# Pay Guide - Aged Care Award

# [MA000018]

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**When do the rates in the pay guide apply from?** Thefirst full pay period starting on or after 01 July 2025.

**What is in this pay guide?** It’s a summary of the award rates. Go to the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) 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](https://calculate.fairwork.gov.au/) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](https://www.fairwork.gov.au/) 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](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/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](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

### Aged care - General employees - Full-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 1 | $1,007.50 | $26.51 | $39.77 | $46.39 | $66.28 | $39.77 | $53.02 |
| Aged care employee - level 2 | $1,047.40 | $27.56 | $41.34 | $48.23 | $68.90 | $41.34 | $55.12 |
| Aged care employee - level 3 | $1,087.70 | $28.62 | $42.93 | $50.09 | $71.55 | $42.93 | $57.24 |
| Aged care employee - level 4 | $1,100.50 | $28.96 | $43.44 | $50.68 | $72.40 | $43.44 | $57.92 |
| Aged care employee - level 5 | $1,137.80 | $29.94 | $44.91 | $52.40 | $74.85 | $44.91 | $59.88 |
| Aged care employee - level 6 | $1,199.00 | $31.55 | $47.33 | $55.21 | $78.88 | $47.33 | $63.10 |
| Aged care employee - level 7 | $1,220.60 | $32.12 | $48.18 | $56.21 | $80.30 | $48.18 | $64.24 |

**Table 2 of 2**

| **Classification** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 1 | $53.02 | $53.02 | $53.02 | $53.02 | $29.16 | $29.82 | $30.49 | $29.16 |
| Aged care employee - level 2 | $55.12 | $55.12 | $55.12 | $55.12 | $30.32 | $31.01 | $31.69 | $30.32 |
| Aged care employee - level 3 | $57.24 | $57.24 | $57.24 | $57.24 | $31.48 | $32.20 | $32.91 | $31.48 |
| Aged care employee - level 4 | $57.92 | $57.92 | $57.92 | $57.92 | $31.86 | $32.58 | $33.30 | $31.86 |
| Aged care employee - level 5 | $59.88 | $59.88 | $59.88 | $59.88 | $32.93 | $33.68 | $34.43 | $32.93 |
| Aged care employee - level 6 | $63.10 | $63.10 | $63.10 | $63.10 | $34.71 | $35.49 | $36.28 | $34.71 |
| Aged care employee - level 7 | $64.24 | $64.24 | $64.24 | $64.24 | $35.33 | $36.14 | $36.94 | $35.33 |

### Aged care - General employees - Part-time

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 1 | $26.51 | $39.77 | $46.39 | $66.28 | $39.77 | $53.02 | $39.77 | $53.02 |
| Aged care employee - level 2 | $27.56 | $41.34 | $48.23 | $68.90 | $41.34 | $55.12 | $41.34 | $55.12 |
| Aged care employee - level 3 | $28.62 | $42.93 | $50.09 | $71.55 | $42.93 | $57.24 | $42.93 | $57.24 |
| Aged care employee - level 4 | $28.96 | $43.44 | $50.68 | $72.40 | $43.44 | $57.92 | $43.44 | $57.92 |
| Aged care employee - level 5 | $29.94 | $44.91 | $52.40 | $74.85 | $44.91 | $59.88 | $44.91 | $59.88 |
| Aged care employee - level 6 | $31.55 | $47.33 | $55.21 | $78.88 | $47.33 | $63.10 | $47.33 | $63.10 |
| Aged care employee - level 7 | $32.12 | $48.18 | $56.21 | $80.30 | $48.18 | $64.24 | $48.18 | $64.24 |

**Table 2 of 2**

| **Classification** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 1 | $53.02 | $53.02 | $53.02 | $53.02 | $53.02 | $29.16 | $29.82 | $30.49 | $29.16 |
| Aged care employee - level 2 | $55.12 | $55.12 | $55.12 | $55.12 | $55.12 | $30.32 | $31.01 | $31.69 | $30.32 |
| Aged care employee - level 3 | $57.24 | $57.24 | $57.24 | $57.24 | $57.24 | $31.48 | $32.20 | $32.91 | $31.48 |
| Aged care employee - level 4 | $57.92 | $57.92 | $57.92 | $57.92 | $57.92 | $31.86 | $32.58 | $33.30 | $31.86 |
| Aged care employee - level 5 | $59.88 | $59.88 | $59.88 | $59.88 | $59.88 | $32.93 | $33.68 | $34.43 | $32.93 |
| Aged care employee - level 6 | $63.10 | $63.10 | $63.10 | $63.10 | $63.10 | $34.71 | $35.49 | $36.28 | $34.71 |
| Aged care employee - level 7 | $64.24 | $64.24 | $64.24 | $64.24 | $64.24 | $35.33 | $36.14 | $36.94 | $35.33 |

