Pay Guide - Animal Care and Veterinary Services Award [MA000118]

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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

Veterinary surgeons - Full-time & part-time

Classification	Hourly pay rate	Public holiday	Christmas Day - Saturday	Christmas Day - Sunday	Overtime
Veterinary surgeon - level 1A	$34.20	$68.40	$51.30	$51.30	$34.20
Veterinary surgeon - level 1B	$36.08	$72.16	$54.12	$54.12	$36.08
Veterinary surgeon - level 2	$38.98	$77.96	$58.47	$58.47	$38.98
Veterinary surgeon - level 3	$42.83	$85.66	$64.25	$64.25	$42.83
Veterinary surgeon - level 4	$48.38	$96.76	$72.57	$72.57	$48.38

Practice managers, veterinary nurses and receptionists - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday
Veterinary nurse - introductory level	$978.10	$25.74	$38.61	$51.48	$51.48	$64.35
Veterinary nurse - level 1	$1,004.90	$26.44	$39.66	$52.88	$52.88	$66.10
Veterinary nurse - level 2	$1,073.10	$28.24	$42.36	$56.48	$56.48	$70.60
Veterinary nurse - level 3	$1,119.10	$29.45	$44.18	$58.90	$58.90	$73.63
Veterinary nurse - level 4	$1,221.10	$32.13	$48.20	$64.26	$64.26	$80.33
Receptionist - introductory level	$978.10	$25.74	$38.61	$51.48	$51.48	$64.35
Receptionist - level 1	$1,004.90	$26.44	$39.66	$52.88	$52.88	$66.10
Receptionist - level 2	$1,073.10	$28.24	$42.36	$56.48	$56.48	$70.60
Receptionist - level 3	$1,119.10	$29.45	$44.18	$58.90	$58.90	$73.63
Receptionist - level 4	$1,221.10	$32.13	$48.20	$64.26	$64.26	$80.33
Practice manager - level 5	$1,283.10	$33.77	$50.66	$67.54	$67.54	$84.43

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$38.61	$51.48	$29.60	$29.60	$33.46	$38.61	$51.48
Veterinary nurse - level 1	$39.66	$52.88	$30.41	$30.41	$34.37	$39.66	$52.88
Veterinary nurse - level 2	$42.36	$56.48	$32.48	$32.48	$36.71	$42.36	$56.48
Veterinary nurse - level 3	$44.18	$58.90	$33.87	$33.87	$38.29	$44.18	$58.90
Veterinary nurse - level 4	$48.20	$64.26	$36.95	$36.95	$41.77	$48.20	$64.26
Receptionist - introductory level	$38.61	$51.48	$29.60	$29.60	$33.46	$38.61	$51.48
Receptionist - level 1	$39.66	$52.88	$30.41	$30.41	$34.37	$39.66	$52.88
Receptionist - level 2	$42.36	$56.48	$32.48	$32.48	$36.71	$42.36	$56.48
Receptionist - level 3	$44.18	$58.90	$33.87	$33.87	$38.29	$44.18	$58.90
Receptionist - level 4	$48.20	$64.26	$36.95	$36.95	$41.77	$48.20	$64.26
Practice manager - level 5	$50.66	$67.54	$38.84	$38.84	$43.90	$50.66	$67.54

Animal attendants and assistants - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday
Animal attendant - introductory level	$978.10	$25.74	$38.61	$51.48	$51.48	$64.35
Animal attendant - level 1	$1,004.90	$26.44	$39.66	$52.88	$52.88	$66.10
Animal attendant - level 2	$1,073.10	$28.24	$42.36	$56.48	$56.48	$70.60
Animal attendant - level 3	$1,119.10	$29.45	$44.18	$58.90	$58.90	$73.63
Animal attendant - level 4	$1,221.10	$32.13	$48.20	$64.26	$64.26	$80.33
Assistants - introductory level	$978.10	$25.74	$38.61	$51.48	$51.48	$64.35
Assistants - level 1	$1,004.90	$26.44	$39.66	$52.88	$52.88	$66.10
Assistants - level 2	$1,073.10	$28.24	$42.36	$56.48	$56.48	$70.60
Assistants - level 3	$1,119.10	$29.45	$44.18	$58.90	$58.90	$73.63
Assistants - level 4	$1,221.10	$32.13	$48.20	$64.26	$64.26	$80.33

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$38.61	$51.48	$29.60	$29.60	$33.46	$38.61	$51.48
Animal attendant - level 1	$39.66	$52.88	$30.41	$30.41	$34.37	$39.66	$52.88
Animal attendant - level 2	$42.36	$56.48	$32.48	$32.48	$36.71	$42.36	$56.48
Animal attendant - level 3	$44.18	$58.90	$33.87	$33.87	$38.29	$44.18	$58.90
Animal attendant - level 4	$48.20	$64.26	$36.95	$36.95	$41.77	$48.20	$64.26
Assistants - introductory level	$38.61	$51.48	$29.60	$29.60	$33.46	$38.61	$51.48
Assistants - level 1	$39.66	$52.88	$30.41	$30.41	$34.37	$39.66	$52.88
Assistants - level 2	$42.36	$56.48	$32.48	$32.48	$36.71	$42.36	$56.48
Assistants - level 3	$44.18	$58.90	$33.87	$33.87	$38.29	$44.18	$58.90
Assistants - level 4	$48.20	$64.26	$36.95	$36.95	$41.77	$48.20	$64.26

Animal care industry inspectors - Full-time & part-time

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$34.20	$51.30	$68.40	$68.40	$85.50	$51.30
Animal care industry inspector - Inspector level 2	$36.08	$54.12	$72.16	$72.16	$90.20	$54.12
Animal care industry inspector - Senior inspector level 3	$38.98	$58.47	$77.96	$77.96	$97.45	$58.47

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$68.40	$39.33	$39.33	$44.46	$51.30	$68.40
Animal care industry inspector - Inspector level 2	$72.16	$41.49	$41.49	$46.90	$54.12	$72.16
Animal care industry inspector - Senior inspector level 3	$77.96	$44.83	$44.83	$50.67	$58.47	$77.96

Veterinary surgeons - Casual

Classification	Hourly pay rate	Public holiday	Overtime
Veterinary surgeon - level 1A	$42.75	$76.95	$42.75
Veterinary surgeon - level 1B	$45.10	$81.18	$45.10
Veterinary surgeon - level 2	$48.73	$87.71	$48.73
Veterinary surgeon - level 3	$53.54	$96.37	$53.54
Veterinary surgeon - level 4	$60.48	$108.86	$60.48

Practice managers, veterinary nurses and receptionists - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	$32.18	$45.05	$57.92	$57.92	$70.79	$45.05
Veterinary nurse - level 1	$33.05	$46.27	$59.49	$59.49	$72.71	$46.27
Veterinary nurse - level 2	$35.30	$49.42	$63.54	$63.54	$77.66	$49.42
Veterinary nurse - level 3	$36.81	$51.54	$66.26	$66.26	$80.99	$51.54
Veterinary nurse - level 4	$40.16	$56.23	$72.29	$72.29	$88.36	$56.23
Receptionist - introductory level	$32.18	$45.05	$57.92	$57.92	$70.79	$45.05
Receptionist - level 1	$33.05	$46.27	$59.49	$59.49	$72.71	$46.27
Receptionist - level 2	$35.30	$49.42	$63.54	$63.54	$77.66	$49.42
Receptionist - level 3	$36.81	$51.54	$66.26	$66.26	$80.99	$51.54
Receptionist - level 4	$40.16	$56.23	$72.29	$72.29	$88.36	$56.23
Practice manager - level 5	$42.21	$59.10	$75.98	$75.98	$92.87	$59.10

