

Pay Guide - Miscellaneous Award

[MA000104]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 10 October 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	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$922.70	\$24.28	\$29.14	\$29.14	\$36.42	\$60.70	\$36.42	\$48.56
Level 2	\$982.40	\$25.85	\$31.02	\$31.02	\$38.78	\$64.63	\$38.78	\$51.70
Level 3	\$1,068.40	\$28.12	\$33.74	\$33.74	\$42.18	\$70.30	\$42.18	\$56.24
Level 4	\$1,165.70	\$30.68	\$36.82	\$36.82	\$46.02	\$76.70	\$46.02	\$61.36

Casual

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$30.35	\$35.21	\$35.21	\$42.49	\$60.70	\$36.42	\$48.56
Level 2	\$32.31	\$37.48	\$37.48	\$45.24	\$64.63	\$38.78	\$51.70
Level 3	\$35.15	\$40.77	\$40.77	\$49.21	\$70.30	\$42.18	\$56.24
Level 4	\$38.35	\$44.49	\$44.49	\$53.69	\$76.70	\$46.02	\$61.36

Junior - Full-time & part-time - Under 16 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$8.94	\$10.73	\$10.73	\$13.41	\$22.35	\$13.41	\$17.88
Level 2	\$9.51	\$11.41	\$11.41	\$14.27	\$23.78	\$14.27	\$19.02
Level 3	\$10.35	\$12.42	\$12.42	\$15.53	\$25.88	\$15.53	\$20.70
Level 4	\$11.29	\$13.55	\$13.55	\$16.94	\$28.23	\$16.94	\$22.58

Junior - Full-time & part-time - 16 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$11.48	\$13.78	\$13.78	\$17.22	\$28.70	\$17.22	\$22.96
Level 2	\$12.23	\$14.68	\$14.68	\$18.35	\$30.58	\$18.35	\$24.46
Level 3	\$13.30	\$15.96	\$15.96	\$19.95	\$33.25	\$19.95	\$26.60
Level 4	\$14.51	\$17.41	\$17.41	\$21.77	\$36.28	\$21.77	\$29.02

Junior - Full-time & part-time - 17 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$14.03	\$16.84	\$16.84	\$21.05	\$35.08	\$21.05	\$28.06
Level 2	\$14.94	\$17.93	\$17.93	\$22.41	\$37.35	\$22.41	\$29.88
Level 3	\$16.25	\$19.50	\$19.50	\$24.38	\$40.63	\$24.38	\$32.50
Level 4	\$17.73	\$21.28	\$21.28	\$26.60	\$44.33	\$26.60	\$35.46

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

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$16.58	\$19.90	\$19.90	\$24.87	\$41.45	\$24.87	\$33.16
Level 2	\$17.66	\$21.19	\$21.19	\$26.49	\$44.15	\$26.49	\$35.32
Level 3	\$19.21	\$23.05	\$23.05	\$28.82	\$48.03	\$28.82	\$38.42
Level 4	\$20.95	\$25.14	\$25.14	\$31.43	\$52.38	\$31.43	\$41.90

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

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$20.03	\$24.04	\$24.04	\$30.05	\$50.08	\$30.05	\$40.06
Level 2	\$21.33	\$25.60	\$25.60	\$32.00	\$53.33	\$32.00	\$42.66
Level 3	\$23.20	\$27.84	\$27.84	\$34.80	\$58.00	\$34.80	\$46.40
Level 4	\$25.31	\$30.37	\$30.37	\$37.97	\$63.28	\$37.97	\$50.62

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

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$23.72	\$28.46	\$28.46	\$35.58	\$59.30	\$35.58	\$47.44
Level 2	\$25.26	\$30.31	\$30.31	\$37.89	\$63.15	\$37.89	\$50.52
Level 3	\$27.47	\$32.96	\$32.96	\$41.21	\$68.68	\$41.21	\$54.94
Level 4	\$29.97	\$35.96	\$35.96	\$44.96	\$74.93	\$44.96	\$59.94

Junior - Casual - Under 16 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$11.18	\$12.96	\$12.96	\$15.65	\$22.35	\$13.41	\$17.88
Level 2	\$11.89	\$13.79	\$13.79	\$16.64	\$23.78	\$14.27	\$19.02
Level 3	\$12.94	\$15.01	\$15.01	\$18.11	\$25.88	\$15.53	\$20.70
Level 4	\$14.11	\$16.37	\$16.37	\$19.76	\$28.23	\$16.94	\$22.58