### Aged care - General employees - Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 1 | $33.14 | $46.39 | $53.02 | $72.90 | $82.84 | $49.71 | $66.28 | $49.71 | $66.28 |
| Aged care employee - level 2 | $34.45 | $48.23 | $55.12 | $75.79 | $86.13 | $51.68 | $68.90 | $51.68 | $68.90 |
| Aged care employee - level 3 | $35.78 | $50.09 | $57.24 | $78.71 | $89.44 | $53.66 | $71.55 | $53.66 | $71.55 |
| Aged care employee - level 4 | $36.20 | $50.68 | $57.92 | $79.64 | $90.50 | $54.30 | $72.40 | $54.30 | $72.40 |
| Aged care employee - level 5 | $37.43 | $52.40 | $59.88 | $82.34 | $93.56 | $56.14 | $74.85 | $56.14 | $74.85 |
| Aged care employee - level 6 | $39.44 | $55.21 | $63.10 | $86.76 | $98.59 | $59.16 | $78.88 | $59.16 | $78.88 |
| Aged care employee - level 7 | $40.15 | $56.21 | $64.24 | $88.33 | $100.38 | $60.23 | $80.30 | $60.23 | $80.30 |

**Table 2 of 2**

| **Classification** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 1 | $66.28 | $66.28 | $59.65 | $59.65 | $35.79 | $36.45 | $37.11 | $35.79 |
| Aged care employee - level 2 | $68.90 | $68.90 | $62.01 | $62.01 | $37.21 | $37.90 | $38.58 | $37.21 |
| Aged care employee - level 3 | $71.55 | $71.55 | $64.40 | $64.40 | $38.64 | $39.35 | $40.07 | $38.64 |
| Aged care employee - level 4 | $72.40 | $72.40 | $65.16 | $65.16 | $39.10 | $39.82 | $40.54 | $39.10 |
| Aged care employee - level 5 | $74.85 | $74.85 | $67.37 | $67.37 | $40.42 | $41.17 | $41.92 | $40.42 |
| Aged care employee - level 6 | $78.88 | $78.88 | $70.99 | $70.99 | $42.59 | $43.38 | $44.17 | $42.59 |
| Aged care employee - level 7 | $80.30 | $80.30 | $72.27 | $72.27 | $43.36 | $44.17 | $44.97 | $43.36 |

### Aged care - Most senior food services employees - Full-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 4 | $1,228.60 | $32.33 | $48.50 | $56.58 | $80.83 | $48.50 | $64.66 |
| Aged care employee - level 5 | $1,270.40 | $33.43 | $50.15 | $58.50 | $83.58 | $50.15 | $66.86 |
| Aged care employee - level 6 | $1,338.90 | $35.23 | $52.85 | $61.65 | $88.08 | $52.85 | $70.46 |
| Aged care employee - level 7 | $1,362.80 | $35.86 | $53.79 | $62.76 | $89.65 | $53.79 | $71.72 |

**Table 2 of 2**

| **Classification** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 4 | $64.66 | $64.66 | $64.66 | $64.66 | $35.56 | $36.37 | $37.18 | $35.56 |
| Aged care employee - level 5 | $66.86 | $66.86 | $66.86 | $66.86 | $36.77 | $37.61 | $38.44 | $36.77 |
| Aged care employee - level 6 | $70.46 | $70.46 | $70.46 | $70.46 | $38.75 | $39.63 | $40.51 | $38.75 |
| Aged care employee - level 7 | $71.72 | $71.72 | $71.72 | $71.72 | $39.45 | $40.34 | $41.24 | $39.45 |

