Pay Guide - Gardening and Landscaping Services Award [MA000101]

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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

If the tool, or leading hand allowances apply the rates below should not be used, and should be calculated using the Pay and Conditions Tool.

Note: Trade qualified juniors must be paid the appropriate adult rate.

If an apprentice started their apprenticeship before 1 January 2014, please use the Pay and Conditions Tool to calculate minimum rates, penalty rates and overtime.

Adult

Full-time & part-time

Classification	Weekly pay rate	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 10 hour break between shifts	Public holiday	Working outside ordinary hours due to water restrictions - Monday to 6am Saturday	Working through a meal break
Introductory level	$978.10	$25.74	$38.61	$51.48	$51.48	$64.35	$38.61	$38.61
Level 1	$1,004.90	$26.44	$39.66	$52.88	$52.88	$66.10	$39.66	$39.66
Level 2	$1,029.10	$27.08	$40.62	$54.16	$54.16	$67.70	$40.62	$40.62
Level 3	$1,074.70	$28.28	$42.42	$56.56	$56.56	$70.70	$42.42	$42.42
Level 4	$1,119.10	$29.45	$44.18	$58.90	$58.90	$73.63	$44.18	$44.18
Level 5	$1,154.30	$30.38	$45.57	$60.76	$60.76	$75.95	$45.57	$45.57

Casual

Classification	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Public holiday	Working outside ordinary hours due to water restrictions - Monday to 6am Saturday	Working through a meal break
Introductory level	$32.18	$45.05	$57.92	$70.79	$45.05	$45.05
Level 1	$33.05	$46.27	$59.49	$72.71	$46.27	$46.27
Level 2	$33.85	$47.39	$60.93	$74.47	$47.39	$47.39
Level 3	$35.35	$49.49	$63.63	$77.77	$49.49	$49.49
Level 4	$36.81	$51.54	$66.26	$80.99	$51.54	$51.54
Level 5	$37.98	$53.17	$68.36	$83.55	$53.17	$53.17

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

Classification	Weekly pay rate	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 10 hour break between shifts	Public holiday	Working outside ordinary hours due to water restrictions - Monday to 6am Saturday	Working through a meal break
Introductory level	$684.70	$18.02	$27.03	$36.04	$36.04	$45.05	$27.03	$27.03
Level 1	$703.40	$18.51	$27.77	$37.02	$37.02	$46.28	$27.77	$27.77
Level 2	$720.40	$18.96	$28.44	$37.92	$37.92	$47.40	$28.44	$28.44
Level 3	$752.30	$19.80	$29.70	$39.60	$39.60	$49.50	$29.70	$29.70
Level 4	$783.40	$20.62	$30.93	$41.24	$41.24	$51.55	$30.93	$30.93
Level 5	$808.00	$21.26	$31.89	$42.52	$42.52	$53.15	$31.89	$31.89

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

Classification	Weekly pay rate	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 10 hour break between shifts	Public holiday	Working outside ordinary hours due to water restrictions - Monday to 6am Saturday	Working through a meal break
Introductory level	$782.50	$20.59	$30.89	$41.18	$41.18	$51.48	$30.89	$30.89
Level 1	$803.90	$21.16	$31.74	$42.32	$42.32	$52.90	$31.74	$31.74
Level 2	$823.30	$21.67	$32.51	$43.34	$43.34	$54.18	$32.51	$32.51
Level 3	$859.80	$22.63	$33.95	$45.26	$45.26	$56.58	$33.95	$33.95
Level 4	$895.30	$23.56	$35.34	$47.12	$47.12	$58.90	$35.34	$35.34
Level 5	$923.40	$24.30	$36.45	$48.60	$48.60	$60.75	$36.45	$36.45

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

Classification	Weekly pay rate	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 10 hour break between shifts	Public holiday	Working outside ordinary hours due to water restrictions - Monday to 6am Saturday	Working through a meal break
Introductory level	$880.30	$23.17	$34.76	$46.34	$46.34	$57.93	$34.76	$34.76
Level 1	$904.40	$23.80	$35.70	$47.60	$47.60	$59.50	$35.70	$35.70
Level 2	$926.20	$24.37	$36.56	$48.74	$48.74	$60.93	$36.56	$36.56
Level 3	$967.20	$25.45	$38.18	$50.90	$50.90	$63.63	$38.18	$38.18
Level 4	$1,007.20	$26.51	$39.77	$53.02	$53.02	$66.28	$39.77	$39.77
Level 5	$1,038.90	$27.34	$41.01	$54.68	$54.68	$68.35	$41.01	$41.01

Junior - Casual - Under 18 years

Classification	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Public holiday	Working outside ordinary hours due to water restrictions - Monday to 6am Saturday	Working through a meal break
Introductory level	$22.53	$31.54	$40.55	$49.56	$31.54	$31.54
Level 1	$23.14	$32.39	$41.65	$50.90	$32.39	$32.39
Level 2	$23.70	$33.18	$42.66	$52.14	$33.18	$33.18
Level 3	$24.75	$34.65	$44.55	$54.45	$34.65	$34.65
Level 4	$25.78	$36.09	$46.40	$56.71	$36.09	$36.09
Level 5	$26.58	$37.21	$47.84	$58.47	$37.21	$37.21