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$57.92	$36.04	$36.04	$39.90	$45.05	$57.92
Veterinary nurse - level 1	$59.49	$37.02	$37.02	$40.98	$46.27	$59.49
Veterinary nurse - level 2	$63.54	$39.54	$39.54	$43.77	$49.42	$63.54
Veterinary nurse - level 3	$66.26	$41.23	$41.23	$45.65	$51.54	$66.26
Veterinary nurse - level 4	$72.29	$44.98	$44.98	$49.80	$56.23	$72.29
Receptionist - introductory level	$57.92	$36.04	$36.04	$39.90	$45.05	$57.92
Receptionist - level 1	$59.49	$37.02	$37.02	$40.98	$46.27	$59.49
Receptionist - level 2	$63.54	$39.54	$39.54	$43.77	$49.42	$63.54
Receptionist - level 3	$66.26	$41.23	$41.23	$45.65	$51.54	$66.26
Receptionist - level 4	$72.29	$44.98	$44.98	$49.80	$56.23	$72.29
Practice manager - level 5	$75.98	$47.28	$47.28	$52.34	$59.10	$75.98

Animal attendants and assistants - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal attendant - introductory level	$32.18	$45.05	$57.92	$57.92	$70.79	$45.05
Animal attendant - level 1	$33.05	$46.27	$59.49	$59.49	$72.71	$46.27
Animal attendant - level 2	$35.30	$49.42	$63.54	$63.54	$77.66	$49.42
Animal attendant - level 3	$36.81	$51.54	$66.26	$66.26	$80.99	$51.54
Animal attendant - level 4	$40.16	$56.23	$72.29	$72.29	$88.36	$56.23
Assistants - introductory level	$32.18	$45.05	$57.92	$57.92	$70.79	$45.05
Assistants - level 1	$33.05	$46.27	$59.49	$59.49	$72.71	$46.27
Assistants - level 2	$35.30	$49.42	$63.54	$63.54	$77.66	$49.42
Assistants - level 3	$36.81	$51.54	$66.26	$66.26	$80.99	$51.54
Assistants - level 4	$40.16	$56.23	$72.29	$72.29	$88.36	$56.23

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$57.92	$36.04	$36.04	$39.90	$45.05	$57.92
Animal attendant - level 1	$59.49	$37.02	$37.02	$40.98	$46.27	$59.49
Animal attendant - level 2	$63.54	$39.54	$39.54	$43.77	$49.42	$63.54
Animal attendant - level 3	$66.26	$41.23	$41.23	$45.65	$51.54	$66.26
Animal attendant - level 4	$72.29	$44.98	$44.98	$49.80	$56.23	$72.29
Assistants - introductory level	$57.92	$36.04	$36.04	$39.90	$45.05	$57.92
Assistants - level 1	$59.49	$37.02	$37.02	$40.98	$46.27	$59.49
Assistants - level 2	$63.54	$39.54	$39.54	$43.77	$49.42	$63.54
Assistants - level 3	$66.26	$41.23	$41.23	$45.65	$51.54	$66.26
Assistants - level 4	$72.29	$44.98	$44.98	$49.80	$56.23	$72.29

Animal care industry inspectors - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$42.75	$59.85	$76.95	$76.95	$94.05	$59.85
Animal care industry inspector - Inspector level 2	$45.10	$63.14	$81.18	$81.18	$99.22	$63.14
Animal care industry inspector - Senior inspector level 3	$48.73	$68.22	$87.71	$87.71	$107.20	$68.22

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$76.95	$47.88	$47.88	$53.01	$59.85	$76.95
Animal care industry inspector - Inspector level 2	$81.18	$50.51	$50.51	$55.92	$63.14	$81.18
Animal care industry inspector - Senior inspector level 3	$87.71	$54.57	$54.57	$60.42	$68.22	$87.71

Junior - Practice managers, veterinary nurses and receptionists - Full-time & part-time - Under 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	$12.87	$19.31	$25.74	$25.74	$32.18	$19.31
Veterinary nurse - level 1	$13.22	$19.83	$26.44	$26.44	$33.05	$19.83
Veterinary nurse - level 2	$14.12	$21.18	$28.24	$28.24	$35.30	$21.18
Veterinary nurse - level 3	$14.73	$22.10	$29.46	$29.46	$36.83	$22.10
Veterinary nurse - level 4	$16.07	$24.11	$32.14	$32.14	$40.18	$24.11
Receptionist - introductory level	$12.87	$19.31	$25.74	$25.74	$32.18	$19.31
Receptionist - level 1	$13.22	$19.83	$26.44	$26.44	$33.05	$19.83
Receptionist - level 2	$14.12	$21.18	$28.24	$28.24	$35.30	$21.18
Receptionist - level 3	$14.73	$22.10	$29.46	$29.46	$36.83	$22.10
Receptionist - level 4	$16.07	$24.11	$32.14	$32.14	$40.18	$24.11
Practice manager - level 5	$16.89	$25.34	$33.78	$33.78	$42.23	$25.34

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$25.74	$14.80	$14.80	$16.73	$19.31	$25.74
Veterinary nurse - level 1	$26.44	$15.20	$15.20	$17.19	$19.83	$26.44
Veterinary nurse - level 2	$28.24	$16.24	$16.24	$18.36	$21.18	$28.24
Veterinary nurse - level 3	$29.46	$16.94	$16.94	$19.15	$22.10	$29.46
Veterinary nurse - level 4	$32.14	$18.48	$18.48	$20.89	$24.11	$32.14
Receptionist - introductory level	$25.74	$14.80	$14.80	$16.73	$19.31	$25.74
Receptionist - level 1	$26.44	$15.20	$15.20	$17.19	$19.83	$26.44
Receptionist - level 2	$28.24	$16.24	$16.24	$18.36	$21.18	$28.24
Receptionist - level 3	$29.46	$16.94	$16.94	$19.15	$22.10	$29.46
Receptionist - level 4	$32.14	$18.48	$18.48	$20.89	$24.11	$32.14
Practice manager - level 5	$33.78	$19.42	$19.42	$21.96	$25.34	$33.78

Junior - Practice managers, veterinary nurses and receptionists - Full-time & part-time - 17 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	$15.44	$23.16	$30.88	$30.88	$38.60	$23.16
Veterinary nurse - level 1	$15.86	$23.79	$31.72	$31.72	$39.65	$23.79
Veterinary nurse - level 2	$16.94	$25.41	$33.88	$33.88	$42.35	$25.41
Veterinary nurse - level 3	$17.67	$26.51	$35.34	$35.34	$44.18	$26.51
Veterinary nurse - level 4	$19.28	$28.92	$38.56	$38.56	$48.20	$28.92
Receptionist - introductory level	$15.44	$23.16	$30.88	$30.88	$38.60	$23.16
Receptionist - level 1	$15.86	$23.79	$31.72	$31.72	$39.65	$23.79
Receptionist - level 2	$16.94	$25.41	$33.88	$33.88	$42.35	$25.41
Receptionist - level 3	$17.67	$26.51	$35.34	$35.34	$44.18	$26.51
Receptionist - level 4	$19.28	$28.92	$38.56	$38.56	$48.20	$28.92
Practice manager - level 5	$20.26	$30.39	$40.52	$40.52	$50.65	$30.39

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$30.88	$17.76	$17.76	$20.07	$23.16	$30.88
Veterinary nurse - level 1	$31.72	$18.24	$18.24	$20.62	$23.79	$31.72
Veterinary nurse - level 2	$33.88	$19.48	$19.48	$22.02	$25.41	$33.88
Veterinary nurse - level 3	$35.34	$20.32	$20.32	$22.97	$26.51	$35.34
Veterinary nurse - level 4	$38.56	$22.17	$22.17	$25.06	$28.92	$38.56
Receptionist - introductory level	$30.88	$17.76	$17.76	$20.07	$23.16	$30.88
Receptionist - level 1	$31.72	$18.24	$18.24	$20.62	$23.79	$31.72
Receptionist - level 2	$33.88	$19.48	$19.48	$22.02	$25.41	$33.88
Receptionist - level 3	$35.34	$20.32	$20.32	$22.97	$26.51	$35.34
Receptionist - level 4	$38.56	$22.17	$22.17	$25.06	$28.92	$38.56
Practice manager - level 5	$40.52	$23.30	$23.30	$26.34	$30.39	$40.52