### Aged care - Most senior food services employees - Part-time

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 4 | $32.33 | $48.50 | $56.58 | $80.83 | $48.50 | $64.66 |
| Aged care employee - level 5 | $33.43 | $50.15 | $58.50 | $83.58 | $50.15 | $66.86 |
| Aged care employee - level 6 | $35.23 | $52.85 | $61.65 | $88.08 | $52.85 | $70.46 |
| Aged care employee - level 7 | $35.86 | $53.79 | $62.76 | $89.65 | $53.79 | $71.72 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 4 | $48.50 | $64.66 | $64.66 | $64.66 | $64.66 | $64.66 |
| Aged care employee - level 5 | $50.15 | $66.86 | $66.86 | $66.86 | $66.86 | $66.86 |
| Aged care employee - level 6 | $52.85 | $70.46 | $70.46 | $70.46 | $70.46 | $70.46 |
| Aged care employee - level 7 | $53.79 | $71.72 | $71.72 | $71.72 | $71.72 | $71.72 |

**Table 3 of 3**

| **Classification** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- |
| Aged care employee - level 4 | $64.66 | $35.56 | $36.37 | $37.18 | $35.56 |
| Aged care employee - level 5 | $66.86 | $36.77 | $37.61 | $38.44 | $36.77 |
| Aged care employee - level 6 | $70.46 | $38.75 | $39.63 | $40.51 | $38.75 |
| Aged care employee - level 7 | $71.72 | $39.45 | $40.34 | $41.24 | $39.45 |

### Aged care - Most senior food services employees - Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Public holiday** | **Overtime - Monday to Friday - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 4 | $40.41 | $56.58 | $64.66 | $88.91 | $101.03 | $60.62 |
| Aged care employee - level 5 | $41.79 | $58.50 | $66.86 | $91.93 | $104.47 | $62.68 |
| Aged care employee - level 6 | $44.04 | $61.65 | $70.46 | $96.88 | $110.09 | $66.06 |
| Aged care employee - level 7 | $44.83 | $62.76 | $71.72 | $98.62 | $112.06 | $67.24 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** |
| --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - level 4 | $80.83 | $60.62 | $80.83 | $80.83 | $80.83 | $72.74 |
| Aged care employee - level 5 | $83.58 | $62.68 | $83.58 | $83.58 | $83.58 | $75.22 |
| Aged care employee - level 6 | $88.08 | $66.06 | $88.08 | $88.08 | $88.08 | $79.27 |
| Aged care employee - level 7 | $89.65 | $67.24 | $89.65 | $89.65 | $89.65 | $80.69 |

**Table 3 of 3**

| **Classification** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- |
| Aged care employee - level 4 | $72.74 | $43.65 | $44.45 | $45.26 | $43.65 |
| Aged care employee - level 5 | $75.22 | $45.13 | $45.97 | $46.80 | $45.13 |
| Aged care employee - level 6 | $79.27 | $47.56 | $48.44 | $49.32 | $47.56 |
| Aged care employee - level 7 | $80.69 | $48.41 | $49.31 | $50.20 | $48.41 |

### Aged care - Direct care employees - Full-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - direct care - level 1 - Introductory | $1,158.70 | $30.49 | $45.74 | $53.36 | $76.23 | $45.74 | $60.98 |
| Aged care employee - direct care - level 2 - Direct carer | $1,209.00 | $31.82 | $47.73 | $55.69 | $79.55 | $47.73 | $63.64 |
| Aged care employee - direct care - level 3 - Qualified | $1,264.30 | $33.27 | $49.91 | $58.22 | $83.18 | $49.91 | $66.54 |
| Aged care employee - direct care - level 4 - Senior | $1,297.80 | $34.15 | $51.23 | $59.76 | $85.38 | $51.23 | $68.30 |
| Aged care employee - direct care - level 5 - Specialist | $1,344.90 | $35.39 | $53.09 | $61.93 | $88.48 | $53.09 | $70.78 |
| Aged care employee - direct care - level 6 - Team leader | $1,411.40 | $37.14 | $55.71 | $65.00 | $92.85 | $55.71 | $74.28 |

