

Pay Guide - Animal Care and Veterinary Services Award

[MA000118]

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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.

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

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

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

Rates of pay

Adult

Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday
Veterinary surgeon - level 1A	N/A	\$28.75	N/A	N/A	N/A
Veterinary surgeon - level 1B	N/A	\$30.33	N/A	N/A	N/A
Veterinary surgeon - level 2	N/A	\$32.77	N/A	N/A	N/A
Veterinary surgeon - level 3	N/A	\$36.01	N/A	N/A	N/A
Veterinary surgeon - level 4	N/A	\$40.67	N/A	N/A	N/A
Veterinary nurse - introductory level	\$812.60	\$21.38	\$32.07	\$42.76	\$42.76
Veterinary nurse - level 1	\$834.80	\$21.97	\$32.96	\$43.94	\$43.94
Veterinary nurse - level 2	\$902.10	\$23.74	\$35.61	\$47.48	\$47.48
Veterinary nurse - level 3	\$940.90	\$24.76	\$37.14	\$49.52	\$49.52
Veterinary nurse - level 4	\$1,026.60	\$27.02	\$40.53	\$54.04	\$54.04
Receptionist - introductory level	\$812.60	\$21.38	\$32.07	\$42.76	\$42.76
Receptionist - level 1	\$834.80	\$21.97	\$32.96	\$43.94	\$43.94
Receptionist - level 2	\$902.10	\$23.74	\$35.61	\$47.48	\$47.48
Receptionist - level 3	\$940.90	\$24.76	\$37.14	\$49.52	\$49.52
Receptionist - level 4	\$1,026.60	\$27.02	\$40.53	\$54.04	\$54.04
Animal attendant - introductory level	\$812.60	\$21.38	\$32.07	\$42.76	\$42.76
Animal attendant - level 1	\$834.80	\$21.97	\$32.96	\$43.94	\$43.94
Animal attendant - level 2	\$902.10	\$23.74	\$35.61	\$47.48	\$47.48
Animal attendant - level 3	\$940.90	\$24.76	\$37.14	\$49.52	\$49.52
Animal attendant - level 4	\$1,026.60	\$27.02	\$40.53	\$54.04	\$54.04
Assistants - introductory level	\$812.60	\$21.38	\$32.07	\$42.76	\$42.76
Assistants - level 1	\$834.80	\$21.97	\$32.96	\$43.94	\$43.94
Assistants - level 2	\$902.10	\$23.74	\$35.61	\$47.48	\$47.48
Assistants - level 3	\$940.90	\$24.76	\$37.14	\$49.52	\$49.52
Assistants - level 4	\$1,026.60	\$27.02	\$40.53	\$54.04	\$54.04
Practice manager - level 5	\$1,078.70	\$28.39	\$42.59	\$56.78	\$56.78
Animal care industry inspector - Inspector level 1	N/A	\$28.75	\$43.13	\$57.50	\$57.50
Animal care industry inspector - Inspector level 2	N/A	\$30.33	\$45.50	\$60.66	\$60.66
Animal care industry inspector - Senior inspector level 3	N/A	\$32.77	\$49.16	\$65.54	\$65.54

Table 2 of 3

Classification	Public holiday	Christmas Day - Saturday	Christmas Day - Sunday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - veterinary surgeons
Veterinary surgeon - level 1A	\$57.50	\$43.13	\$43.13	N/A	N/A	\$28.75
Veterinary surgeon - level 1B	\$60.66	\$45.50	\$45.50	N/A	N/A	\$30.33
Veterinary surgeon - level 2	\$65.54	\$49.16	\$49.16	N/A	N/A	\$32.77
Veterinary surgeon - level 3	\$72.02	\$54.02	\$54.02	N/A	N/A	\$36.01
Veterinary surgeon - level 4	\$81.34	\$61.01	\$61.01	N/A	N/A	\$40.67
Veterinary nurse - introductory level	\$53.45	N/A	N/A	\$32.07	\$42.76	N/A
Veterinary nurse - level 1	\$54.93	N/A	N/A	\$32.96	\$43.94	N/A
Veterinary nurse - level 2	\$59.35	N/A	N/A	\$35.61	\$47.48	N/A
Veterinary nurse - level 3	\$61.90	N/A	N/A	\$37.14	\$49.52	N/A
Veterinary nurse - level 4	\$67.55	N/A	N/A	\$40.53	\$54.04	N/A
Receptionist - introductory level	\$53.45	N/A	N/A	\$32.07	\$42.76	N/A
Receptionist - level 1	\$54.93	N/A	N/A	\$32.96	\$43.94	N/A
Receptionist - level 2	\$59.35	N/A	N/A	\$35.61	\$47.48	N/A
Receptionist - level 3	\$61.90	N/A	N/A	\$37.14	\$49.52	N/A
Receptionist - level 4	\$67.55	N/A	N/A	\$40.53	\$54.04	N/A
Animal attendant - introductory level	\$53.45	N/A	N/A	\$32.07	\$42.76	N/A
Animal attendant - level 1	\$54.93	N/A	N/A	\$32.96	\$43.94	N/A
Animal attendant - level 2	\$59.35	N/A	N/A	\$35.61	\$47.48	N/A
Animal attendant - level 3	\$61.90	N/A	N/A	\$37.14	\$49.52	N/A
Animal attendant - level 4	\$67.55	N/A	N/A	\$40.53	\$54.04	N/A
Assistants - introductory level	\$53.45	N/A	N/A	\$32.07	\$42.76	N/A
Assistants - level 1	\$54.93	N/A	N/A	\$32.96	\$43.94	N/A
Assistants - level 2	\$59.35	N/A	N/A	\$35.61	\$47.48	N/A
Assistants - level 3	\$61.90	N/A	N/A	\$37.14	\$49.52	N/A
Assistants - level 4	\$67.55	N/A	N/A	\$40.53	\$54.04	N/A
Practice manager - level 5	\$70.98	N/A	N/A	\$42.59	\$56.78	N/A
Animal care industry inspector - Inspector level 1	\$71.88	N/A	N/A	\$43.13	\$57.50	N/A
Animal care industry inspector - Inspector level 2	\$75.83	N/A	N/A	\$45.50	\$60.66	N/A
Animal care industry inspector - Senior inspector level 3	\$81.93	N/A	N/A	\$49.16	\$65.54	N/A