Junior - Practice managers, veterinary nurses and receptionists - Full-time & part-time - 18 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	$18.02	$27.03	$36.04	$36.04	$45.05	$27.03
Veterinary nurse - level 1	$18.51	$27.77	$37.02	$37.02	$46.28	$27.77
Veterinary nurse - level 2	$19.77	$29.66	$39.54	$39.54	$49.43	$29.66
Veterinary nurse - level 3	$20.62	$30.93	$41.24	$41.24	$51.55	$30.93
Veterinary nurse - level 4	$22.49	$33.74	$44.98	$44.98	$56.23	$33.74
Receptionist - introductory level	$18.02	$27.03	$36.04	$36.04	$45.05	$27.03
Receptionist - level 1	$18.51	$27.77	$37.02	$37.02	$46.28	$27.77
Receptionist - level 2	$19.77	$29.66	$39.54	$39.54	$49.43	$29.66
Receptionist - level 3	$20.62	$30.93	$41.24	$41.24	$51.55	$30.93
Receptionist - level 4	$22.49	$33.74	$44.98	$44.98	$56.23	$33.74
Practice manager - level 5	$23.64	$35.46	$47.28	$47.28	$59.10	$35.46

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$36.04	$20.72	$20.72	$23.43	$27.03	$36.04
Veterinary nurse - level 1	$37.02	$21.29	$21.29	$24.06	$27.77	$37.02
Veterinary nurse - level 2	$39.54	$22.74	$22.74	$25.70	$29.66	$39.54
Veterinary nurse - level 3	$41.24	$23.71	$23.71	$26.81	$30.93	$41.24
Veterinary nurse - level 4	$44.98	$25.86	$25.86	$29.24	$33.74	$44.98
Receptionist - introductory level	$36.04	$20.72	$20.72	$23.43	$27.03	$36.04
Receptionist - level 1	$37.02	$21.29	$21.29	$24.06	$27.77	$37.02
Receptionist - level 2	$39.54	$22.74	$22.74	$25.70	$29.66	$39.54
Receptionist - level 3	$41.24	$23.71	$23.71	$26.81	$30.93	$41.24
Receptionist - level 4	$44.98	$25.86	$25.86	$29.24	$33.74	$44.98
Practice manager - level 5	$47.28	$27.19	$27.19	$30.73	$35.46	$47.28

Junior - Practice managers, veterinary nurses and receptionists - Full-time & part-time - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	$20.59	$30.89	$41.18	$41.18	$51.48	$30.89
Veterinary nurse - level 1	$21.15	$31.73	$42.30	$42.30	$52.88	$31.73
Veterinary nurse - level 2	$22.59	$33.89	$45.18	$45.18	$56.48	$33.89
Veterinary nurse - level 3	$23.56	$35.34	$47.12	$47.12	$58.90	$35.34
Veterinary nurse - level 4	$25.70	$38.55	$51.40	$51.40	$64.25	$38.55
Receptionist - introductory level	$20.59	$30.89	$41.18	$41.18	$51.48	$30.89
Receptionist - level 1	$21.15	$31.73	$42.30	$42.30	$52.88	$31.73
Receptionist - level 2	$22.59	$33.89	$45.18	$45.18	$56.48	$33.89
Receptionist - level 3	$23.56	$35.34	$47.12	$47.12	$58.90	$35.34
Receptionist - level 4	$25.70	$38.55	$51.40	$51.40	$64.25	$38.55
Practice manager - level 5	$27.02	$40.53	$54.04	$54.04	$67.55	$40.53

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$41.18	$23.68	$23.68	$26.77	$30.89	$41.18
Veterinary nurse - level 1	$42.30	$24.32	$24.32	$27.50	$31.73	$42.30
Veterinary nurse - level 2	$45.18	$25.98	$25.98	$29.37	$33.89	$45.18
Veterinary nurse - level 3	$47.12	$27.09	$27.09	$30.63	$35.34	$47.12
Veterinary nurse - level 4	$51.40	$29.56	$29.56	$33.41	$38.55	$51.40
Receptionist - introductory level	$41.18	$23.68	$23.68	$26.77	$30.89	$41.18
Receptionist - level 1	$42.30	$24.32	$24.32	$27.50	$31.73	$42.30
Receptionist - level 2	$45.18	$25.98	$25.98	$29.37	$33.89	$45.18
Receptionist - level 3	$47.12	$27.09	$27.09	$30.63	$35.34	$47.12
Receptionist - level 4	$51.40	$29.56	$29.56	$33.41	$38.55	$51.40
Practice manager - level 5	$54.04	$31.07	$31.07	$35.13	$40.53	$54.04

Junior - Practice managers, veterinary nurses and receptionists - Full-time & part-time - 20 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	$23.17	$34.76	$46.34	$46.34	$57.93	$34.76
Veterinary nurse - level 1	$23.80	$35.70	$47.60	$47.60	$59.50	$35.70
Veterinary nurse - level 2	$25.42	$38.13	$50.84	$50.84	$63.55	$38.13
Veterinary nurse - level 3	$26.51	$39.77	$53.02	$53.02	$66.28	$39.77
Veterinary nurse - level 4	$28.92	$43.38	$57.84	$57.84	$72.30	$43.38
Receptionist - introductory level	$23.17	$34.76	$46.34	$46.34	$57.93	$34.76
Receptionist - level 1	$23.80	$35.70	$47.60	$47.60	$59.50	$35.70
Receptionist - level 2	$25.42	$38.13	$50.84	$50.84	$63.55	$38.13
Receptionist - level 3	$26.51	$39.77	$53.02	$53.02	$66.28	$39.77
Receptionist - level 4	$28.92	$43.38	$57.84	$57.84	$72.30	$43.38
Practice manager - level 5	$30.39	$45.59	$60.78	$60.78	$75.98	$45.59

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$46.34	$26.65	$26.65	$30.12	$34.76	$46.34
Veterinary nurse - level 1	$47.60	$27.37	$27.37	$30.94	$35.70	$47.60
Veterinary nurse - level 2	$50.84	$29.23	$29.23	$33.05	$38.13	$50.84
Veterinary nurse - level 3	$53.02	$30.49	$30.49	$34.46	$39.77	$53.02
Veterinary nurse - level 4	$57.84	$33.26	$33.26	$37.60	$43.38	$57.84
Receptionist - introductory level	$46.34	$26.65	$26.65	$30.12	$34.76	$46.34
Receptionist - level 1	$47.60	$27.37	$27.37	$30.94	$35.70	$47.60
Receptionist - level 2	$50.84	$29.23	$29.23	$33.05	$38.13	$50.84
Receptionist - level 3	$53.02	$30.49	$30.49	$34.46	$39.77	$53.02
Receptionist - level 4	$57.84	$33.26	$33.26	$37.60	$43.38	$57.84
Practice manager - level 5	$60.78	$34.95	$34.95	$39.51	$45.59	$60.78

Junior - Animal attendants and assistants - Full-time & part-time - Under 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal attendant - introductory level	$12.87	$19.31	$25.74	$25.74	$32.18	$19.31
Animal attendant - level 1	$13.22	$19.83	$26.44	$26.44	$33.05	$19.83
Animal attendant - level 2	$14.12	$21.18	$28.24	$28.24	$35.30	$21.18
Animal attendant - level 3	$14.73	$22.10	$29.46	$29.46	$36.83	$22.10
Animal attendant - level 4	$16.07	$24.11	$32.14	$32.14	$40.18	$24.11
Assistants - introductory level	$12.87	$19.31	$25.74	$25.74	$32.18	$19.31
Assistants - level 1	$13.22	$19.83	$26.44	$26.44	$33.05	$19.83
Assistants - level 2	$14.12	$21.18	$28.24	$28.24	$35.30	$21.18
Assistants - level 3	$14.73	$22.10	$29.46	$29.46	$36.83	$22.10
Assistants - level 4	$16.07	$24.11	$32.14	$32.14	$40.18	$24.11