**Table 2 of 2**

| **Classification** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - direct care - level 1 - Introductory | $60.98 | $60.98 | $60.98 | $60.98 | $33.54 | $34.30 | $35.06 | $33.54 |
| Aged care employee - direct care - level 2 - Direct carer | $63.64 | $63.64 | $63.64 | $63.64 | $35.00 | $35.80 | $36.59 | $35.00 |
| Aged care employee - direct care - level 3 - Qualified | $66.54 | $66.54 | $66.54 | $66.54 | $36.60 | $37.43 | $38.26 | $36.60 |
| Aged care employee - direct care - level 4 - Senior | $68.30 | $68.30 | $68.30 | $68.30 | $37.57 | $38.42 | $39.27 | $37.57 |
| Aged care employee - direct care - level 5 - Specialist | $70.78 | $70.78 | $70.78 | $70.78 | $38.93 | $39.81 | $40.70 | $38.93 |
| Aged care employee - direct care - level 6 - Team leader | $74.28 | $74.28 | $74.28 | $74.28 | $40.85 | $41.78 | $42.71 | $40.85 |

### Aged care - Direct care employees - Part-time

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - direct care - level 1 - Introductory | $30.49 | $45.74 | $53.36 | $76.23 | $45.74 | $60.98 |
| Aged care employee - direct care - level 2 - Direct carer | $31.82 | $47.73 | $55.69 | $79.55 | $47.73 | $63.64 |
| Aged care employee - direct care - level 3 - Qualified | $33.27 | $49.91 | $58.22 | $83.18 | $49.91 | $66.54 |
| Aged care employee - direct care - level 4 - Senior | $34.15 | $51.23 | $59.76 | $85.38 | $51.23 | $68.30 |
| Aged care employee - direct care - level 5 - Specialist | $35.39 | $53.09 | $61.93 | $88.48 | $53.09 | $70.78 |
| Aged care employee - direct care - level 6 - Team leader | $37.14 | $55.71 | $65.00 | $92.85 | $55.71 | $74.28 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - direct care - level 1 - Introductory | $45.74 | $60.98 | $60.98 | $60.98 | $60.98 | $60.98 |
| Aged care employee - direct care - level 2 - Direct carer | $47.73 | $63.64 | $63.64 | $63.64 | $63.64 | $63.64 |
| Aged care employee - direct care - level 3 - Qualified | $49.91 | $66.54 | $66.54 | $66.54 | $66.54 | $66.54 |
| Aged care employee - direct care - level 4 - Senior | $51.23 | $68.30 | $68.30 | $68.30 | $68.30 | $68.30 |
| Aged care employee - direct care - level 5 - Specialist | $53.09 | $70.78 | $70.78 | $70.78 | $70.78 | $70.78 |
| Aged care employee - direct care - level 6 - Team leader | $55.71 | $74.28 | $74.28 | $74.28 | $74.28 | $74.28 |

**Table 3 of 3**

| **Classification** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- |
| Aged care employee - direct care - level 1 - Introductory | $60.98 | $33.54 | $34.30 | $35.06 | $33.54 |
| Aged care employee - direct care - level 2 - Direct carer | $63.64 | $35.00 | $35.80 | $36.59 | $35.00 |
| Aged care employee - direct care - level 3 - Qualified | $66.54 | $36.60 | $37.43 | $38.26 | $36.60 |
| Aged care employee - direct care - level 4 - Senior | $68.30 | $37.57 | $38.42 | $39.27 | $37.57 |
| Aged care employee - direct care - level 5 - Specialist | $70.78 | $38.93 | $39.81 | $40.70 | $38.93 |
| Aged care employee - direct care - level 6 - Team leader | $74.28 | $40.85 | $41.78 | $42.71 | $40.85 |