Table 3 of 3

Classification	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary surgeon - level 1A	N/A	N/A	N/A	N/A
Veterinary surgeon - level 1B	N/A	N/A	N/A	N/A
Veterinary surgeon - level 2	N/A	N/A	N/A	N/A
Veterinary surgeon - level 3	N/A	N/A	N/A	N/A
Veterinary surgeon - level 4	N/A	N/A	N/A	N/A
Veterinary nurse - introductory level	\$24.59	\$24.59	\$27.79	\$32.07
Veterinary nurse - level 1	\$25.27	\$25.27	\$28.56	\$32.96
Veterinary nurse - level 2	\$27.30	\$27.30	\$30.86	\$35.61
Veterinary nurse - level 3	\$28.47	\$28.47	\$32.19	\$37.14
Veterinary nurse - level 4	\$31.07	\$31.07	\$35.13	\$40.53
Receptionist - introductory level	\$24.59	\$24.59	\$27.79	\$32.07
Receptionist - level 1	\$25.27	\$25.27	\$28.56	\$32.96
Receptionist - level 2	\$27.30	\$27.30	\$30.86	\$35.61
Receptionist - level 3	\$28.47	\$28.47	\$32.19	\$37.14
Receptionist - level 4	\$31.07	\$31.07	\$35.13	\$40.53
Animal attendant - introductory level	\$24.59	\$24.59	\$27.79	\$32.07
Animal attendant - level 1	\$25.27	\$25.27	\$28.56	\$32.96
Animal attendant - level 2	\$27.30	\$27.30	\$30.86	\$35.61
Animal attendant - level 3	\$28.47	\$28.47	\$32.19	\$37.14
Animal attendant - level 4	\$31.07	\$31.07	\$35.13	\$40.53
Assistants - introductory level	\$24.59	\$24.59	\$27.79	\$32.07
Assistants - level 1	\$25.27	\$25.27	\$28.56	\$32.96
Assistants - level 2	\$27.30	\$27.30	\$30.86	\$35.61
Assistants - level 3	\$28.47	\$28.47	\$32.19	\$37.14
Assistants - level 4	\$31.07	\$31.07	\$35.13	\$40.53
Practice manager - level 5	\$32.65	\$32.65	\$36.91	\$42.59
Animal care industry inspector - Inspector level 1	\$33.06	\$33.06	\$37.38	\$43.13
Animal care industry inspector - Inspector level 2	\$34.88	\$34.88	\$39.43	\$45.50
Animal care industry inspector - Senior inspector level 3	\$37.69	\$37.69	\$42.60	\$49.16

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 - veterinary surgeons
Veterinary surgeon - level 1A	\$35.94	N/A	N/A	N/A	\$64.69	\$35.94
Veterinary surgeon - level 1B	\$37.91	N/A	N/A	N/A	\$68.24	\$37.91
Veterinary surgeon - level 2	\$40.96	N/A	N/A	N/A	\$73.73	\$40.96
Veterinary surgeon - level 3	\$45.01	N/A	N/A	N/A	\$81.02	\$45.01
Veterinary surgeon - level 4	\$50.84	N/A	N/A	N/A	\$91.51	\$50.84
Veterinary nurse - introductory level	\$26.73	\$37.42	\$48.11	\$48.11	\$58.80	N/A
Veterinary nurse - level 1	\$27.46	\$38.45	\$49.43	\$49.43	\$60.42	N/A
Veterinary nurse - level 2	\$29.68	\$41.55	\$53.42	\$53.42	\$65.29	N/A
Veterinary nurse - level 3	\$30.95	\$43.33	\$55.71	\$55.71	\$68.09	N/A
Veterinary nurse - level 4	\$33.78	\$47.29	\$60.80	\$60.80	\$74.31	N/A
Receptionist - introductory level	\$26.73	\$37.42	\$48.11	\$48.11	\$58.80	N/A
Receptionist - level 1	\$27.46	\$38.45	\$49.43	\$49.43	\$60.42	N/A
Receptionist - level 2	\$29.68	\$41.55	\$53.42	\$53.42	\$65.29	N/A
Receptionist - level 3	\$30.95	\$43.33	\$55.71	\$55.71	\$68.09	N/A
Receptionist - level 4	\$33.78	\$47.29	\$60.80	\$60.80	\$74.31	N/A
Animal attendant - introductory level	\$26.73	\$37.42	\$48.11	\$48.11	\$58.80	N/A
Animal attendant - level 1	\$27.46	\$38.45	\$49.43	\$49.43	\$60.42	N/A
Animal attendant - level 2	\$29.68	\$41.55	\$53.42	\$53.42	\$65.29	N/A
Animal attendant - level 3	\$30.95	\$43.33	\$55.71	\$55.71	\$68.09	N/A
Animal attendant - level 4	\$33.78	\$47.29	\$60.80	\$60.80	\$74.31	N/A
Assistants - introductory level	\$26.73	\$37.42	\$48.11	\$48.11	\$58.80	N/A
Assistants - level 1	\$27.46	\$38.45	\$49.43	\$49.43	\$60.42	N/A
Assistants - level 2	\$29.68	\$41.55	\$53.42	\$53.42	\$65.29	N/A
Assistants - level 3	\$30.95	\$43.33	\$55.71	\$55.71	\$68.09	N/A
Assistants - level 4	\$33.78	\$47.29	\$60.80	\$60.80	\$74.31	N/A
Practice manager - level 5	\$35.49	\$49.68	\$63.88	\$63.88	\$78.07	N/A
Animal care industry inspector - Inspector level 1	\$35.94	\$50.31	\$64.69	\$64.69	\$79.06	N/A
Animal care industry inspector - Inspector level 2	\$37.91	\$53.08	\$68.24	\$68.24	\$83.41	N/A
Animal care industry inspector - Senior inspector level 3	\$40.96	\$57.35	\$73.73	\$73.73	\$90.12	N/A

