Pay Guide - Pest Control Industry Award [MA000097]

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 & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 1	$978.10	$25.74	$38.61	$51.48	$64.35	$29.60
Level 2	$1,004.90	$26.44	$39.66	$52.88	$66.10	$30.41
Level 3	$1,029.10	$27.08	$40.62	$54.16	$67.70	$31.14
Level 4	$1,049.60	$27.62	$41.43	$55.24	$69.05	$31.76
Level 5	$1,129.50	$29.72	$44.58	$59.44	$74.30	$34.18

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - first 2 hours	Overtime - after 2 hours	Less than 10 hour break between shifts	Less than 8 hour break between shifts - shiftwork changes
Level 1	$30.89	$32.18	$38.61	$51.48	$51.48	$51.48
Level 2	$31.73	$33.05	$39.66	$52.88	$52.88	$52.88
Level 3	$32.50	$33.85	$40.62	$54.16	$54.16	$54.16
Level 4	$33.14	$34.53	$41.43	$55.24	$55.24	$55.24
Level 5	$35.66	$37.15	$44.58	$59.44	$59.44	$59.44

Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 1	$32.18	$45.05	$57.92	$70.79	$36.04
Level 2	$33.05	$46.27	$59.49	$72.71	$37.02
Level 3	$33.85	$47.39	$60.93	$74.47	$37.91
Level 4	$34.53	$48.34	$62.15	$75.96	$38.67
Level 5	$37.15	$52.01	$66.87	$81.73	$41.61

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - first 2 hours	Overtime - after 2 hours
Level 1	$37.32	$38.61	$45.05	$57.92
Level 2	$38.34	$39.66	$46.27	$59.49
Level 3	$39.27	$40.62	$47.39	$60.93
Level 4	$40.05	$41.43	$48.34	$62.15
Level 5	$43.09	$44.58	$52.01	$66.87

Allowances

Allowances	Rate
Country work - lodging allowance	$122.81 per night
Country work - travel time allowance	payment at the minimum hourly rate for each hour of travel to and from country work
Country work - meal allowance	$11.72
First aid allowance - full-time employees	$21.82 per week
First aid kit reimbursement	reimbursement for the cost of maintaining a first aid kit
Fumigation depot allowance	$9.57 for each day such work is performed
Verminous/decomposed human body allowance	$123.08 on each occasion
Leading hand - in charge of 2-10 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	$41.06 per week
Leading hand - in charge of 11-21 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	$61.44 per week
Leading hand - in charge of more than 21 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	$83.46 per week
Meal allowance - overtime	$18.94 for the first and subsequent meals when more than 2 hours of overtime is worked
Vehicle allowance	$1.00 per km