### Aged care - Direct care employees - Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Public holiday** | **Overtime - Monday to Friday - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - direct care - level 1 - Introductory | $38.11 | $53.36 | $60.98 | $83.85 | $95.28 | $57.17 |
| Aged care employee - direct care - level 2 - Direct carer | $39.78 | $55.69 | $63.64 | $87.51 | $99.44 | $59.66 |
| Aged care employee - direct care - level 3 - Qualified | $41.59 | $58.22 | $66.54 | $91.49 | $103.97 | $62.38 |
| Aged care employee - direct care - level 4 - Senior | $42.69 | $59.76 | $68.30 | $93.91 | $106.72 | $64.03 |
| Aged care employee - direct care - level 5 - Specialist | $44.24 | $61.93 | $70.78 | $97.32 | $110.59 | $66.36 |
| Aged care employee - direct care - level 6 - Team leader | $46.43 | $65.00 | $74.28 | $102.14 | $116.06 | $69.64 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** |
| --- | --- | --- | --- | --- | --- | --- |
| Aged care employee - direct care - level 1 - Introductory | $76.23 | $57.17 | $76.23 | $76.23 | $76.23 | $68.60 |
| Aged care employee - direct care - level 2 - Direct carer | $79.55 | $59.66 | $79.55 | $79.55 | $79.55 | $71.60 |
| Aged care employee - direct care - level 3 - Qualified | $83.18 | $62.38 | $83.18 | $83.18 | $83.18 | $74.86 |
| Aged care employee - direct care - level 4 - Senior | $85.38 | $64.03 | $85.38 | $85.38 | $85.38 | $76.84 |
| Aged care employee - direct care - level 5 - Specialist | $88.48 | $66.36 | $88.48 | $88.48 | $88.48 | $79.63 |
| Aged care employee - direct care - level 6 - Team leader | $92.85 | $69.64 | $92.85 | $92.85 | $92.85 | $83.57 |

**Table 3 of 3**

| **Classification** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- |
| Aged care employee - direct care - level 1 - Introductory | $68.60 | $41.16 | $41.92 | $42.69 | $41.16 |
| Aged care employee - direct care - level 2 - Direct carer | $71.60 | $42.96 | $43.75 | $44.55 | $42.96 |
| Aged care employee - direct care - level 3 - Qualified | $74.86 | $44.91 | $45.75 | $46.58 | $44.91 |
| Aged care employee - direct care - level 4 - Senior | $76.84 | $46.10 | $46.96 | $47.81 | $46.10 |
| Aged care employee - direct care - level 5 - Specialist | $79.63 | $47.78 | $48.66 | $49.55 | $47.78 |
| Aged care employee - direct care - level 6 - Team leader | $83.57 | $50.14 | $51.07 | $52.00 | $50.14 |

### Cooking apprentice - Full-time

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Saturday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.93 | $23.90 | $27.88 | $39.83 | $23.90 | $31.86 | $31.86 |
| Apprentice - 2nd year | $18.82 | $28.23 | $32.94 | $47.05 | $28.23 | $37.64 | $37.64 |
| Apprentice - 3rd year | $23.17 | $34.76 | $40.55 | $57.93 | $34.76 | $46.34 | $46.34 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 | $55.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $31.86 | $31.86 | $31.86 | $17.52 | $17.92 | $18.32 | $17.52 |
| Apprentice - 2nd year | $37.64 | $37.64 | $37.64 | $20.70 | $21.17 | $21.64 | $20.70 |
| Apprentice - 3rd year | $46.34 | $46.34 | $46.34 | $25.49 | $26.07 | $26.65 | $25.49 |
| Apprentice - 4th year | $55.02 | $55.02 | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

### Gardening and landscaping apprentice - Did not complete year 12 - Full-time

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Saturday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $14.48 | $21.72 | $25.34 | $36.20 | $21.72 | $28.96 | $28.96 |
| Apprentice - 2nd year | $17.38 | $26.07 | $30.42 | $43.45 | $26.07 | $34.76 | $34.76 |
| Apprentice - 3rd year | $21.72 | $32.58 | $38.01 | $54.30 | $32.58 | $43.44 | $43.44 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 | $55.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $28.96 | $28.96 | $28.96 | $15.93 | $16.29 | $16.65 | $15.93 |
| Apprentice - 2nd year | $34.76 | $34.76 | $34.76 | $19.12 | $19.55 | $19.99 | $19.12 |
| Apprentice - 3rd year | $43.44 | $43.44 | $43.44 | $23.89 | $24.44 | $24.98 | $23.89 |
| Apprentice - 4th year | $55.02 | $55.02 | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

