Classification	Hourly pay rate	Public holiday	Public holiday - ordinary hours	Overtime - first 2 hours	Overtime - after 2 hours	Public holiday - overtime
Coach grade 1	\$35.91	\$79.01	N/A	N/A	N/A	N/A
Coach grade 2	\$40.30	\$88.66	N/A	N/A	N/A	N/A
Coach grade 3	\$48.43	\$106.54	N/A	N/A	N/A	N/A
Coach grade 4	\$54.91	\$120.81	N/A	N/A	N/A	N/A
Clerical and administrative grade 1	\$29.53	N/A	\$64.96	\$35.43	\$47.24	\$59.05
Clerical and administrative grade 2	\$30.46	N/A	\$67.02	\$36.56	\$48.74	\$60.93

Junior - Casual - At 20 years

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

Classification	Hourly pay rate	Public holiday - ordinary hours	Overtime - first 2 hours	Overtime - after 2 hours	Public holiday - overtime
Clerical and administrative grade 1	\$32.80	\$72.16	\$39.36	\$52.48	\$65.60
Clerical and administrative grade 2	\$33.85	\$74.47	\$40.62	\$54.16	\$67.70

Allowances

Allowances	Rate
Attendance at training programs reimbursement - coaching staff	reimbursement for the cost of attendance
Living away from home reimbursement	reimbursement for the cost of accommodation, meals and incidentals
Meal allowance - clerical and administrative staff	\$18.38 for a meal
Meal reimbursement - travel	reimbursement for the cost of a meal for each specified meal time
Out-of-pocket expenses reimbursement	reimbursement for the cost of any out-of-pocket expenses for business purposes
Travel costs reimbursement - travel away from home	reimbursement for the cost of any travel fares and expenses including airport car parking charges
Vehicle allowance	\$0.98 per km