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
Veterinary surgeon - level 1A	N/A	N/A	N/A	N/A	N/A	N/A
Veterinary surgeon - level 1B	N/A	N/A	N/A	N/A	N/A	N/A
Veterinary surgeon - level 2	N/A	N/A	N/A	N/A	N/A	N/A
Veterinary surgeon - level 3	N/A	N/A	N/A	N/A	N/A	N/A
Veterinary surgeon - level 4	N/A	N/A	N/A	N/A	N/A	N/A
Veterinary nurse - introductory level	\$37.42	\$48.11	\$29.93	\$29.93	\$33.14	\$37.42
Veterinary nurse - level 1	\$38.45	\$49.43	\$30.76	\$30.76	\$34.05	\$38.45
Veterinary nurse - level 2	\$41.55	\$53.42	\$33.24	\$33.24	\$36.80	\$41.55
Veterinary nurse - level 3	\$43.33	\$55.71	\$34.66	\$34.66	\$38.38	\$43.33
Veterinary nurse - level 4	\$47.29	\$60.80	\$37.83	\$37.83	\$41.88	\$47.29
Receptionist - introductory level	\$37.42	\$48.11	\$29.93	\$29.93	\$33.14	\$37.42
Receptionist - level 1	\$38.45	\$49.43	\$30.76	\$30.76	\$34.05	\$38.45
Receptionist - level 2	\$41.55	\$53.42	\$33.24	\$33.24	\$36.80	\$41.55
Receptionist - level 3	\$43.33	\$55.71	\$34.66	\$34.66	\$38.38	\$43.33
Receptionist - level 4	\$47.29	\$60.80	\$37.83	\$37.83	\$41.88	\$47.29
Animal attendant - introductory level	\$37.42	\$48.11	\$29.93	\$29.93	\$33.14	\$37.42
Animal attendant - level 1	\$38.45	\$49.43	\$30.76	\$30.76	\$34.05	\$38.45
Animal attendant - level 2	\$41.55	\$53.42	\$33.24	\$33.24	\$36.80	\$41.55
Animal attendant - level 3	\$43.33	\$55.71	\$34.66	\$34.66	\$38.38	\$43.33
Animal attendant - level 4	\$47.29	\$60.80	\$37.83	\$37.83	\$41.88	\$47.29
Assistants - introductory level	\$37.42	\$48.11	\$29.93	\$29.93	\$33.14	\$37.42
Assistants - level 1	\$38.45	\$49.43	\$30.76	\$30.76	\$34.05	\$38.45
Assistants - level 2	\$41.55	\$53.42	\$33.24	\$33.24	\$36.80	\$41.55
Assistants - level 3	\$43.33	\$55.71	\$34.66	\$34.66	\$38.38	\$43.33
Assistants - level 4	\$47.29	\$60.80	\$37.83	\$37.83	\$41.88	\$47.29
Practice manager - level 5	\$49.68	\$63.88	\$39.75	\$39.75	\$44.00	\$49.68
Animal care industry inspector - Inspector level 1	\$50.31	\$64.69	\$40.25	\$40.25	\$44.56	\$50.31
Animal care industry inspector - Inspector level 2	\$53.08	\$68.24	\$42.46	\$42.46	\$47.01	\$53.08
Animal care industry inspector - Senior inspector level 3	\$57.35	\$73.73	\$45.88	\$45.88	\$50.79	\$57.35

Junior - Full-time & part-time - 16 years of age or under

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	\$10.69	\$16.04	\$21.38	\$21.38	\$26.73	\$16.04
Veterinary nurse - level 1	\$10.99	\$16.49	\$21.98	\$21.98	\$27.48	\$16.49
Veterinary nurse - level 2	\$11.87	\$17.81	\$23.74	\$23.74	\$29.68	\$17.81
Veterinary nurse - level 3	\$12.38	\$18.57	\$24.76	\$24.76	\$30.95	\$18.57
Veterinary nurse - level 4	\$13.51	\$20.27	\$27.02	\$27.02	\$33.78	\$20.27
Receptionist - introductory level	\$10.69	\$16.04	\$21.38	\$21.38	\$26.73	\$16.04
Receptionist - level 1	\$10.99	\$16.49	\$21.98	\$21.98	\$27.48	\$16.49
Receptionist - level 2	\$11.87	\$17.81	\$23.74	\$23.74	\$29.68	\$17.81
Receptionist - level 3	\$12.38	\$18.57	\$24.76	\$24.76	\$30.95	\$18.57
Receptionist - level 4	\$13.51	\$20.27	\$27.02	\$27.02	\$33.78	\$20.27
Animal attendant - introductory level	\$10.69	\$16.04	\$21.38	\$21.38	\$26.73	\$16.04
Animal attendant - level 1	\$10.99	\$16.49	\$21.98	\$21.98	\$27.48	\$16.49
Animal attendant - level 2	\$11.87	\$17.81	\$23.74	\$23.74	\$29.68	\$17.81
Animal attendant - level 3	\$12.38	\$18.57	\$24.76	\$24.76	\$30.95	\$18.57
Animal attendant - level 4	\$13.51	\$20.27	\$27.02	\$27.02	\$33.78	\$20.27
Assistants - introductory level	\$10.69	\$16.04	\$21.38	\$21.38	\$26.73	\$16.04
Assistants - level 1	\$10.99	\$16.49	\$21.98	\$21.98	\$27.48	\$16.49
Assistants - level 2	\$11.87	\$17.81	\$23.74	\$23.74	\$29.68	\$17.81
Assistants - level 3	\$12.38	\$18.57	\$24.76	\$24.76	\$30.95	\$18.57
Assistants - level 4	\$13.51	\$20.27	\$27.02	\$27.02	\$33.78	\$20.27
Practice manager - level 5	\$14.20	\$21.30	\$28.40	\$28.40	\$35.50	\$21.30
Animal care industry inspector - Inspector level 1	\$14.38	\$21.57	\$28.76	\$28.76	\$35.95	\$21.57
Animal care industry inspector - Inspector level 2	\$15.17	\$22.76	\$30.34	\$30.34	\$37.93	\$22.76
Animal care industry inspector - Senior inspector level 3	\$16.39	\$24.59	\$32.78	\$32.78	\$40.98	\$24.59