### Gardening and landscaping apprentice - Started before 1 Jan 2015 - Completed year 12 - Full-time

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Saturday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.20 | $22.80 | $26.60 | $38.00 | $22.80 | $30.40 | $30.40 |
| Apprentice - 2nd year | $18.82 | $28.23 | $32.94 | $47.05 | $28.23 | $37.64 | $37.64 |
| Apprentice - 3rd year | $21.72 | $32.58 | $38.01 | $54.30 | $32.58 | $43.44 | $43.44 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 | $55.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $30.40 | $30.40 | $30.40 | $16.72 | $17.10 | $17.48 | $16.72 |
| Apprentice - 2nd year | $37.64 | $37.64 | $37.64 | $20.70 | $21.17 | $21.64 | $20.70 |
| Apprentice - 3rd year | $43.44 | $43.44 | $43.44 | $23.89 | $24.44 | $24.98 | $23.89 |
| Apprentice - 4th year | $55.02 | $55.02 | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

### Gardening and landscaping apprentice - Started after 1 Jan 2015 - Completed year 12 - Full-time

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Saturday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.93 | $23.90 | $27.88 | $39.83 | $23.90 | $31.86 | $31.86 |
| Apprentice - 2nd year | $18.82 | $28.23 | $32.94 | $47.05 | $28.23 | $37.64 | $37.64 |
| Apprentice - 3rd year | $21.72 | $32.58 | $38.01 | $54.30 | $32.58 | $43.44 | $43.44 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 | $55.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $31.86 | $31.86 | $31.86 | $17.52 | $17.92 | $18.32 | $17.52 |
| Apprentice - 2nd year | $37.64 | $37.64 | $37.64 | $20.70 | $21.17 | $21.64 | $20.70 |
| Apprentice - 3rd year | $43.44 | $43.44 | $43.44 | $23.89 | $24.44 | $24.98 | $23.89 |
| Apprentice - 4th year | $55.02 | $55.02 | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

### Adult cooking apprentice - Started after 1 Jan 2014 - Full-time

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Saturday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.17 | $34.76 | $40.55 | $57.93 | $34.76 | $46.34 | $46.34 |
| Apprentice - 2nd year | $26.51 | $39.77 | $46.39 | $66.28 | $39.77 | $53.02 | $53.02 |
| Apprentice - 3rd year | $26.51 | $39.77 | $46.39 | $66.28 | $39.77 | $53.02 | $53.02 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 | $55.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $46.34 | $46.34 | $46.34 | $25.49 | $26.07 | $26.65 | $25.49 |
| Apprentice - 2nd year | $53.02 | $53.02 | $53.02 | $29.16 | $29.82 | $30.49 | $29.16 |
| Apprentice - 3rd year | $53.02 | $53.02 | $53.02 | $29.16 | $29.82 | $30.49 | $29.16 |
| Apprentice - 4th year | $55.02 | $55.02 | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

### Adult gardening and landscaping apprentice - Started after 1 Jan 2014 - Full-time

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Saturday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.17 | $34.76 | $40.55 | $57.93 | $34.76 | $46.34 | $46.34 |
| Apprentice - 2nd year | $26.51 | $39.77 | $46.39 | $66.28 | $39.77 | $53.02 | $53.02 |
| Apprentice - 3rd year | $26.51 | $39.77 | $46.39 | $66.28 | $39.77 | $53.02 | $53.02 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 | $55.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $46.34 | $46.34 | $46.34 | $25.49 | $26.07 | $26.65 | $25.49 |
| Apprentice - 2nd year | $53.02 | $53.02 | $53.02 | $29.16 | $29.82 | $30.49 | $29.16 |
| Apprentice - 3rd year | $53.02 | $53.02 | $53.02 | $29.16 | $29.82 | $30.49 | $29.16 |
| Apprentice - 4th year | $55.02 | $55.02 | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

### Cooking apprentice - Part-time

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.93 | $23.90 | $27.88 | $39.83 | $23.90 | $31.86 |
| Apprentice - 2nd year | $18.82 | $28.23 | $32.94 | $47.05 | $28.23 | $37.64 |
| Apprentice - 3rd year | $23.17 | $34.76 | $40.55 | $57.93 | $34.76 | $46.34 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.90 | $31.86 | $31.86 | $31.86 | $31.86 | $31.86 |
| Apprentice - 2nd year | $28.23 | $37.64 | $37.64 | $37.64 | $37.64 | $37.64 |
| Apprentice - 3rd year | $34.76 | $46.34 | $46.34 | $46.34 | $46.34 | $46.34 |
| Apprentice - 4th year | $41.27 | $55.02 | $55.02 | $55.02 | $55.02 | $55.02 |