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$25.74	$14.80	$14.80	$16.73	$19.31	$25.74
Animal attendant - level 1	$26.44	$15.20	$15.20	$17.19	$19.83	$26.44
Animal attendant - level 2	$28.24	$16.24	$16.24	$18.36	$21.18	$28.24
Animal attendant - level 3	$29.46	$16.94	$16.94	$19.15	$22.10	$29.46
Animal attendant - level 4	$32.14	$18.48	$18.48	$20.89	$24.11	$32.14
Assistants - introductory level	$25.74	$14.80	$14.80	$16.73	$19.31	$25.74
Assistants - level 1	$26.44	$15.20	$15.20	$17.19	$19.83	$26.44
Assistants - level 2	$28.24	$16.24	$16.24	$18.36	$21.18	$28.24
Assistants - level 3	$29.46	$16.94	$16.94	$19.15	$22.10	$29.46
Assistants - level 4	$32.14	$18.48	$18.48	$20.89	$24.11	$32.14

Junior - Animal attendants and assistants - Full-time & part-time - 17 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal attendant - introductory level	$15.44	$23.16	$30.88	$30.88	$38.60	$23.16
Animal attendant - level 1	$15.86	$23.79	$31.72	$31.72	$39.65	$23.79
Animal attendant - level 2	$16.94	$25.41	$33.88	$33.88	$42.35	$25.41
Animal attendant - level 3	$17.67	$26.51	$35.34	$35.34	$44.18	$26.51
Animal attendant - level 4	$19.28	$28.92	$38.56	$38.56	$48.20	$28.92
Assistants - introductory level	$15.44	$23.16	$30.88	$30.88	$38.60	$23.16
Assistants - level 1	$15.86	$23.79	$31.72	$31.72	$39.65	$23.79
Assistants - level 2	$16.94	$25.41	$33.88	$33.88	$42.35	$25.41
Assistants - level 3	$17.67	$26.51	$35.34	$35.34	$44.18	$26.51
Assistants - level 4	$19.28	$28.92	$38.56	$38.56	$48.20	$28.92

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$30.88	$17.76	$17.76	$20.07	$23.16	$30.88
Animal attendant - level 1	$31.72	$18.24	$18.24	$20.62	$23.79	$31.72
Animal attendant - level 2	$33.88	$19.48	$19.48	$22.02	$25.41	$33.88
Animal attendant - level 3	$35.34	$20.32	$20.32	$22.97	$26.51	$35.34
Animal attendant - level 4	$38.56	$22.17	$22.17	$25.06	$28.92	$38.56
Assistants - introductory level	$30.88	$17.76	$17.76	$20.07	$23.16	$30.88
Assistants - level 1	$31.72	$18.24	$18.24	$20.62	$23.79	$31.72
Assistants - level 2	$33.88	$19.48	$19.48	$22.02	$25.41	$33.88
Assistants - level 3	$35.34	$20.32	$20.32	$22.97	$26.51	$35.34
Assistants - level 4	$38.56	$22.17	$22.17	$25.06	$28.92	$38.56

Junior - Animal attendants and assistants - Full-time & part-time - 18 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal attendant - introductory level	$18.02	$27.03	$36.04	$36.04	$45.05	$27.03
Animal attendant - level 1	$18.51	$27.77	$37.02	$37.02	$46.28	$27.77
Animal attendant - level 2	$19.77	$29.66	$39.54	$39.54	$49.43	$29.66
Animal attendant - level 3	$20.62	$30.93	$41.24	$41.24	$51.55	$30.93
Animal attendant - level 4	$22.49	$33.74	$44.98	$44.98	$56.23	$33.74
Assistants - introductory level	$18.02	$27.03	$36.04	$36.04	$45.05	$27.03
Assistants - level 1	$18.51	$27.77	$37.02	$37.02	$46.28	$27.77
Assistants - level 2	$19.77	$29.66	$39.54	$39.54	$49.43	$29.66
Assistants - level 3	$20.62	$30.93	$41.24	$41.24	$51.55	$30.93
Assistants - level 4	$22.49	$33.74	$44.98	$44.98	$56.23	$33.74

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$36.04	$20.72	$20.72	$23.43	$27.03	$36.04
Animal attendant - level 1	$37.02	$21.29	$21.29	$24.06	$27.77	$37.02
Animal attendant - level 2	$39.54	$22.74	$22.74	$25.70	$29.66	$39.54
Animal attendant - level 3	$41.24	$23.71	$23.71	$26.81	$30.93	$41.24
Animal attendant - level 4	$44.98	$25.86	$25.86	$29.24	$33.74	$44.98
Assistants - introductory level	$36.04	$20.72	$20.72	$23.43	$27.03	$36.04
Assistants - level 1	$37.02	$21.29	$21.29	$24.06	$27.77	$37.02
Assistants - level 2	$39.54	$22.74	$22.74	$25.70	$29.66	$39.54
Assistants - level 3	$41.24	$23.71	$23.71	$26.81	$30.93	$41.24
Assistants - level 4	$44.98	$25.86	$25.86	$29.24	$33.74	$44.98

Junior - Animal attendants and assistants - Full-time & part-time - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal attendant - introductory level	$20.59	$30.89	$41.18	$41.18	$51.48	$30.89
Animal attendant - level 1	$21.15	$31.73	$42.30	$42.30	$52.88	$31.73
Animal attendant - level 2	$22.59	$33.89	$45.18	$45.18	$56.48	$33.89
Animal attendant - level 3	$23.56	$35.34	$47.12	$47.12	$58.90	$35.34
Animal attendant - level 4	$25.70	$38.55	$51.40	$51.40	$64.25	$38.55
Assistants - introductory level	$20.59	$30.89	$41.18	$41.18	$51.48	$30.89
Assistants - level 1	$21.15	$31.73	$42.30	$42.30	$52.88	$31.73
Assistants - level 2	$22.59	$33.89	$45.18	$45.18	$56.48	$33.89
Assistants - level 3	$23.56	$35.34	$47.12	$47.12	$58.90	$35.34
Assistants - level 4	$25.70	$38.55	$51.40	$51.40	$64.25	$38.55

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$41.18	$23.68	$23.68	$26.77	$30.89	$41.18
Animal attendant - level 1	$42.30	$24.32	$24.32	$27.50	$31.73	$42.30
Animal attendant - level 2	$45.18	$25.98	$25.98	$29.37	$33.89	$45.18
Animal attendant - level 3	$47.12	$27.09	$27.09	$30.63	$35.34	$47.12
Animal attendant - level 4	$51.40	$29.56	$29.56	$33.41	$38.55	$51.40
Assistants - introductory level	$41.18	$23.68	$23.68	$26.77	$30.89	$41.18
Assistants - level 1	$42.30	$24.32	$24.32	$27.50	$31.73	$42.30
Assistants - level 2	$45.18	$25.98	$25.98	$29.37	$33.89	$45.18
Assistants - level 3	$47.12	$27.09	$27.09	$30.63	$35.34	$47.12
Assistants - level 4	$51.40	$29.56	$29.56	$33.41	$38.55	$51.40