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
Veterinary nurse - introductory level	\$21.38	\$12.29	\$12.29	\$13.90	\$16.04
Veterinary nurse - level 1	\$21.98	\$12.64	\$12.64	\$14.29	\$16.49
Veterinary nurse - level 2	\$23.74	\$13.65	\$13.65	\$15.43	\$17.81
Veterinary nurse - level 3	\$24.76	\$14.24	\$14.24	\$16.09	\$18.57
Veterinary nurse - level 4	\$27.02	\$15.54	\$15.54	\$17.56	\$20.27
Receptionist - introductory level	\$21.38	\$12.29	\$12.29	\$13.90	\$16.04
Receptionist - level 1	\$21.98	\$12.64	\$12.64	\$14.29	\$16.49
Receptionist - level 2	\$23.74	\$13.65	\$13.65	\$15.43	\$17.81
Receptionist - level 3	\$24.76	\$14.24	\$14.24	\$16.09	\$18.57
Receptionist - level 4	\$27.02	\$15.54	\$15.54	\$17.56	\$20.27
Animal attendant - introductory level	\$21.38	\$12.29	\$12.29	\$13.90	\$16.04
Animal attendant - level 1	\$21.98	\$12.64	\$12.64	\$14.29	\$16.49
Animal attendant - level 2	\$23.74	\$13.65	\$13.65	\$15.43	\$17.81
Animal attendant - level 3	\$24.76	\$14.24	\$14.24	\$16.09	\$18.57
Animal attendant - level 4	\$27.02	\$15.54	\$15.54	\$17.56	\$20.27
Assistants - introductory level	\$21.38	\$12.29	\$12.29	\$13.90	\$16.04
Assistants - level 1	\$21.98	\$12.64	\$12.64	\$14.29	\$16.49
Assistants - level 2	\$23.74	\$13.65	\$13.65	\$15.43	\$17.81
Assistants - level 3	\$24.76	\$14.24	\$14.24	\$16.09	\$18.57
Assistants - level 4	\$27.02	\$15.54	\$15.54	\$17.56	\$20.27
Practice manager - level 5	\$28.40	\$16.33	\$16.33	\$18.46	\$21.30
Animal care industry inspector - Inspector level 1	\$28.76	\$16.54	\$16.54	\$18.69	\$21.57
Animal care industry inspector - Inspector level 2	\$30.34	\$17.45	\$17.45	\$19.72	\$22.76
Animal care industry inspector - Senior inspector level 3	\$32.78	\$18.85	\$18.85	\$21.31	\$24.59

Junior - 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	\$12.83	\$19.25	\$25.66	\$25.66	\$32.08	\$19.25
Veterinary nurse - level 1	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Veterinary nurse - level 2	\$14.24	\$21.36	\$28.48	\$28.48	\$35.60	\$21.36
Veterinary nurse - level 3	\$14.86	\$22.29	\$29.72	\$29.72	\$37.15	\$22.29
Veterinary nurse - level 4	\$16.21	\$24.32	\$32.42	\$32.42	\$40.53	\$24.32
Receptionist - introductory level	\$12.83	\$19.25	\$25.66	\$25.66	\$32.08	\$19.25
Receptionist - level 1	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Receptionist - level 2	\$14.24	\$21.36	\$28.48	\$28.48	\$35.60	\$21.36
Receptionist - level 3	\$14.86	\$22.29	\$29.72	\$29.72	\$37.15	\$22.29
Receptionist - level 4	\$16.21	\$24.32	\$32.42	\$32.42	\$40.53	\$24.32
Animal attendant - introductory level	\$12.83	\$19.25	\$25.66	\$25.66	\$32.08	\$19.25
Animal attendant - level 1	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Animal attendant - level 2	\$14.24	\$21.36	\$28.48	\$28.48	\$35.60	\$21.36
Animal attendant - level 3	\$14.86	\$22.29	\$29.72	\$29.72	\$37.15	\$22.29
Animal attendant - level 4	\$16.21	\$24.32	\$32.42	\$32.42	\$40.53	\$24.32
Assistants - introductory level	\$12.83	\$19.25	\$25.66	\$25.66	\$32.08	\$19.25
Assistants - level 1	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Assistants - level 2	\$14.24	\$21.36	\$28.48	\$28.48	\$35.60	\$21.36
Assistants - level 3	\$14.86	\$22.29	\$29.72	\$29.72	\$37.15	\$22.29
Assistants - level 4	\$16.21	\$24.32	\$32.42	\$32.42	\$40.53	\$24.32
Practice manager - level 5	\$17.03	\$25.55	\$34.06	\$34.06	\$42.58	\$25.55
Animal care industry inspector - Inspector level 1	\$17.25	\$25.88	\$34.50	\$34.50	\$43.13	\$25.88
Animal care industry inspector - Inspector level 2	\$18.20	\$27.30	\$36.40	\$36.40	\$45.50	\$27.30
Animal care industry inspector - Senior inspector level 3	\$19.66	\$29.49	\$39.32	\$39.32	\$49.15	\$29.49

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
Veterinary nurse - introductory level	\$25.66	\$14.75	\$14.75	\$16.68	\$19.25
Veterinary nurse - level 1	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Veterinary nurse - level 2	\$28.48	\$16.38	\$16.38	\$18.51	\$21.36
Veterinary nurse - level 3	\$29.72	\$17.09	\$17.09	\$19.32	\$22.29
Veterinary nurse - level 4	\$32.42	\$18.64	\$18.64	\$21.07	\$24.32
Receptionist - introductory level	\$25.66	\$14.75	\$14.75	\$16.68	\$19.25
Receptionist - level 1	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Receptionist - level 2	\$28.48	\$16.38	\$16.38	\$18.51	\$21.36
Receptionist - level 3	\$29.72	\$17.09	\$17.09	\$19.32	\$22.29
Receptionist - level 4	\$32.42	\$18.64	\$18.64	\$21.07	\$24.32
Animal attendant - introductory level	\$25.66	\$14.75	\$14.75	\$16.68	\$19.25
Animal attendant - level 1	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Animal attendant - level 2	\$28.48	\$16.38	\$16.38	\$18.51	\$21.36
Animal attendant - level 3	\$29.72	\$17.09	\$17.09	\$19.32	\$22.29
Animal attendant - level 4	\$32.42	\$18.64	\$18.64	\$21.07	\$24.32
Assistants - introductory level	\$25.66	\$14.75	\$14.75	\$16.68	\$19.25
Assistants - level 1	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Assistants - level 2	\$28.48	\$16.38	\$16.38	\$18.51	\$21.36
Assistants - level 3	\$29.72	\$17.09	\$17.09	\$19.32	\$22.29
Assistants - level 4	\$32.42	\$18.64	\$18.64	\$21.07	\$24.32
Practice manager - level 5	\$34.06	\$19.58	\$19.58	\$22.14	\$25.55
Animal care industry inspector - Inspector level 1	\$34.50	\$19.84	\$19.84	\$22.43	\$25.88
Animal care industry inspector - Inspector level 2	\$36.40	\$20.93	\$20.93	\$23.66	\$27.30
Animal care industry inspector - Senior inspector level 3	\$39.32	\$22.61	\$22.61	\$25.56	\$29.49