Junior - Casual - 18 years

Classification	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Public holiday	Working outside ordinary hours due to water restrictions - Monday to 6am Saturday	Working through a meal break
Introductory level	$25.74	$36.03	$46.33	$56.62	$36.03	$36.03
Level 1	$26.45	$37.03	$47.61	$58.19	$37.03	$37.03
Level 2	$27.09	$37.92	$48.76	$59.59	$37.92	$37.92
Level 3	$28.29	$39.60	$50.92	$62.23	$39.60	$39.60
Level 4	$29.45	$41.23	$53.01	$64.79	$41.23	$41.23
Level 5	$30.38	$42.53	$54.68	$66.83	$42.53	$42.53

Junior - Casual - 19 years

Classification	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Public holiday	Working outside ordinary hours due to water restrictions - Monday to 6am Saturday	Working through a meal break
Introductory level	$28.96	$40.55	$52.13	$63.72	$40.55	$40.55
Level 1	$29.75	$41.65	$53.55	$65.45	$41.65	$41.65
Level 2	$30.46	$42.65	$54.83	$67.02	$42.65	$42.65
Level 3	$31.81	$44.54	$57.26	$69.99	$44.54	$44.54
Level 4	$33.14	$46.39	$59.65	$72.90	$46.39	$46.39
Level 5	$34.18	$47.85	$61.52	$75.19	$47.85	$47.85

Apprentice - Started after 1 Jan 2014 - Did not complete year 12

Classification	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 10 hour break between shifts	Public holiday	Working outside ordinary hours due to water restrictions - Monday to 6am Saturday	Working through a meal break
Apprentice - 1st year	$14.73	$22.10	$29.46	$29.46	$36.83	$22.10	$22.10
Apprentice - 2nd year	$17.67	$26.51	$35.34	$35.34	$44.18	$26.51	$26.51
Apprentice - 3rd year	$22.09	$33.14	$44.18	$44.18	$55.23	$33.14	$33.14
Apprentice - 4th year	$27.98	$41.97	$55.96	$55.96	$69.95	$41.97	$41.97

Apprentice - Started after 1 Jan 2014 - Completed year 12

Classification	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 10 hour break between shifts	Public holiday	Working outside ordinary hours due to water restrictions - Monday to 6am Saturday	Working through a meal break
Apprentice - 1st year	$16.20	$24.30	$32.40	$32.40	$40.50	$24.30	$24.30
Apprentice - 2nd year	$19.14	$28.71	$38.28	$38.28	$47.85	$28.71	$28.71
Apprentice - 3rd year	$22.09	$33.14	$44.18	$44.18	$55.23	$33.14	$33.14
Apprentice - 4th year	$27.98	$41.97	$55.96	$55.96	$69.95	$41.97	$41.97

Adult apprentice - Started after 1 Jan 2014

Classification	Hourly pay rate	Overtime - first 2 hours	Overtime - after 2 hours	Less than 10 hour break between shifts	Public holiday	Working outside ordinary hours due to water restrictions - Monday to 6am Saturday	Working through a meal break
Apprentice - 1st year	$23.56	$35.34	$47.12	$47.12	$58.90	$35.34	$35.34
Apprentice - 2nd year	$25.74	$38.61	$51.48	$51.48	$64.35	$38.61	$38.61
Apprentice - 3rd year	$25.74	$38.61	$51.48	$51.48	$64.35	$38.61	$38.61
Apprentice - 4th year	$27.98	$41.97	$55.96	$55.96	$69.95	$41.97	$41.97

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before casual loading, penalties and overtime are calculated.

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the costs of prescribed textbooks
Apprentice block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Clothing and equipment reimbursement	reimbursement for the cost of the special clothing and equipment
First aid allowance	$22.38 per week
* Leading hand - in charge of 1-2 employees	$0.59 per hour
* Leading hand allowance - in charge of 3-6 employees	$1.18 per hour
* Leading hand allowance - in charge of 7-9 employees	$1.47 per hour
* Leading hand allowance - in charge of 10 or more employees	$2.06 per hour
Meal allowance - overtime	$19.61
Operating a vehicle and/or plant allowance	$6.71 per day
* Tool allowance - Level 4 & 5 tradespersons only	$0.42 per hour
Using own vehicle - travelling time allowance	payment at the minimum hourly rate for all time spent travelling, up to a maximum of 8 hours in any 24 hour period
Vehicle allowance	$1.00 per km
Working away from home - board and lodging reimbursement	payment for the demonstrable cost of the lodging
Working away from usual workplace - excess travel costs allowance	fares reasonably incurred in excess of those normally incurred travelling between home and work
Working away from usual workplace - excess travel time allowance	payment at the minimum hourly rate for all time reasonably spent getting to and from the job in excess of the time normally spent travelling between home and work