Junior - Animal attendants and assistants - Full-time & part-time - 20 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal attendant - introductory level	$23.17	$34.76	$46.34	$46.34	$57.93	$34.76
Animal attendant - level 1	$23.80	$35.70	$47.60	$47.60	$59.50	$35.70
Animal attendant - level 2	$25.42	$38.13	$50.84	$50.84	$63.55	$38.13
Animal attendant - level 3	$26.51	$39.77	$53.02	$53.02	$66.28	$39.77
Animal attendant - level 4	$28.92	$43.38	$57.84	$57.84	$72.30	$43.38
Assistants - introductory level	$23.17	$34.76	$46.34	$46.34	$57.93	$34.76
Assistants - level 1	$23.80	$35.70	$47.60	$47.60	$59.50	$35.70
Assistants - level 2	$25.42	$38.13	$50.84	$50.84	$63.55	$38.13
Assistants - level 3	$26.51	$39.77	$53.02	$53.02	$66.28	$39.77
Assistants - level 4	$28.92	$43.38	$57.84	$57.84	$72.30	$43.38

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$46.34	$26.65	$26.65	$30.12	$34.76	$46.34
Animal attendant - level 1	$47.60	$27.37	$27.37	$30.94	$35.70	$47.60
Animal attendant - level 2	$50.84	$29.23	$29.23	$33.05	$38.13	$50.84
Animal attendant - level 3	$53.02	$30.49	$30.49	$34.46	$39.77	$53.02
Animal attendant - level 4	$57.84	$33.26	$33.26	$37.60	$43.38	$57.84
Assistants - introductory level	$46.34	$26.65	$26.65	$30.12	$34.76	$46.34
Assistants - level 1	$47.60	$27.37	$27.37	$30.94	$35.70	$47.60
Assistants - level 2	$50.84	$29.23	$29.23	$33.05	$38.13	$50.84
Assistants - level 3	$53.02	$30.49	$30.49	$34.46	$39.77	$53.02
Assistants - level 4	$57.84	$33.26	$33.26	$37.60	$43.38	$57.84

Junior - Animal care industry inspectors - Full-time & part-time - Under 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$17.10	$25.65	$34.20	$34.20	$42.75	$25.65
Animal care industry inspector - Inspector level 2	$18.04	$27.06	$36.08	$36.08	$45.10	$27.06
Animal care industry inspector - Senior inspector level 3	$19.49	$29.24	$38.98	$38.98	$48.73	$29.24

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$34.20	$19.67	$19.67	$22.23	$25.65	$34.20
Animal care industry inspector - Inspector level 2	$36.08	$20.75	$20.75	$23.45	$27.06	$36.08
Animal care industry inspector - Senior inspector level 3	$38.98	$22.41	$22.41	$25.34	$29.24	$38.98

Junior - Animal care industry inspectors - Full-time & part-time - 17 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$20.52	$30.78	$41.04	$41.04	$51.30	$30.78
Animal care industry inspector - Inspector level 2	$21.65	$32.48	$43.30	$43.30	$54.13	$32.48
Animal care industry inspector - Senior inspector level 3	$23.39	$35.09	$46.78	$46.78	$58.48	$35.09

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$41.04	$23.60	$23.60	$26.68	$30.78	$41.04
Animal care industry inspector - Inspector level 2	$43.30	$24.90	$24.90	$28.15	$32.48	$43.30
Animal care industry inspector - Senior inspector level 3	$46.78	$26.90	$26.90	$30.41	$35.09	$46.78

Junior - Animal care industry inspectors - Full-time & part-time - 18 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$23.94	$35.91	$47.88	$47.88	$59.85	$35.91
Animal care industry inspector - Inspector level 2	$25.26	$37.89	$50.52	$50.52	$63.15	$37.89
Animal care industry inspector - Senior inspector level 3	$27.29	$40.94	$54.58	$54.58	$68.23	$40.94

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$47.88	$27.53	$27.53	$31.12	$35.91	$47.88
Animal care industry inspector - Inspector level 2	$50.52	$29.05	$29.05	$32.84	$37.89	$50.52
Animal care industry inspector - Senior inspector level 3	$54.58	$31.38	$31.38	$35.48	$40.94	$54.58

Junior - Animal care industry inspectors - Full-time & part-time - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$27.36	$41.04	$54.72	$54.72	$68.40	$41.04
Animal care industry inspector - Inspector level 2	$28.86	$43.29	$57.72	$57.72	$72.15	$43.29
Animal care industry inspector - Senior inspector level 3	$31.18	$46.77	$62.36	$62.36	$77.95	$46.77

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$54.72	$31.46	$31.46	$35.57	$41.04	$54.72
Animal care industry inspector - Inspector level 2	$57.72	$33.19	$33.19	$37.52	$43.29	$57.72
Animal care industry inspector - Senior inspector level 3	$62.36	$35.86	$35.86	$40.53	$46.77	$62.36

Junior - Animal care industry inspectors - Full-time & part-time - 20 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$30.78	$46.17	$61.56	$61.56	$76.95	$46.17
Animal care industry inspector - Inspector level 2	$32.47	$48.71	$64.94	$64.94	$81.18	$48.71
Animal care industry inspector - Senior inspector level 3	$35.08	$52.62	$70.16	$70.16	$87.70	$52.62

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$61.56	$35.40	$35.40	$40.01	$46.17	$61.56
Animal care industry inspector - Inspector level 2	$64.94	$37.34	$37.34	$42.21	$48.71	$64.94
Animal care industry inspector - Senior inspector level 3	$70.16	$40.34	$40.34	$45.60	$52.62	$70.16

Junior - Practice managers, veterinary nurses and receptionists - Casual - Under 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	$16.09	$22.52	$28.96	$28.96	$35.39	$22.52
Veterinary nurse - level 1	$16.53	$23.14	$29.75	$29.75	$36.36	$23.14
Veterinary nurse - level 2	$17.65	$24.71	$31.77	$31.77	$38.83	$24.71
Veterinary nurse - level 3	$18.41	$25.78	$33.14	$33.14	$40.51	$25.78
Veterinary nurse - level 4	$20.09	$28.12	$36.16	$36.16	$44.19	$28.12
Receptionist - introductory level	$16.09	$22.52	$28.96	$28.96	$35.39	$22.52
Receptionist - level 1	$16.53	$23.14	$29.75	$29.75	$36.36	$23.14
Receptionist - level 2	$17.65	$24.71	$31.77	$31.77	$38.83	$24.71
Receptionist - level 3	$18.41	$25.78	$33.14	$33.14	$40.51	$25.78
Receptionist - level 4	$20.09	$28.12	$36.16	$36.16	$44.19	$28.12
Practice manager - level 5	$21.11	$29.56	$38.00	$38.00	$46.45	$29.56

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$28.96	$18.02	$18.02	$19.95	$22.52	$28.96
Veterinary nurse - level 1	$29.75	$18.51	$18.51	$20.49	$23.14	$29.75
Veterinary nurse - level 2	$31.77	$19.77	$19.77	$21.89	$24.71	$31.77
Veterinary nurse - level 3	$33.14	$20.62	$20.62	$22.83	$25.78	$33.14
Veterinary nurse - level 4	$36.16	$22.50	$22.50	$24.91	$28.12	$36.16
Receptionist - introductory level	$28.96	$18.02	$18.02	$19.95	$22.52	$28.96
Receptionist - level 1	$29.75	$18.51	$18.51	$20.49	$23.14	$29.75
Receptionist - level 2	$31.77	$19.77	$19.77	$21.89	$24.71	$31.77
Receptionist - level 3	$33.14	$20.62	$20.62	$22.83	$25.78	$33.14
Receptionist - level 4	$36.16	$22.50	$22.50	$24.91	$28.12	$36.16
Practice manager - level 5	$38.00	$23.65	$23.65	$26.18	$29.56	$38.00

