

Pay Guide - Racing Industry Ground Maintenance Award

[MA000014]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

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The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

If any Tool allowances apply the rates below should not be used, and should be calculated using [PACT](#).

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

Adult

Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Morning work before 6.30am - track crossing attendants | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break |
|---|-----------------|-----------------|--|--|--|------------------------------|
| Introductory level | \$812.60 | \$21.38 | \$26.73 | \$32.07 | \$24.59 | \$32.07 |
| Maintenance and horticulture employee level 1 | \$844.50 | \$22.22 | \$27.78 | \$33.33 | \$25.55 | \$33.33 |
| Maintenance and horticulture employee level 2 | \$907.90 | \$23.89 | \$29.86 | \$35.84 | \$27.47 | \$35.84 |
| Tradesperson | \$940.90 | \$24.76 | N/A | \$37.14 | \$28.47 | \$37.14 |
| Trackwork and pool supervisor | \$1,014.80 | \$26.71 | N/A | \$40.07 | \$30.72 | \$40.07 |
| Management employee level 1 | \$1,088.70 | \$28.65 | N/A | \$42.98 | \$32.95 | \$42.98 |
| Management employee level 2 | \$1,201.60 | \$31.62 | N/A | \$47.43 | \$36.36 | \$47.43 |

Table 2 of 2

| Classification | Saturday - public event | Sunday - public event | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|---|-------------------------|-----------------------|----------------|---|---|-------------------|--|
| Introductory level | \$26.73 | \$37.42 | \$53.45 | \$32.07 | \$42.76 | \$42.76 | \$42.76 |
| Maintenance and horticulture employee level 1 | \$27.78 | \$38.89 | \$55.55 | \$33.33 | \$44.44 | \$44.44 | \$44.44 |
| Maintenance and horticulture employee level 2 | \$29.86 | \$41.81 | \$59.73 | \$35.84 | \$47.78 | \$47.78 | \$47.78 |
| Tradesperson | \$30.95 | \$43.33 | \$61.90 | \$37.14 | \$49.52 | \$49.52 | \$49.52 |
| Trackwork and pool supervisor | \$33.39 | \$46.74 | \$66.78 | \$40.07 | \$53.42 | \$53.42 | \$53.42 |
| Management employee level 1 | \$35.81 | \$50.14 | \$71.63 | \$42.98 | \$57.30 | \$57.30 | \$57.30 |
| Management employee level 2 | \$39.53 | \$55.34 | \$79.05 | \$47.43 | \$63.24 | \$63.24 | \$63.24 |

Casual

Table 1 of 2

| Classification | Hourly pay rate | Morning work before 6.30am - track crossing attendants | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Night cleaning shift | Working through a meal break |
|---|-----------------|--|--|--|----------------------|------------------------------|
| Introductory level | \$26.73 | \$32.07 | \$37.42 | \$29.93 | \$33.14 | \$37.42 |
| Maintenance and horticulture employee level 1 | \$27.78 | \$33.33 | \$38.89 | \$31.11 | \$34.44 | \$38.89 |
| Maintenance and horticulture employee level 2 | \$29.86 | \$35.84 | \$41.81 | \$33.45 | \$37.03 | \$41.81 |
| Tradesperson | \$30.95 | N/A | \$43.33 | \$34.66 | \$38.38 | \$43.33 |
| Trackwork and pool supervisor | \$33.39 | N/A | \$46.74 | \$37.39 | \$41.40 | \$46.74 |
| Management employee level 1 | \$35.81 | N/A | \$50.14 | \$40.11 | \$44.41 | \$50.14 |
| Management employee level 2 | \$39.53 | N/A | \$55.34 | \$44.27 | \$49.01 | \$55.34 |

Table 2 of 2

| Classification | Saturday - public event | Sunday - public event | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|---|-------------------------|-----------------------|----------------|---|---|-------------------|
| Introductory level | \$32.07 | \$42.76 | \$58.80 | \$37.42 | \$48.11 | \$48.11 |
| Maintenance and horticulture employee level 1 | \$33.33 | \$44.44 | \$61.11 | \$38.89 | \$50.00 | \$50.00 |
| Maintenance and horticulture employee level 2 | \$35.84 | \$47.78 | \$65.70 | \$41.81 | \$53.75 | \$53.75 |
| Tradesperson | \$37.14 | \$49.52 | \$68.09 | \$43.33 | \$55.71 | \$55.71 |
| Trackwork and pool supervisor | \$40.07 | \$53.42 | \$73.45 | \$46.74 | \$60.10 | \$60.10 |
| Management employee level 1 | \$42.98 | \$57.30 | \$78.79 | \$50.14 | \$64.46 | \$64.46 |
| Management employee level 2 | \$47.43 | \$63.24 | \$86.96 | \$55.34 | \$71.15 | \$71.15 |