**Table 3 of 3**

| **Classification** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $31.86 | $17.52 | $17.92 | $18.32 | $17.52 |
| Apprentice - 2nd year | $37.64 | $20.70 | $21.17 | $21.64 | $20.70 |
| Apprentice - 3rd year | $46.34 | $25.49 | $26.07 | $26.65 | $25.49 |
| Apprentice - 4th year | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

### Gardening and landscaping apprentice - Did not complete year 12 - Part-time

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $14.48 | $21.72 | $25.34 | $36.20 | $21.72 | $28.96 |
| Apprentice - 2nd year | $17.38 | $26.07 | $30.42 | $43.45 | $26.07 | $34.76 |
| Apprentice - 3rd year | $21.72 | $32.58 | $38.01 | $54.30 | $32.58 | $43.44 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $21.72 | $28.96 | $28.96 | $28.96 | $28.96 | $28.96 |
| Apprentice - 2nd year | $26.07 | $34.76 | $34.76 | $34.76 | $34.76 | $34.76 |
| Apprentice - 3rd year | $32.58 | $43.44 | $43.44 | $43.44 | $43.44 | $43.44 |
| Apprentice - 4th year | $41.27 | $55.02 | $55.02 | $55.02 | $55.02 | $55.02 |

**Table 3 of 3**

| **Classification** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $28.96 | $15.93 | $16.29 | $16.65 | $15.93 |
| Apprentice - 2nd year | $34.76 | $19.12 | $19.55 | $19.99 | $19.12 |
| Apprentice - 3rd year | $43.44 | $23.89 | $24.44 | $24.98 | $23.89 |
| Apprentice - 4th year | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

### Gardening and landscaping apprentice - Started before 1 Jan 2015 - Completed year 12 - Part-time

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.20 | $22.80 | $26.60 | $38.00 | $22.80 | $30.40 |
| Apprentice - 2nd year | $18.82 | $28.23 | $32.94 | $47.05 | $28.23 | $37.64 |
| Apprentice - 3rd year | $21.72 | $32.58 | $38.01 | $54.30 | $32.58 | $43.44 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $22.80 | $30.40 | $30.40 | $30.40 | $30.40 | $30.40 |
| Apprentice - 2nd year | $28.23 | $37.64 | $37.64 | $37.64 | $37.64 | $37.64 |
| Apprentice - 3rd year | $32.58 | $43.44 | $43.44 | $43.44 | $43.44 | $43.44 |
| Apprentice - 4th year | $41.27 | $55.02 | $55.02 | $55.02 | $55.02 | $55.02 |

**Table 3 of 3**

| **Classification** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $30.40 | $16.72 | $17.10 | $17.48 | $16.72 |
| Apprentice - 2nd year | $37.64 | $20.70 | $21.17 | $21.64 | $20.70 |
| Apprentice - 3rd year | $43.44 | $23.89 | $24.44 | $24.98 | $23.89 |
| Apprentice - 4th year | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

### Gardening and landscaping apprentice - Started after 1 Jan 2015 - Completed year 12 - Part-time

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.93 | $23.90 | $27.88 | $39.83 | $23.90 | $31.86 |
| Apprentice - 2nd year | $18.82 | $28.23 | $32.94 | $47.05 | $28.23 | $37.64 |
| Apprentice - 3rd year | $21.72 | $32.58 | $38.01 | $54.30 | $32.58 | $43.44 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.90 | $31.86 | $31.86 | $31.86 | $31.86 | $31.86 |
| Apprentice - 2nd year | $28.23 | $37.64 | $37.64 | $37.64 | $37.64 | $37.64 |
| Apprentice - 3rd year | $32.58 | $43.44 | $43.44 | $43.44 | $43.44 | $43.44 |
| Apprentice - 4th year | $41.27 | $55.02 | $55.02 | $55.02 | $55.02 | $55.02 |

**Table 3 of 3**

| **Classification** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $31.86 | $17.52 | $17.92 | $18.32 | $17.52 |
| Apprentice - 2nd year | $37.64 | $20.70 | $21.17 | $21.64 | $20.70 |
| Apprentice - 3rd year | $43.44 | $23.89 | $24.44 | $24.98 | $23.89 |
| Apprentice - 4th year | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