Junior - Practice managers, veterinary nurses and receptionists - Casual - 17 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	$19.30	$27.02	$34.74	$34.74	$42.46	$27.02
Veterinary nurse - level 1	$19.83	$27.76	$35.69	$35.69	$43.62	$27.76
Veterinary nurse - level 2	$21.18	$29.65	$38.12	$38.12	$46.59	$29.65
Veterinary nurse - level 3	$22.09	$30.92	$39.76	$39.76	$48.59	$30.92
Veterinary nurse - level 4	$24.10	$33.74	$43.38	$43.38	$53.02	$33.74
Receptionist - introductory level	$19.30	$27.02	$34.74	$34.74	$42.46	$27.02
Receptionist - level 1	$19.83	$27.76	$35.69	$35.69	$43.62	$27.76
Receptionist - level 2	$21.18	$29.65	$38.12	$38.12	$46.59	$29.65
Receptionist - level 3	$22.09	$30.92	$39.76	$39.76	$48.59	$30.92
Receptionist - level 4	$24.10	$33.74	$43.38	$43.38	$53.02	$33.74
Practice manager - level 5	$25.33	$35.46	$45.59	$45.59	$55.72	$35.46

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$34.74	$21.62	$21.62	$23.93	$27.02	$34.74
Veterinary nurse - level 1	$35.69	$22.20	$22.20	$24.58	$27.76	$35.69
Veterinary nurse - level 2	$38.12	$23.72	$23.72	$26.26	$29.65	$38.12
Veterinary nurse - level 3	$39.76	$24.74	$24.74	$27.39	$30.92	$39.76
Veterinary nurse - level 4	$43.38	$26.99	$26.99	$29.88	$33.74	$43.38
Receptionist - introductory level	$34.74	$21.62	$21.62	$23.93	$27.02	$34.74
Receptionist - level 1	$35.69	$22.20	$22.20	$24.58	$27.76	$35.69
Receptionist - level 2	$38.12	$23.72	$23.72	$26.26	$29.65	$38.12
Receptionist - level 3	$39.76	$24.74	$24.74	$27.39	$30.92	$39.76
Receptionist - level 4	$43.38	$26.99	$26.99	$29.88	$33.74	$43.38
Practice manager - level 5	$45.59	$28.36	$28.36	$31.40	$35.46	$45.59

Junior - Practice managers, veterinary nurses and receptionists - Casual - 18 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	$22.53	$31.54	$40.55	$40.55	$49.56	$31.54
Veterinary nurse - level 1	$23.14	$32.39	$41.65	$41.65	$50.90	$32.39
Veterinary nurse - level 2	$24.71	$34.60	$44.48	$44.48	$54.37	$34.60
Veterinary nurse - level 3	$25.78	$36.09	$46.40	$46.40	$56.71	$36.09
Veterinary nurse - level 4	$28.11	$39.36	$50.60	$50.60	$61.85	$39.36
Receptionist - introductory level	$22.53	$31.54	$40.55	$40.55	$49.56	$31.54
Receptionist - level 1	$23.14	$32.39	$41.65	$41.65	$50.90	$32.39
Receptionist - level 2	$24.71	$34.60	$44.48	$44.48	$54.37	$34.60
Receptionist - level 3	$25.78	$36.09	$46.40	$46.40	$56.71	$36.09
Receptionist - level 4	$28.11	$39.36	$50.60	$50.60	$61.85	$39.36
Practice manager - level 5	$29.55	$41.37	$53.19	$53.19	$65.01	$41.37

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$40.55	$25.23	$25.23	$27.93	$31.54	$40.55
Veterinary nurse - level 1	$41.65	$25.91	$25.91	$28.69	$32.39	$41.65
Veterinary nurse - level 2	$44.48	$27.68	$27.68	$30.64	$34.60	$44.48
Veterinary nurse - level 3	$46.40	$28.87	$28.87	$31.96	$36.09	$46.40
Veterinary nurse - level 4	$50.60	$31.49	$31.49	$34.86	$39.36	$50.60
Receptionist - introductory level	$40.55	$25.23	$25.23	$27.93	$31.54	$40.55
Receptionist - level 1	$41.65	$25.91	$25.91	$28.69	$32.39	$41.65
Receptionist - level 2	$44.48	$27.68	$27.68	$30.64	$34.60	$44.48
Receptionist - level 3	$46.40	$28.87	$28.87	$31.96	$36.09	$46.40
Receptionist - level 4	$50.60	$31.49	$31.49	$34.86	$39.36	$50.60
Practice manager - level 5	$53.19	$33.10	$33.10	$36.64	$41.37	$53.19

Junior - Practice managers, veterinary nurses and receptionists - Casual - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	$25.74	$36.03	$46.33	$46.33	$56.62	$36.03
Veterinary nurse - level 1	$26.44	$37.01	$47.59	$47.59	$58.16	$37.01
Veterinary nurse - level 2	$28.24	$39.53	$50.83	$50.83	$62.12	$39.53
Veterinary nurse - level 3	$29.45	$41.23	$53.01	$53.01	$64.79	$41.23
Veterinary nurse - level 4	$32.13	$44.98	$57.83	$57.83	$70.68	$44.98
Receptionist - introductory level	$25.74	$36.03	$46.33	$46.33	$56.62	$36.03
Receptionist - level 1	$26.44	$37.01	$47.59	$47.59	$58.16	$37.01
Receptionist - level 2	$28.24	$39.53	$50.83	$50.83	$62.12	$39.53
Receptionist - level 3	$29.45	$41.23	$53.01	$53.01	$64.79	$41.23
Receptionist - level 4	$32.13	$44.98	$57.83	$57.83	$70.68	$44.98
Practice manager - level 5	$33.78	$47.29	$60.80	$60.80	$74.31	$47.29

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$46.33	$28.83	$28.83	$31.91	$36.03	$46.33
Veterinary nurse - level 1	$47.59	$29.61	$29.61	$32.78	$37.01	$47.59
Veterinary nurse - level 2	$50.83	$31.63	$31.63	$35.01	$39.53	$50.83
Veterinary nurse - level 3	$53.01	$32.98	$32.98	$36.52	$41.23	$53.01
Veterinary nurse - level 4	$57.83	$35.98	$35.98	$39.84	$44.98	$57.83
Receptionist - introductory level	$46.33	$28.83	$28.83	$31.91	$36.03	$46.33
Receptionist - level 1	$47.59	$29.61	$29.61	$32.78	$37.01	$47.59
Receptionist - level 2	$50.83	$31.63	$31.63	$35.01	$39.53	$50.83
Receptionist - level 3	$53.01	$32.98	$32.98	$36.52	$41.23	$53.01
Receptionist - level 4	$57.83	$35.98	$35.98	$39.84	$44.98	$57.83
Practice manager - level 5	$60.80	$37.83	$37.83	$41.88	$47.29	$60.80

Junior - Practice managers, veterinary nurses and receptionists - Casual - 20 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	$28.96	$40.55	$52.13	$52.13	$63.72	$40.55
Veterinary nurse - level 1	$29.75	$41.65	$53.55	$53.55	$65.45	$41.65
Veterinary nurse - level 2	$31.78	$44.49	$57.20	$57.20	$69.91	$44.49
Veterinary nurse - level 3	$33.14	$46.39	$59.65	$59.65	$72.90	$46.39
Veterinary nurse - level 4	$36.15	$50.61	$65.07	$65.07	$79.53	$50.61
Receptionist - introductory level	$28.96	$40.55	$52.13	$52.13	$63.72	$40.55
Receptionist - level 1	$29.75	$41.65	$53.55	$53.55	$65.45	$41.65
Receptionist - level 2	$31.78	$44.49	$57.20	$57.20	$69.91	$44.49
Receptionist - level 3	$33.14	$46.39	$59.65	$59.65	$72.90	$46.39
Receptionist - level 4	$36.15	$50.61	$65.07	$65.07	$79.53	$50.61
Practice manager - level 5	$37.99	$53.18	$68.38	$68.38	$83.57	$53.18