Junior - 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	\$14.97	\$22.46	\$29.94	\$29.94	\$37.43	\$22.46
Veterinary nurse - level 1	\$15.38	\$23.07	\$30.76	\$30.76	\$38.45	\$23.07
Veterinary nurse - level 2	\$16.62	\$24.93	\$33.24	\$33.24	\$41.55	\$24.93
Veterinary nurse - level 3	\$17.33	\$26.00	\$34.66	\$34.66	\$43.33	\$26.00
Veterinary nurse - level 4	\$18.91	\$28.37	\$37.82	\$37.82	\$47.28	\$28.37
Receptionist - introductory level	\$14.97	\$22.46	\$29.94	\$29.94	\$37.43	\$22.46
Receptionist - level 1	\$15.38	\$23.07	\$30.76	\$30.76	\$38.45	\$23.07
Receptionist - level 2	\$16.62	\$24.93	\$33.24	\$33.24	\$41.55	\$24.93
Receptionist - level 3	\$17.33	\$26.00	\$34.66	\$34.66	\$43.33	\$26.00
Receptionist - level 4	\$18.91	\$28.37	\$37.82	\$37.82	\$47.28	\$28.37
Animal attendant - introductory level	\$14.97	\$22.46	\$29.94	\$29.94	\$37.43	\$22.46
Animal attendant - level 1	\$15.38	\$23.07	\$30.76	\$30.76	\$38.45	\$23.07
Animal attendant - level 2	\$16.62	\$24.93	\$33.24	\$33.24	\$41.55	\$24.93
Animal attendant - level 3	\$17.33	\$26.00	\$34.66	\$34.66	\$43.33	\$26.00
Animal attendant - level 4	\$18.91	\$28.37	\$37.82	\$37.82	\$47.28	\$28.37
Assistants - introductory level	\$14.97	\$22.46	\$29.94	\$29.94	\$37.43	\$22.46
Assistants - level 1	\$15.38	\$23.07	\$30.76	\$30.76	\$38.45	\$23.07
Assistants - level 2	\$16.62	\$24.93	\$33.24	\$33.24	\$41.55	\$24.93
Assistants - level 3	\$17.33	\$26.00	\$34.66	\$34.66	\$43.33	\$26.00
Assistants - level 4	\$18.91	\$28.37	\$37.82	\$37.82	\$47.28	\$28.37
Practice manager - level 5	\$19.87	\$29.81	\$39.74	\$39.74	\$49.68	\$29.81
Animal care industry inspector - Inspector level 1	\$20.13	\$30.20	\$40.26	\$40.26	\$50.33	\$30.20
Animal care industry inspector - Inspector level 2	\$21.23	\$31.85	\$42.46	\$42.46	\$53.08	\$31.85
Animal care industry inspector - Senior inspector level 3	\$22.94	\$34.41	\$45.88	\$45.88	\$57.35	\$34.41

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
Veterinary nurse - introductory level	\$29.94	\$17.22	\$17.22	\$19.46	\$22.46
Veterinary nurse - level 1	\$30.76	\$17.69	\$17.69	\$19.99	\$23.07
Veterinary nurse - level 2	\$33.24	\$19.11	\$19.11	\$21.61	\$24.93
Veterinary nurse - level 3	\$34.66	\$19.93	\$19.93	\$22.53	\$26.00
Veterinary nurse - level 4	\$37.82	\$21.75	\$21.75	\$24.58	\$28.37
Receptionist - introductory level	\$29.94	\$17.22	\$17.22	\$19.46	\$22.46
Receptionist - level 1	\$30.76	\$17.69	\$17.69	\$19.99	\$23.07
Receptionist - level 2	\$33.24	\$19.11	\$19.11	\$21.61	\$24.93
Receptionist - level 3	\$34.66	\$19.93	\$19.93	\$22.53	\$26.00
Receptionist - level 4	\$37.82	\$21.75	\$21.75	\$24.58	\$28.37
Animal attendant - introductory level	\$29.94	\$17.22	\$17.22	\$19.46	\$22.46
Animal attendant - level 1	\$30.76	\$17.69	\$17.69	\$19.99	\$23.07
Animal attendant - level 2	\$33.24	\$19.11	\$19.11	\$21.61	\$24.93
Animal attendant - level 3	\$34.66	\$19.93	\$19.93	\$22.53	\$26.00
Animal attendant - level 4	\$37.82	\$21.75	\$21.75	\$24.58	\$28.37
Assistants - introductory level	\$29.94	\$17.22	\$17.22	\$19.46	\$22.46
Assistants - level 1	\$30.76	\$17.69	\$17.69	\$19.99	\$23.07
Assistants - level 2	\$33.24	\$19.11	\$19.11	\$21.61	\$24.93
Assistants - level 3	\$34.66	\$19.93	\$19.93	\$22.53	\$26.00
Assistants - level 4	\$37.82	\$21.75	\$21.75	\$24.58	\$28.37
Practice manager - level 5	\$39.74	\$22.85	\$22.85	\$25.83	\$29.81
Animal care industry inspector - Inspector level 1	\$40.26	\$23.15	\$23.15	\$26.17	\$30.20
Animal care industry inspector - Inspector level 2	\$42.46	\$24.41	\$24.41	\$27.60	\$31.85
Animal care industry inspector - Senior inspector level 3	\$45.88	\$26.38	\$26.38	\$29.82	\$34.41