### Adult cooking apprentice - Started after 1 Jan 2014 - Part-time

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.17 | $34.76 | $40.55 | $57.93 | $34.76 | $46.34 |
| Apprentice - 2nd year | $26.51 | $39.77 | $46.39 | $66.28 | $39.77 | $53.02 |
| Apprentice - 3rd year | $26.51 | $39.77 | $46.39 | $66.28 | $39.77 | $53.02 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $34.76 | $46.34 | $46.34 | $46.34 | $46.34 | $46.34 |
| Apprentice - 2nd year | $39.77 | $53.02 | $53.02 | $53.02 | $53.02 | $53.02 |
| Apprentice - 3rd year | $39.77 | $53.02 | $53.02 | $53.02 | $53.02 | $53.02 |
| Apprentice - 4th year | $41.27 | $55.02 | $55.02 | $55.02 | $55.02 | $55.02 |

**Table 3 of 3**

| **Classification** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $46.34 | $25.49 | $26.07 | $26.65 | $25.49 |
| Apprentice - 2nd year | $53.02 | $29.16 | $29.82 | $30.49 | $29.16 |
| Apprentice - 3rd year | $53.02 | $29.16 | $29.82 | $30.49 | $29.16 |
| Apprentice - 4th year | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

### Adult gardening and landscaping apprentice - Started after 1 Jan 2014 - Part-time

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.17 | $34.76 | $40.55 | $57.93 | $34.76 | $46.34 |
| Apprentice - 2nd year | $26.51 | $39.77 | $46.39 | $66.28 | $39.77 | $53.02 |
| Apprentice - 3rd year | $26.51 | $39.77 | $46.39 | $66.28 | $39.77 | $53.02 |
| Apprentice - 4th year | $27.51 | $41.27 | $48.14 | $68.78 | $41.27 | $55.02 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day** | **Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break after working overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $34.76 | $46.34 | $46.34 | $46.34 | $46.34 | $46.34 |
| Apprentice - 2nd year | $39.77 | $53.02 | $53.02 | $53.02 | $53.02 | $53.02 |
| Apprentice - 3rd year | $39.77 | $53.02 | $53.02 | $53.02 | $53.02 | $53.02 |
| Apprentice - 4th year | $41.27 | $55.02 | $55.02 | $55.02 | $55.02 | $55.02 |

**Table 3 of 3**

| **Classification** | **Broken shift - work outside a 12 hour span** | **Afternoon shift - starts at 10am and before 1pm** | **Afternoon shift - starts at 1pm and before 4pm** | **Night shift - starts at 4pm and before 4am** | **Night shift - starts at 4am and before 6am** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $46.34 | $25.49 | $26.07 | $26.65 | $25.49 |
| Apprentice - 2nd year | $53.02 | $29.16 | $29.82 | $30.49 | $29.16 |
| Apprentice - 3rd year | $53.02 | $29.16 | $29.82 | $30.49 | $29.16 |
| Apprentice - 4th year | $55.02 | $30.26 | $30.95 | $31.64 | $30.26 |

## Allowances

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

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees & textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Uniform allowance | $1.23 per shift, up to a maximum of $6.24 per week |
| Laundry allowance | $0.32 per shift, up to a maximum of $1.49 per week |
| Special clothing & safety equipment reimbursement | reimbursement for the cost of purchasing required rubber gloves, special clothing or safety equipment |
| \* Leading hand allowance - in charge of 2-5 employees | $0.84 per hour |
| \* Leading hand allowance - in charge of 6-10 employees | $1.20 per hour |
| \* Leading hand allowance - in charge of 11-15 employees | $1.52 per hour |
| \* Leading hand allowance - in charge of 16 or more employees | $1.86 per hour |
| Meal allowance | $16.62 for the first meal and $14.98 for an extra meal |
| Nauseous work allowance | $0.60 per hour or part thereof with a minimum of $3.24 per week |
| Sleepover allowance | $62.35 per night |
| Tool allowance - cooks & chefs | $0.35 per hour up to a maximum of $13.41 per week |
| Vehicle allowance | $0.99 per km |
| Travelling reimbursement | Reimbursement for all reasonably incurred expenses in respect to fares, meals and accommodation on production of receipted accounts or other evidence acceptable to the employer. There is no entitlement to reimbursement for expenses which exceed the mode of transport, meals or the standard of accommodation agreed with the employer. |