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Veterinary nurse - introductory level	$52.13	$32.44	$32.44	$35.91	$40.55	$52.13
Veterinary nurse - level 1	$53.55	$33.32	$33.32	$36.89	$41.65	$53.55
Veterinary nurse - level 2	$57.20	$35.59	$35.59	$39.40	$44.49	$57.20
Veterinary nurse - level 3	$59.65	$37.11	$37.11	$41.09	$46.39	$59.65
Veterinary nurse - level 4	$65.07	$40.49	$40.49	$44.83	$50.61	$65.07
Receptionist - introductory level	$52.13	$32.44	$32.44	$35.91	$40.55	$52.13
Receptionist - level 1	$53.55	$33.32	$33.32	$36.89	$41.65	$53.55
Receptionist - level 2	$57.20	$35.59	$35.59	$39.40	$44.49	$57.20
Receptionist - level 3	$59.65	$37.11	$37.11	$41.09	$46.39	$59.65
Receptionist - level 4	$65.07	$40.49	$40.49	$44.83	$50.61	$65.07
Practice manager - level 5	$68.38	$42.55	$42.55	$47.10	$53.18	$68.38

Junior - Animal attendants and assistants - Casual - Under 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal attendant - introductory level	$16.09	$22.52	$28.96	$28.96	$35.39	$22.52
Animal attendant - level 1	$16.53	$23.14	$29.75	$29.75	$36.36	$23.14
Animal attendant - level 2	$17.65	$24.71	$31.77	$31.77	$38.83	$24.71
Animal attendant - level 3	$18.41	$25.78	$33.14	$33.14	$40.51	$25.78
Animal attendant - level 4	$20.09	$28.12	$36.16	$36.16	$44.19	$28.12
Assistants - introductory level	$16.09	$22.52	$28.96	$28.96	$35.39	$22.52
Assistants - level 1	$16.53	$23.14	$29.75	$29.75	$36.36	$23.14
Assistants - level 2	$17.65	$24.71	$31.77	$31.77	$38.83	$24.71
Assistants - level 3	$18.41	$25.78	$33.14	$33.14	$40.51	$25.78
Assistants - level 4	$20.09	$28.12	$36.16	$36.16	$44.19	$28.12

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$28.96	$18.02	$18.02	$19.95	$22.52	$28.96
Animal attendant - level 1	$29.75	$18.51	$18.51	$20.49	$23.14	$29.75
Animal attendant - level 2	$31.77	$19.77	$19.77	$21.89	$24.71	$31.77
Animal attendant - level 3	$33.14	$20.62	$20.62	$22.83	$25.78	$33.14
Animal attendant - level 4	$36.16	$22.50	$22.50	$24.91	$28.12	$36.16
Assistants - introductory level	$28.96	$18.02	$18.02	$19.95	$22.52	$28.96
Assistants - level 1	$29.75	$18.51	$18.51	$20.49	$23.14	$29.75
Assistants - level 2	$31.77	$19.77	$19.77	$21.89	$24.71	$31.77
Assistants - level 3	$33.14	$20.62	$20.62	$22.83	$25.78	$33.14
Assistants - level 4	$36.16	$22.50	$22.50	$24.91	$28.12	$36.16

Junior - Animal attendants and assistants - Casual - 17 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal attendant - introductory level	$19.30	$27.02	$34.74	$34.74	$42.46	$27.02
Animal attendant - level 1	$19.83	$27.76	$35.69	$35.69	$43.62	$27.76
Animal attendant - level 2	$21.18	$29.65	$38.12	$38.12	$46.59	$29.65
Animal attendant - level 3	$22.09	$30.92	$39.76	$39.76	$48.59	$30.92
Animal attendant - level 4	$24.10	$33.74	$43.38	$43.38	$53.02	$33.74
Assistants - introductory level	$19.30	$27.02	$34.74	$34.74	$42.46	$27.02
Assistants - level 1	$19.83	$27.76	$35.69	$35.69	$43.62	$27.76
Assistants - level 2	$21.18	$29.65	$38.12	$38.12	$46.59	$29.65
Assistants - level 3	$22.09	$30.92	$39.76	$39.76	$48.59	$30.92
Assistants - level 4	$24.10	$33.74	$43.38	$43.38	$53.02	$33.74

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$34.74	$21.62	$21.62	$23.93	$27.02	$34.74
Animal attendant - level 1	$35.69	$22.20	$22.20	$24.58	$27.76	$35.69
Animal attendant - level 2	$38.12	$23.72	$23.72	$26.26	$29.65	$38.12
Animal attendant - level 3	$39.76	$24.74	$24.74	$27.39	$30.92	$39.76
Animal attendant - level 4	$43.38	$26.99	$26.99	$29.88	$33.74	$43.38
Assistants - introductory level	$34.74	$21.62	$21.62	$23.93	$27.02	$34.74
Assistants - level 1	$35.69	$22.20	$22.20	$24.58	$27.76	$35.69
Assistants - level 2	$38.12	$23.72	$23.72	$26.26	$29.65	$38.12
Assistants - level 3	$39.76	$24.74	$24.74	$27.39	$30.92	$39.76
Assistants - level 4	$43.38	$26.99	$26.99	$29.88	$33.74	$43.38

Junior - Animal attendants and assistants - Casual - 18 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal attendant - introductory level	$22.53	$31.54	$40.55	$40.55	$49.56	$31.54
Animal attendant - level 1	$23.14	$32.39	$41.65	$41.65	$50.90	$32.39
Animal attendant - level 2	$24.71	$34.60	$44.48	$44.48	$54.37	$34.60
Animal attendant - level 3	$25.78	$36.09	$46.40	$46.40	$56.71	$36.09
Animal attendant - level 4	$28.11	$39.36	$50.60	$50.60	$61.85	$39.36
Assistants - introductory level	$22.53	$31.54	$40.55	$40.55	$49.56	$31.54
Assistants - level 1	$23.14	$32.39	$41.65	$41.65	$50.90	$32.39
Assistants - level 2	$24.71	$34.60	$44.48	$44.48	$54.37	$34.60
Assistants - level 3	$25.78	$36.09	$46.40	$46.40	$56.71	$36.09
Assistants - level 4	$28.11	$39.36	$50.60	$50.60	$61.85	$39.36

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$40.55	$25.23	$25.23	$27.93	$31.54	$40.55
Animal attendant - level 1	$41.65	$25.91	$25.91	$28.69	$32.39	$41.65
Animal attendant - level 2	$44.48	$27.68	$27.68	$30.64	$34.60	$44.48
Animal attendant - level 3	$46.40	$28.87	$28.87	$31.96	$36.09	$46.40
Animal attendant - level 4	$50.60	$31.49	$31.49	$34.86	$39.36	$50.60
Assistants - introductory level	$40.55	$25.23	$25.23	$27.93	$31.54	$40.55
Assistants - level 1	$41.65	$25.91	$25.91	$28.69	$32.39	$41.65
Assistants - level 2	$44.48	$27.68	$27.68	$30.64	$34.60	$44.48
Assistants - level 3	$46.40	$28.87	$28.87	$31.96	$36.09	$46.40
Assistants - level 4	$50.60	$31.49	$31.49	$34.86	$39.36	$50.60

Junior - Animal attendants and assistants - Casual - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal attendant - introductory level	$25.74	$36.03	$46.33	$46.33	$56.62	$36.03
Animal attendant - level 1	$26.44	$37.01	$47.59	$47.59	$58.16	$37.01
Animal attendant - level 2	$28.24	$39.53	$50.83	$50.83	$62.12	$39.53
Animal attendant - level 3	$29.45	$41.23	$53.01	$53.01	$64.79	$41.23
Animal attendant - level 4	$32.13	$44.98	$57.83	$57.83	$70.68	$44.98
Assistants - introductory level	$25.74	$36.03	$46.33	$46.33	$56.62	$36.03
Assistants - level 1	$26.44	$37.01	$47.59	$47.59	$58.16	$37.01
Assistants - level 2	$28.24	$39.53	$50.83	$50.83	$62.12	$39.53
Assistants - level 3	$29.45	$41.23	$53.01	$53.01	$64.79	$41.23
Assistants - level 4	$32.13	$44.98	$57.83	$57.83	$70.68	$44.98