Junior - 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	\$17.10	\$25.65	\$34.20	\$34.20	\$42.75	\$25.65
Veterinary nurse - level 1	\$17.58	\$26.37	\$35.16	\$35.16	\$43.95	\$26.37
Veterinary nurse - level 2	\$18.99	\$28.49	\$37.98	\$37.98	\$47.48	\$28.49
Veterinary nurse - level 3	\$19.81	\$29.72	\$39.62	\$39.62	\$49.53	\$29.72
Veterinary nurse - level 4	\$21.62	\$32.43	\$43.24	\$43.24	\$54.05	\$32.43
Receptionist - introductory level	\$17.10	\$25.65	\$34.20	\$34.20	\$42.75	\$25.65
Receptionist - level 1	\$17.58	\$26.37	\$35.16	\$35.16	\$43.95	\$26.37
Receptionist - level 2	\$18.99	\$28.49	\$37.98	\$37.98	\$47.48	\$28.49
Receptionist - level 3	\$19.81	\$29.72	\$39.62	\$39.62	\$49.53	\$29.72
Receptionist - level 4	\$21.62	\$32.43	\$43.24	\$43.24	\$54.05	\$32.43
Animal attendant - introductory level	\$17.10	\$25.65	\$34.20	\$34.20	\$42.75	\$25.65
Animal attendant - level 1	\$17.58	\$26.37	\$35.16	\$35.16	\$43.95	\$26.37
Animal attendant - level 2	\$18.99	\$28.49	\$37.98	\$37.98	\$47.48	\$28.49
Animal attendant - level 3	\$19.81	\$29.72	\$39.62	\$39.62	\$49.53	\$29.72
Animal attendant - level 4	\$21.62	\$32.43	\$43.24	\$43.24	\$54.05	\$32.43
Assistants - introductory level	\$17.10	\$25.65	\$34.20	\$34.20	\$42.75	\$25.65
Assistants - level 1	\$17.58	\$26.37	\$35.16	\$35.16	\$43.95	\$26.37
Assistants - level 2	\$18.99	\$28.49	\$37.98	\$37.98	\$47.48	\$28.49
Assistants - level 3	\$19.81	\$29.72	\$39.62	\$39.62	\$49.53	\$29.72
Assistants - level 4	\$21.62	\$32.43	\$43.24	\$43.24	\$54.05	\$32.43
Practice manager - level 5	\$22.71	\$34.07	\$45.42	\$45.42	\$56.78	\$34.07
Animal care industry inspector - Inspector level 1	\$23.00	\$34.50	\$46.00	\$46.00	\$57.50	\$34.50
Animal care industry inspector - Inspector level 2	\$24.26	\$36.39	\$48.52	\$48.52	\$60.65	\$36.39
Animal care industry inspector - Senior inspector level 3	\$26.22	\$39.33	\$52.44	\$52.44	\$65.55	\$39.33

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
Veterinary nurse - introductory level	\$34.20	\$19.67	\$19.67	\$22.23	\$25.65
Veterinary nurse - level 1	\$35.16	\$20.22	\$20.22	\$22.85	\$26.37
Veterinary nurse - level 2	\$37.98	\$21.84	\$21.84	\$24.69	\$28.49
Veterinary nurse - level 3	\$39.62	\$22.78	\$22.78	\$25.75	\$29.72
Veterinary nurse - level 4	\$43.24	\$24.86	\$24.86	\$28.11	\$32.43
Receptionist - introductory level	\$34.20	\$19.67	\$19.67	\$22.23	\$25.65
Receptionist - level 1	\$35.16	\$20.22	\$20.22	\$22.85	\$26.37
Receptionist - level 2	\$37.98	\$21.84	\$21.84	\$24.69	\$28.49
Receptionist - level 3	\$39.62	\$22.78	\$22.78	\$25.75	\$29.72
Receptionist - level 4	\$43.24	\$24.86	\$24.86	\$28.11	\$32.43
Animal attendant - introductory level	\$34.20	\$19.67	\$19.67	\$22.23	\$25.65
Animal attendant - level 1	\$35.16	\$20.22	\$20.22	\$22.85	\$26.37
Animal attendant - level 2	\$37.98	\$21.84	\$21.84	\$24.69	\$28.49
Animal attendant - level 3	\$39.62	\$22.78	\$22.78	\$25.75	\$29.72
Animal attendant - level 4	\$43.24	\$24.86	\$24.86	\$28.11	\$32.43
Assistants - introductory level	\$34.20	\$19.67	\$19.67	\$22.23	\$25.65
Assistants - level 1	\$35.16	\$20.22	\$20.22	\$22.85	\$26.37
Assistants - level 2	\$37.98	\$21.84	\$21.84	\$24.69	\$28.49
Assistants - level 3	\$39.62	\$22.78	\$22.78	\$25.75	\$29.72
Assistants - level 4	\$43.24	\$24.86	\$24.86	\$28.11	\$32.43
Practice manager - level 5	\$45.42	\$26.12	\$26.12	\$29.52	\$34.07
Animal care industry inspector - Inspector level 1	\$46.00	\$26.45	\$26.45	\$29.90	\$34.50
Animal care industry inspector - Inspector level 2	\$48.52	\$27.90	\$27.90	\$31.54	\$36.39
Animal care industry inspector - Senior inspector level 3	\$52.44	\$30.15	\$30.15	\$34.09	\$39.33