Junior - Casual - 16 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$14.35	\$16.65	\$16.65	\$20.09	\$28.70	\$17.22	\$22.96
Level 2	\$15.29	\$17.73	\$17.73	\$21.40	\$30.58	\$18.35	\$24.46
Level 3	\$16.63	\$19.29	\$19.29	\$23.28	\$33.25	\$19.95	\$26.60
Level 4	\$18.14	\$21.04	\$21.04	\$25.39	\$36.28	\$21.77	\$29.02

Junior - Casual - 17 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$17.54	\$20.34	\$20.34	\$24.55	\$35.08	\$21.05	\$28.06
Level 2	\$18.68	\$21.66	\$21.66	\$26.15	\$37.35	\$22.41	\$29.88
Level 3	\$20.31	\$23.56	\$23.56	\$28.44	\$40.63	\$24.38	\$32.50
Level 4	\$22.16	\$25.71	\$25.71	\$31.03	\$44.33	\$26.60	\$35.46

Junior - Casual - 18 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$20.73	\$24.04	\$24.04	\$29.02	\$41.45	\$24.87	\$33.16
Level 2	\$22.08	\$25.61	\$25.61	\$30.91	\$44.15	\$26.49	\$35.32
Level 3	\$24.01	\$27.85	\$27.85	\$33.62	\$48.03	\$28.82	\$38.42
Level 4	\$26.19	\$30.38	\$30.38	\$36.66	\$52.38	\$31.43	\$41.90

Junior - Casual - 19 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$25.04	\$29.04	\$29.04	\$35.05	\$50.08	\$30.05	\$40.06
Level 2	\$26.66	\$30.93	\$30.93	\$37.33	\$53.33	\$32.00	\$42.66
Level 3	\$29.00	\$33.64	\$33.64	\$40.60	\$58.00	\$34.80	\$46.40
Level 4	\$31.64	\$36.70	\$36.70	\$44.29	\$63.28	\$37.97	\$50.62

Junior - Casual - 20 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$29.65	\$34.39	\$34.39	\$41.51	\$59.30	\$35.58	\$47.44
Level 2	\$31.58	\$36.63	\$36.63	\$44.21	\$63.15	\$37.89	\$50.52
Level 3	\$34.34	\$39.83	\$39.83	\$48.07	\$68.68	\$41.21	\$54.94
Level 4	\$37.46	\$43.46	\$43.46	\$52.45	\$74.93	\$44.96	\$59.94

Apprentice

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Apprentice 1st year	\$587.62	\$15.46	\$18.55	\$18.55	\$23.19	\$38.65	\$23.19	\$30.92
Apprentice 2nd year	\$694.46	\$18.28	\$21.94	\$21.94	\$27.42	\$45.70	\$27.42	\$36.56
Apprentice 3rd year	\$854.72	\$22.49	\$26.99	\$26.99	\$33.74	\$56.23	\$33.74	\$44.98
Apprentice 4th year	\$1,014.98	\$26.71	\$32.05	\$32.05	\$40.07	\$66.78	\$40.07	\$53.42

Adult apprentice - Started before 1 Jan 2014

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Apprentice 1st year	\$587.62	\$15.46	\$18.55	\$18.55	\$23.19	\$38.65	\$23.19	\$30.92
Apprentice 2nd year	\$694.46	\$18.28	\$21.94	\$21.94	\$27.42	\$45.70	\$27.42	\$36.56
Apprentice 3rd year	\$854.72	\$22.49	\$26.99	\$26.99	\$33.74	\$56.23	\$33.74	\$44.98
Apprentice 4th year	\$1,014.98	\$26.71	\$32.05	\$32.05	\$40.07	\$66.78	\$40.07	\$53.42

Adult apprentice - Started after 1 Jan 2014

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Apprentice 1st year	\$854.72	\$22.49	\$26.99	\$26.99	\$33.74	\$56.23	\$33.74	\$44.98
Apprentice 2nd year	\$922.70	\$24.28	\$29.14	\$29.14	\$36.42	\$60.70	\$36.42	\$48.56
Apprentice 3rd year	\$922.70	\$24.28	\$29.14	\$29.14	\$36.42	\$60.70	\$36.42	\$48.56
Apprentice 4th year	\$1,014.98	\$26.71	\$32.05	\$32.05	\$40.07	\$66.78	\$40.07	\$53.42

Allowances

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Clothing reimbursement	reimbursement for the cost of required clothing
Expenses reimbursement	reimbursement for reasonable expenses incurred
First aid allowance	\$21.37 per week
Leading hand allowance - in charge of 3-10 employees	\$47.01 per week
Leading hand allowance - in charge of 11-20 employees	\$69.45 per week
Leading hand allowance - in charge of more than 20 employees	\$88.68 per week
Meal allowance - overtime	\$23.59 for a meal \$21.39 for a subsequent meal
Vehicle allowance	\$0.98 per km