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$46.33	$28.83	$28.83	$31.91	$36.03	$46.33
Animal attendant - level 1	$47.59	$29.61	$29.61	$32.78	$37.01	$47.59
Animal attendant - level 2	$50.83	$31.63	$31.63	$35.01	$39.53	$50.83
Animal attendant - level 3	$53.01	$32.98	$32.98	$36.52	$41.23	$53.01
Animal attendant - level 4	$57.83	$35.98	$35.98	$39.84	$44.98	$57.83
Assistants - introductory level	$46.33	$28.83	$28.83	$31.91	$36.03	$46.33
Assistants - level 1	$47.59	$29.61	$29.61	$32.78	$37.01	$47.59
Assistants - level 2	$50.83	$31.63	$31.63	$35.01	$39.53	$50.83
Assistants - level 3	$53.01	$32.98	$32.98	$36.52	$41.23	$53.01
Assistants - level 4	$57.83	$35.98	$35.98	$39.84	$44.98	$57.83

Junior - Animal attendants and assistants - Casual - 20 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal attendant - introductory level	$28.96	$40.55	$52.13	$52.13	$63.72	$40.55
Animal attendant - level 1	$29.75	$41.65	$53.55	$53.55	$65.45	$41.65
Animal attendant - level 2	$31.78	$44.49	$57.20	$57.20	$69.91	$44.49
Animal attendant - level 3	$33.14	$46.39	$59.65	$59.65	$72.90	$46.39
Animal attendant - level 4	$36.15	$50.61	$65.07	$65.07	$79.53	$50.61
Assistants - introductory level	$28.96	$40.55	$52.13	$52.13	$63.72	$40.55
Assistants - level 1	$29.75	$41.65	$53.55	$53.55	$65.45	$41.65
Assistants - level 2	$31.78	$44.49	$57.20	$57.20	$69.91	$44.49
Assistants - level 3	$33.14	$46.39	$59.65	$59.65	$72.90	$46.39
Assistants - level 4	$36.15	$50.61	$65.07	$65.07	$79.53	$50.61

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal attendant - introductory level	$52.13	$32.44	$32.44	$35.91	$40.55	$52.13
Animal attendant - level 1	$53.55	$33.32	$33.32	$36.89	$41.65	$53.55
Animal attendant - level 2	$57.20	$35.59	$35.59	$39.40	$44.49	$57.20
Animal attendant - level 3	$59.65	$37.11	$37.11	$41.09	$46.39	$59.65
Animal attendant - level 4	$65.07	$40.49	$40.49	$44.83	$50.61	$65.07
Assistants - introductory level	$52.13	$32.44	$32.44	$35.91	$40.55	$52.13
Assistants - level 1	$53.55	$33.32	$33.32	$36.89	$41.65	$53.55
Assistants - level 2	$57.20	$35.59	$35.59	$39.40	$44.49	$57.20
Assistants - level 3	$59.65	$37.11	$37.11	$41.09	$46.39	$59.65
Assistants - level 4	$65.07	$40.49	$40.49	$44.83	$50.61	$65.07

Junior - Animal care industry inspectors - Casual - Under 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$21.38	$29.93	$38.48	$38.48	$47.03	$29.93
Animal care industry inspector - Inspector level 2	$22.55	$31.57	$40.59	$40.59	$49.61	$31.57
Animal care industry inspector - Senior inspector level 3	$24.36	$34.11	$43.85	$43.85	$53.60	$34.11

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$38.48	$23.94	$23.94	$26.51	$29.93	$38.48
Animal care industry inspector - Inspector level 2	$40.59	$25.26	$25.26	$27.96	$31.57	$40.59
Animal care industry inspector - Senior inspector level 3	$43.85	$27.29	$27.29	$30.21	$34.11	$43.85

Junior - Animal care industry inspectors - Casual - 17 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$25.65	$35.91	$46.17	$46.17	$56.43	$35.91
Animal care industry inspector - Inspector level 2	$27.06	$37.89	$48.71	$48.71	$59.54	$37.89
Animal care industry inspector - Senior inspector level 3	$29.24	$40.93	$52.63	$52.63	$64.32	$40.93

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$46.17	$28.73	$28.73	$31.81	$35.91	$46.17
Animal care industry inspector - Inspector level 2	$48.71	$30.31	$30.31	$33.56	$37.89	$48.71
Animal care industry inspector - Senior inspector level 3	$52.63	$32.75	$32.75	$36.25	$40.93	$52.63

Junior - Animal care industry inspectors - Casual - 18 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$29.93	$41.90	$53.87	$53.87	$65.84	$41.90
Animal care industry inspector - Inspector level 2	$31.58	$44.21	$56.84	$56.84	$69.47	$44.21
Animal care industry inspector - Senior inspector level 3	$34.11	$47.76	$61.40	$61.40	$75.05	$47.76

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$53.87	$33.52	$33.52	$37.11	$41.90	$53.87
Animal care industry inspector - Inspector level 2	$56.84	$35.36	$35.36	$39.15	$44.21	$56.84
Animal care industry inspector - Senior inspector level 3	$61.40	$38.21	$38.21	$42.30	$47.76	$61.40

Junior - Animal care industry inspectors - Casual - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$34.20	$47.88	$61.56	$61.56	$75.24	$47.88
Animal care industry inspector - Inspector level 2	$36.08	$50.51	$64.94	$64.94	$79.37	$50.51
Animal care industry inspector - Senior inspector level 3	$38.98	$54.57	$70.16	$70.16	$85.75	$54.57

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$61.56	$38.30	$38.30	$42.41	$47.88	$61.56
Animal care industry inspector - Inspector level 2	$64.94	$40.40	$40.40	$44.73	$50.51	$64.94
Animal care industry inspector - Senior inspector level 3	$70.16	$43.65	$43.65	$48.33	$54.57	$70.16

Junior - Animal care industry inspectors - Casual - 20 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Animal care industry inspector - Inspector level 1	$38.48	$53.87	$69.26	$69.26	$84.65	$53.87
Animal care industry inspector - Inspector level 2	$40.59	$56.82	$73.06	$73.06	$89.29	$56.82
Animal care industry inspector - Senior inspector level 3	$43.85	$61.39	$78.93	$78.93	$96.47	$61.39

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday	Overtime - Sunday
Animal care industry inspector - Inspector level 1	$69.26	$43.09	$43.09	$47.71	$53.87	$69.26
Animal care industry inspector - Inspector level 2	$73.06	$45.46	$45.46	$50.33	$56.82	$73.06
Animal care industry inspector - Senior inspector level 3	$78.93	$49.11	$49.11	$54.37	$61.39	$78.93

Allowances

Allowances	Rate
Broken shift allowance - does not apply to veterinary surgeons	$17.91 per shift
Communications systems equipment reimbursement - veterinary surgeons only	reimbursement for the cost of purchasing a communication system
Communications system running costs allowance - veterinary surgeons only	an allowance to cover the running cost
First aid allowance - does not apply to veterinary surgeons	$21.93 per week
Meal allowance - overtime - does not apply to veterinary surgeons	$15.61 for the first meal and $13.41 for an extra meal after every 4 hours
On call duty allowance - veterinary surgeons only	$56.63 for each period of on call duty
On call allowance - Monday to Friday - does not apply to veterinary surgeons	$23.17 per on call shift with a maximum of 1 payment in each 24 hour period or part thereof
On call allowance - Saturday - does not apply to veterinary surgeons	$34.80 per on call shift with a maximum of 1 payment in each 24 hour period or part thereof
On call allowance - Sunday, public holiday or unrostered day - does not apply to veterinary surgeons	$40.51 per on call shift with a maximum of 1 payment in each 24 hour period or part thereof
Uniform allowance	an allowance of the cost of the uniform
Laundry allowance	$6.68 per week
Vehicle allowance - motorcycle	$0.34 per km
Vehicle allowance - motor vehicle	$1.00 per km