Junior - 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	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10	\$28.86
Veterinary nurse - level 1	\$19.77	\$29.66	\$39.54	\$39.54	\$49.43	\$29.66
Veterinary nurse - level 2	\$21.37	\$32.06	\$42.74	\$42.74	\$53.43	\$32.06
Veterinary nurse - level 3	\$22.28	\$33.42	\$44.56	\$44.56	\$55.70	\$33.42
Veterinary nurse - level 4	\$24.32	\$36.48	\$48.64	\$48.64	\$60.80	\$36.48
Receptionist - introductory level	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10	\$28.86
Receptionist - level 1	\$19.77	\$29.66	\$39.54	\$39.54	\$49.43	\$29.66
Receptionist - level 2	\$21.37	\$32.06	\$42.74	\$42.74	\$53.43	\$32.06
Receptionist - level 3	\$22.28	\$33.42	\$44.56	\$44.56	\$55.70	\$33.42
Receptionist - level 4	\$24.32	\$36.48	\$48.64	\$48.64	\$60.80	\$36.48
Animal attendant - introductory level	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10	\$28.86
Animal attendant - level 1	\$19.77	\$29.66	\$39.54	\$39.54	\$49.43	\$29.66
Animal attendant - level 2	\$21.37	\$32.06	\$42.74	\$42.74	\$53.43	\$32.06
Animal attendant - level 3	\$22.28	\$33.42	\$44.56	\$44.56	\$55.70	\$33.42
Animal attendant - level 4	\$24.32	\$36.48	\$48.64	\$48.64	\$60.80	\$36.48
Assistants - introductory level	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10	\$28.86
Assistants - level 1	\$19.77	\$29.66	\$39.54	\$39.54	\$49.43	\$29.66
Assistants - level 2	\$21.37	\$32.06	\$42.74	\$42.74	\$53.43	\$32.06
Assistants - level 3	\$22.28	\$33.42	\$44.56	\$44.56	\$55.70	\$33.42
Assistants - level 4	\$24.32	\$36.48	\$48.64	\$48.64	\$60.80	\$36.48
Practice manager - level 5	\$25.55	\$38.33	\$51.10	\$51.10	\$63.88	\$38.33
Animal care industry inspector - Inspector level 1	\$25.88	\$38.82	\$51.76	\$51.76	\$64.70	\$38.82
Animal care industry inspector - Inspector level 2	\$27.30	\$40.95	\$54.60	\$54.60	\$68.25	\$40.95
Animal care industry inspector - Senior inspector level 3	\$29.49	\$44.24	\$58.98	\$58.98	\$73.73	\$44.24

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
Veterinary nurse - introductory level	\$38.48	\$22.13	\$22.13	\$25.01	\$28.86
Veterinary nurse - level 1	\$39.54	\$22.74	\$22.74	\$25.70	\$29.66
Veterinary nurse - level 2	\$42.74	\$24.58	\$24.58	\$27.78	\$32.06
Veterinary nurse - level 3	\$44.56	\$25.62	\$25.62	\$28.96	\$33.42
Veterinary nurse - level 4	\$48.64	\$27.97	\$27.97	\$31.62	\$36.48
Receptionist - introductory level	\$38.48	\$22.13	\$22.13	\$25.01	\$28.86
Receptionist - level 1	\$39.54	\$22.74	\$22.74	\$25.70	\$29.66
Receptionist - level 2	\$42.74	\$24.58	\$24.58	\$27.78	\$32.06
Receptionist - level 3	\$44.56	\$25.62	\$25.62	\$28.96	\$33.42
Receptionist - level 4	\$48.64	\$27.97	\$27.97	\$31.62	\$36.48
Animal attendant - introductory level	\$38.48	\$22.13	\$22.13	\$25.01	\$28.86
Animal attendant - level 1	\$39.54	\$22.74	\$22.74	\$25.70	\$29.66
Animal attendant - level 2	\$42.74	\$24.58	\$24.58	\$27.78	\$32.06
Animal attendant - level 3	\$44.56	\$25.62	\$25.62	\$28.96	\$33.42
Animal attendant - level 4	\$48.64	\$27.97	\$27.97	\$31.62	\$36.48
Assistants - introductory level	\$38.48	\$22.13	\$22.13	\$25.01	\$28.86
Assistants - level 1	\$39.54	\$22.74	\$22.74	\$25.70	\$29.66
Assistants - level 2	\$42.74	\$24.58	\$24.58	\$27.78	\$32.06
Assistants - level 3	\$44.56	\$25.62	\$25.62	\$28.96	\$33.42
Assistants - level 4	\$48.64	\$27.97	\$27.97	\$31.62	\$36.48
Practice manager - level 5	\$51.10	\$29.38	\$29.38	\$33.22	\$38.33
Animal care industry inspector - Inspector level 1	\$51.76	\$29.76	\$29.76	\$33.64	\$38.82
Animal care industry inspector - Inspector level 2	\$54.60	\$31.40	\$31.40	\$35.49	\$40.95
Animal care industry inspector - Senior inspector level 3	\$58.98	\$33.91	\$33.91	\$38.34	\$44.24

Junior - Casual - 16 years of age or under

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	\$13.36	\$18.71	\$24.05	\$24.05	\$29.40	\$18.71
Veterinary nurse - level 1	\$13.74	\$19.23	\$24.73	\$24.73	\$30.22	\$19.23
Veterinary nurse - level 2	\$14.84	\$20.77	\$26.71	\$26.71	\$32.64	\$20.77
Veterinary nurse - level 3	\$15.48	\$21.67	\$27.86	\$27.86	\$34.05	\$21.67
Veterinary nurse - level 4	\$16.89	\$23.64	\$30.40	\$30.40	\$37.15	\$23.64
Receptionist - introductory level	\$13.36	\$18.71	\$24.05	\$24.05	\$29.40	\$18.71
Receptionist - level 1	\$13.74	\$19.23	\$24.73	\$24.73	\$30.22	\$19.23
Receptionist - level 2	\$14.84	\$20.77	\$26.71	\$26.71	\$32.64	\$20.77
Receptionist - level 3	\$15.48	\$21.67	\$27.86	\$27.86	\$34.05	\$21.67
Receptionist - level 4	\$16.89	\$23.64	\$30.40	\$30.40	\$37.15	\$23.64
Animal attendant - introductory level	\$13.36	\$18.71	\$24.05	\$24.05	\$29.40	\$18.71
Animal attendant - level 1	\$13.74	\$19.23	\$24.73	\$24.73	\$30.22	\$19.23
Animal attendant - level 2	\$14.84	\$20.77	\$26.71	\$26.71	\$32.64	\$20.77
Animal attendant - level 3	\$15.48	\$21.67	\$27.86	\$27.86	\$34.05	\$21.67
Animal attendant - level 4	\$16.89	\$23.64	\$30.40	\$30.40	\$37.15	\$23.64
Assistants - introductory level	\$13.36	\$18.71	\$24.05	\$24.05	\$29.40	\$18.71
Assistants - level 1	\$13.74	\$19.23	\$24.73	\$24.73	\$30.22	\$19.23
Assistants - level 2	\$14.84	\$20.77	\$26.71	\$26.71	\$32.64	\$20.77
Assistants - level 3	\$15.48	\$21.67	\$27.86	\$27.86	\$34.05	\$21.67
Assistants - level 4	\$16.89	\$23.64	\$30.40	\$30.40	\$37.15	\$23.64
Practice manager - level 5	\$17.75	\$24.85	\$31.95	\$31.95	\$39.05	\$24.85
Animal care industry inspector - Inspector level 1	\$17.98	\$25.17	\$32.36	\$32.36	\$39.55	\$25.17
Animal care industry inspector - Inspector level 2	\$18.96	\$26.55	\$34.13	\$34.13	\$41.72	\$26.55
Animal care industry inspector - Senior inspector level 3	\$20.49	\$28.68	\$36.88	\$36.88	\$45.07	\$28.68