Junior - Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Morning work before 6.30am - track crossing attendants | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break |
|--------------------|-----------------|-----------------|--|--|--|------------------------------|
| 18 years and under | \$633.38 | \$16.67 | \$20.84 | \$25.01 | \$19.17 | \$25.01 |
| 19 and 20 years | \$844.50 | \$22.22 | \$27.78 | \$33.33 | \$25.55 | \$33.33 |

Table 2 of 2

| Classification | Saturday - public event | Sunday - public event | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|--------------------|-------------------------|-----------------------|----------------|---|---|-------------------|--|
| 18 years and under | \$20.84 | \$29.17 | \$41.68 | \$25.01 | \$33.34 | \$33.34 | \$33.34 |
| 19 and 20 years | \$27.78 | \$38.89 | \$55.55 | \$33.33 | \$44.44 | \$44.44 | \$44.44 |

Junior - Casual

Table 1 of 2

| Classification | Hourly pay rate | Morning work before 6.30am - track crossing attendants | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Night cleaning shift | Working through a meal break |
|--------------------|-----------------|--|--|--|----------------------|------------------------------|
| 18 years and under | \$20.84 | \$25.01 | \$29.17 | \$23.34 | \$25.84 | \$29.17 |
| 19 and 20 years | \$27.78 | \$33.33 | \$38.89 | \$31.11 | \$34.44 | \$38.89 |

Table 2 of 2

| Classification | Saturday - public event | Sunday - public event | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|--------------------|-------------------------|-----------------------|----------------|---|---|-------------------|
| 18 years and under | \$25.01 | \$33.34 | \$45.84 | \$29.17 | \$37.51 | \$37.51 |
| 19 and 20 years | \$33.33 | \$44.44 | \$61.11 | \$38.89 | \$50.00 | \$50.00 |

Apprentice - Started before 1 Jan 2014

Table 1 of 2

| Classification | Hourly pay rate | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break | Saturday - public event | Sunday - public event |
|-----------------------|-----------------|--|--|------------------------------|-------------------------|-----------------------|
| Apprentice - 1st year | \$11.76 | \$17.64 | \$13.52 | \$17.64 | \$14.70 | \$20.58 |
| Apprentice - 2nd year | \$14.86 | \$22.29 | \$17.09 | \$22.29 | \$18.58 | \$26.01 |
| Apprentice - 3rd year | \$18.57 | \$27.86 | \$21.36 | \$27.86 | \$23.21 | \$32.50 |
| Apprentice - 4th year | \$23.52 | \$35.28 | \$27.05 | \$35.28 | \$29.40 | \$41.16 |

Table 2 of 2

| Classification | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|-----------------------|----------------|---|---|-------------------|--|
| Apprentice - 1st year | \$29.40 | \$17.64 | \$23.52 | \$23.52 | \$23.52 |
| Apprentice - 2nd year | \$37.15 | \$22.29 | \$29.72 | \$29.72 | \$29.72 |
| Apprentice - 3rd year | \$46.43 | \$27.86 | \$37.14 | \$37.14 | \$37.14 |
| Apprentice - 4th year | \$58.80 | \$35.28 | \$47.04 | \$47.04 | \$47.04 |

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

Table 1 of 2

| Classification | Hourly pay rate | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break | Saturday - public event | Sunday - public event |
|-----------------------|-----------------|--|--|------------------------------|-------------------------|-----------------------|
| Apprentice - 1st year | \$12.38 | \$18.57 | \$14.24 | \$18.57 | \$15.48 | \$21.67 |
| Apprentice - 2nd year | \$14.86 | \$22.29 | \$17.09 | \$22.29 | \$18.58 | \$26.01 |
| Apprentice - 3rd year | \$18.57 | \$27.86 | \$21.36 | \$27.86 | \$23.21 | \$32.50 |
| Apprentice - 4th year | \$23.52 | \$35.28 | \$27.05 | \$35.28 | \$29.40 | \$41.16 |

