Australian Government Fair Work OMBUDSMAN

Pay Guide - Real Estate Industry Award [MA000106]

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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

Adult

Full-time & part-time

Classification	Weekly pay rate	Hourly pay rate	Overtime - work on day off or half day - first 2 hours	Overtime - work on day off or half day - after 2 hours	Public holiday
Real estate employee level 1 (associate level) - first 12 months at this level	$1,010.60	$26.59	$39.89	$53.18	$53.18
Real estate employee level 1 (associate level) - after first 12 months at this level	$1,063.90	$28.00	$42.00	$56.00	$56.00
Real estate employee level 2 (representative level)	$1,119.10	$29.45	$44.18	$58.90	$58.90
Real estate employee level 3 (supervisory level)	$1,231.00	$32.39	$48.59	$64.78	$64.78
Real estate employee level 4 (in-charge level)	$1,287.30	$33.88	$50.82	$67.76	$67.76

Casual

Classification	Hourly pay rate	Public holiday
Real estate employee level 1 (associate level) - first 12 months at this level	$33.24	$66.48
Real estate employee level 1 (associate level) - after first 12 months at this level	$35.00	$70.00
Real estate employee level 2 (representative level)	$36.81	$73.62
Real estate employee level 3 (supervisory level)	$40.49	$80.98
Real estate employee level 4 (in-charge level)	$42.35	$84.70

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

Classification	Weekly pay rate	Hourly pay rate	Overtime - work on day off or half day - first 2 hours	Overtime - work on day off or half day - after 2 hours	Public holiday
Real estate employee level 1 (associate level) - first 12 months at this level	$606.36	$15.96	$23.94	$31.92	$31.92
Real estate employee level 1 (associate level) - after first 12 months at this level	$638.34	$16.80	$25.20	$33.60	$33.60
Real estate employee level 2 (representative level)	$671.46	$17.67	$26.51	$35.34	$35.34
Real estate employee level 3 (supervisory level)	$738.60	$19.44	$29.16	$38.88	$38.88
Real estate employee level 4 (in-charge level)	$772.38	$20.33	$30.50	$40.66	$40.66

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

Classification	Weekly pay rate	Hourly pay rate	Overtime - work on day off or half day - first 2 hours	Overtime - work on day off or half day - after 2 hours	Public holiday
Real estate employee level 1 (associate level) - first 12 months at this level	$707.42	$18.62	$27.93	$37.24	$37.24
Real estate employee level 1 (associate level) - after first 12 months at this level	$744.73	$19.60	$29.40	$39.20	$39.20
Real estate employee level 2 (representative level)	$783.37	$20.62	$30.93	$41.24	$41.24
Real estate employee level 3 (supervisory level)	$861.70	$22.68	$34.02	$45.36	$45.36
Real estate employee level 4 (in-charge level)	$901.11	$23.71	$35.57	$47.42	$47.42

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

Classification	Weekly pay rate	Hourly pay rate	Overtime - work on day off or half day - first 2 hours	Overtime - work on day off or half day - after 2 hours	Public holiday
Real estate employee level 1 (associate level) - first 12 months at this level	$808.48	$21.28	$31.92	$42.56	$42.56
Real estate employee level 1 (associate level) - after first 12 months at this level	$851.12	$22.40	$33.60	$44.80	$44.80
Real estate employee level 2 (representative level)	$895.28	$23.56	$35.34	$47.12	$47.12
Real estate employee level 3 (supervisory level)	$984.80	$25.92	$38.88	$51.84	$51.84
Real estate employee level 4 (in-charge level)	$1,029.84	$27.10	$40.65	$54.20	$54.20

Junior - Casual - Under 19 years

Classification	Hourly pay rate	Public holiday
Real estate employee level 1 (associate level) - first 12 months at this level	$19.95	$39.90
Real estate employee level 1 (associate level) - after first 12 months at this level	$21.00	$42.00
Real estate employee level 2 (representative level)	$22.09	$44.18
Real estate employee level 3 (supervisory level)	$24.30	$48.60
Real estate employee level 4 (in-charge level)	$25.41	$50.82

Junior - Casual - 19 years

Classification	Hourly pay rate	Public holiday
Real estate employee level 1 (associate level) - first 12 months at this level	$23.28	$46.56
Real estate employee level 1 (associate level) - after first 12 months at this level	$24.50	$49.00
Real estate employee level 2 (representative level)	$25.78	$51.56
Real estate employee level 3 (supervisory level)	$28.35	$56.70
Real estate employee level 4 (in-charge level)	$29.64	$59.28

Junior - Casual - 20 years

Classification	Hourly pay rate	Public holiday
Real estate employee level 1 (associate level) - first 12 months at this level	$26.60	$53.20
Real estate employee level 1 (associate level) - after first 12 months at this level	$28.00	$56.00
Real estate employee level 2 (representative level)	$29.45	$58.90
Real estate employee level 3 (supervisory level)	$32.40	$64.80
Real estate employee level 4 (in-charge level)	$33.88	$67.76

Allowances

Allowances	Rate
Expenses reimbursement	reimbursement for work related expenses that are not covered by another allowance in the award
Mobile telephone allowance - a mobile phone on plan	reimbursement of at least 50% of the cost of the employee's monthly mobile phone plan (for a maximum monthly phone plan of $100)
Mobile telephone allowance - a pre-paid mobile phone	reimbursement of a reasonable amount agreed to in writing by the employer and employee
Motorcycle allowance	$0.34 per km up to a maximum of 400 kms per week
Stand-by and call-out allowance - strata / community title management or property management classifications only	a method of payment agreed in writing between the employee and employer for due compensation for the employee being on stand-by and/or call-out
Working away from usual workplace - excess travel time - ordinary hours	payment at the minimum hourly rate for all time reasonably spent travelling in excess of the time normally spent travelling between home and the employer’s business or office premises
Working away from usual workplace - excess travel time - overtime	payment at the appropriate overtime rate for all time reasonably spent travelling in excess of the time normally spent travelling between home and the employer’s business or office premises

Motor vehicle allowances

Where an employee is required to use their own motor vehicle in the course of their employment or for undertaking excess travel, they can be reimbursed by:

- Payment of a standing charge plus an amount per kilometre travelled in performing their duties, or
- Payment of a lump sum, or
- $1.00 per kilometre to a maximum of 400km per week

Engine capacity	Type of payment	Per week	Per day
Vehicle up to 5 years of age			
Up to and including 1600cc	Standing charge	$103.14	$20.63
	Per kilometre	$0.17	$0.17
	Lump sum	$189.38	$37.88
1601cc up to and including 2600cc	Standing charge	$141.37	$28.27
	Per kilometre	$0.20	$0.20
	Lump sum	$243.50	$48.70
Over 2600cc	Standing charge	$147.09	$29.42
	Per kilometre	$0.23	$0.23
	Lump sum	$263.78	$52.76

Engine capacity	Type of payment	Per week	Per day
Vehicle over 5 years of age			
Up to and including 1600cc	Standing charge	$52.41	$10.48
	Per kilometre	$0.17	$0.17
	Lump sum	$142.04	$28.41
1601cc up to and including 2600cc	Standing charge	$78.47	$15.69
	Per kilometre	$0.20	$0.20
	Lump sum	$182.61	$36.52
Over 2600cc	Standing charge	$85.56	$17.11
	Per kilometre	$0.25	$0.25
	Lump sum	$216.43	$43.29