Table 2 of 2

| Classification | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|-----------------------|----------------|---|---|-------------------|--|
| Apprentice - 1st year | \$30.95 | \$18.57 | \$24.76 | \$24.76 | \$24.76 |
| Apprentice - 2nd year | \$37.15 | \$22.29 | \$29.72 | \$29.72 | \$29.72 |
| Apprentice - 3rd year | \$46.43 | \$27.86 | \$37.14 | \$37.14 | \$37.14 |
| Apprentice - 4th year | \$58.80 | \$35.28 | \$47.04 | \$47.04 | \$47.04 |

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

| Classification | Hourly pay rate | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break | Saturday - public event | Sunday - public event |
|-----------------------|-----------------|--|--|------------------------------|-------------------------|-----------------------|
| Apprentice - 1st year | \$13.62 | \$20.43 | \$15.66 | \$20.43 | \$17.03 | \$23.84 |
| Apprentice - 2nd year | \$16.09 | \$24.14 | \$18.50 | \$24.14 | \$20.11 | \$28.16 |
| Apprentice - 3rd year | \$18.57 | \$27.86 | \$21.36 | \$27.86 | \$23.21 | \$32.50 |
| Apprentice - 4th year | \$23.52 | \$35.28 | \$27.05 | \$35.28 | \$29.40 | \$41.16 |

Table 2 of 2

| Classification | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|-----------------------|----------------|---|---|-------------------|--|
| Apprentice - 1st year | \$34.05 | \$20.43 | \$27.24 | \$27.24 | \$27.24 |
| Apprentice - 2nd year | \$40.23 | \$24.14 | \$32.18 | \$32.18 | \$32.18 |
| Apprentice - 3rd year | \$46.43 | \$27.86 | \$37.14 | \$37.14 | \$37.14 |
| Apprentice - 4th year | \$58.80 | \$35.28 | \$47.04 | \$47.04 | \$47.04 |

Adult apprentice - Started after 1 Jan 2014

Table 1 of 2

| Classification | Hourly pay rate | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break | Saturday - public event | Sunday - public event |
|-----------------------|-----------------|--|--|---------------------------------|----------------------------|--------------------------|
| Apprentice - 1st year | \$19.81 | \$29.72 | \$22.78 | \$29.72 | \$24.76 | \$34.67 |
| Apprentice - 2nd year | \$21.38 | \$32.07 | \$24.59 | \$32.07 | \$26.73 | \$37.42 |
| Apprentice - 3rd year | \$21.38 | \$32.07 | \$24.59 | \$32.07 | \$26.73 | \$37.42 |
| Apprentice - 4th year | \$23.52 | \$35.28 | \$27.05 | \$35.28 | \$29.40 | \$41.16 |

Table 2 of 2

| Classification | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|-----------------------|----------------|---|---|-------------------|---|
| Apprentice - 1st year | \$49.53 | \$29.72 | \$39.62 | \$39.62 | \$39.62 |
| Apprentice - 2nd year | \$53.45 | \$32.07 | \$42.76 | \$42.76 | \$42.76 |
| Apprentice - 3rd year | \$53.45 | \$32.07 | \$42.76 | \$42.76 | \$42.76 |
| Apprentice - 4th year | \$58.80 | \$35.28 | \$47.04 | \$47.04 | \$47.04 |

Allowances

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

| Allowances | Rate |
|--|--|
| Accommodation allowance - caretaker on premises | an allowance equal to the amount of the rental charged for the accommodation |
| Apprentice training fees and 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 |
| First aid allowance | \$0.50 per hour up to a maximum of \$18.82 per week |
| In charge of tractor plant allowance | \$0.74 per hour |
| Leading hand allowance - in charge of fewer than 3 employees - does not apply to Management employee level 2 | \$0.50 per hour up to a maximum of \$18.82 per week |
| Leading hand allowance - in charge of 3 - 6 employees - does not apply to Management employee level 2 | \$0.99 per hour up to a maximum of \$37.64 per week |
| Leading hand allowance - in charge of 7 or more employees - does not apply to Management employee level 2 | \$1.24 per hour up to a maximum of \$47.05 per week |
| Loss of clothing reimbursement | reimbursement up to a maximum of \$819.38 for a single claim |
| Meal allowance | \$12.40 for a meal |
| Protective clothing and equipment reimbursement | reimbursement for the cost of purchasing the special clothing and equipment |
| * Tool allowance – tradesperson (not carpenter) | \$0.39 per hour |
| * Tool allowance - carpenter | \$0.76 per hour |