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
Veterinary nurse - introductory level	\$24.05	\$14.97	\$14.97	\$16.57	\$18.71
Veterinary nurse - level 1	\$24.73	\$15.39	\$15.39	\$17.03	\$19.23
Veterinary nurse - level 2	\$26.71	\$16.62	\$16.62	\$18.40	\$20.77
Veterinary nurse - level 3	\$27.86	\$17.33	\$17.33	\$19.19	\$21.67
Veterinary nurse - level 4	\$30.40	\$18.91	\$18.91	\$20.94	\$23.64
Receptionist - introductory level	\$24.05	\$14.97	\$14.97	\$16.57	\$18.71
Receptionist - level 1	\$24.73	\$15.39	\$15.39	\$17.03	\$19.23
Receptionist - level 2	\$26.71	\$16.62	\$16.62	\$18.40	\$20.77
Receptionist - level 3	\$27.86	\$17.33	\$17.33	\$19.19	\$21.67
Receptionist - level 4	\$30.40	\$18.91	\$18.91	\$20.94	\$23.64
Animal attendant - introductory level	\$24.05	\$14.97	\$14.97	\$16.57	\$18.71
Animal attendant - level 1	\$24.73	\$15.39	\$15.39	\$17.03	\$19.23
Animal attendant - level 2	\$26.71	\$16.62	\$16.62	\$18.40	\$20.77
Animal attendant - level 3	\$27.86	\$17.33	\$17.33	\$19.19	\$21.67
Animal attendant - level 4	\$30.40	\$18.91	\$18.91	\$20.94	\$23.64
Assistants - introductory level	\$24.05	\$14.97	\$14.97	\$16.57	\$18.71
Assistants - level 1	\$24.73	\$15.39	\$15.39	\$17.03	\$19.23
Assistants - level 2	\$26.71	\$16.62	\$16.62	\$18.40	\$20.77
Assistants - level 3	\$27.86	\$17.33	\$17.33	\$19.19	\$21.67
Assistants - level 4	\$30.40	\$18.91	\$18.91	\$20.94	\$23.64
Practice manager - level 5	\$31.95	\$19.88	\$19.88	\$22.01	\$24.85
Animal care industry inspector - Inspector level 1	\$32.36	\$20.13	\$20.13	\$22.29	\$25.17
Animal care industry inspector - Inspector level 2	\$34.13	\$21.24	\$21.24	\$23.51	\$26.55
Animal care industry inspector - Senior inspector level 3	\$36.88	\$22.95	\$22.95	\$25.40	\$28.68

Junior - 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	\$16.04	\$22.45	\$28.87	\$28.87	\$35.28	\$22.45
Veterinary nurse - level 1	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Veterinary nurse - level 2	\$17.80	\$24.92	\$32.04	\$32.04	\$39.16	\$24.92
Veterinary nurse - level 3	\$18.58	\$26.01	\$33.44	\$33.44	\$40.87	\$26.01
Veterinary nurse - level 4	\$20.26	\$28.37	\$36.47	\$36.47	\$44.58	\$28.37
Receptionist - introductory level	\$16.04	\$22.45	\$28.87	\$28.87	\$35.28	\$22.45
Receptionist - level 1	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Receptionist - level 2	\$17.80	\$24.92	\$32.04	\$32.04	\$39.16	\$24.92
Receptionist - level 3	\$18.58	\$26.01	\$33.44	\$33.44	\$40.87	\$26.01
Receptionist - level 4	\$20.26	\$28.37	\$36.47	\$36.47	\$44.58	\$28.37
Animal attendant - introductory level	\$16.04	\$22.45	\$28.87	\$28.87	\$35.28	\$22.45
Animal attendant - level 1	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Animal attendant - level 2	\$17.80	\$24.92	\$32.04	\$32.04	\$39.16	\$24.92
Animal attendant - level 3	\$18.58	\$26.01	\$33.44	\$33.44	\$40.87	\$26.01
Animal attendant - level 4	\$20.26	\$28.37	\$36.47	\$36.47	\$44.58	\$28.37
Assistants - introductory level	\$16.04	\$22.45	\$28.87	\$28.87	\$35.28	\$22.45
Assistants - level 1	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Assistants - level 2	\$17.80	\$24.92	\$32.04	\$32.04	\$39.16	\$24.92
Assistants - level 3	\$18.58	\$26.01	\$33.44	\$33.44	\$40.87	\$26.01
Assistants - level 4	\$20.26	\$28.37	\$36.47	\$36.47	\$44.58	\$28.37
Practice manager - level 5	\$21.29	\$29.80	\$38.32	\$38.32	\$46.83	\$29.80
Animal care industry inspector - Inspector level 1	\$21.56	\$30.19	\$38.81	\$38.81	\$47.44	\$30.19
Animal care industry inspector - Inspector level 2	\$22.75	\$31.85	\$40.95	\$40.95	\$50.05	\$31.85
Animal care industry inspector - Senior inspector level 3	\$24.58	\$34.41	\$44.24	\$44.24	\$54.07	\$34.41

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
Veterinary nurse - introductory level	\$28.87	\$17.96	\$17.96	\$19.89	\$22.45
Veterinary nurse - level 1	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Veterinary nurse - level 2	\$32.04	\$19.94	\$19.94	\$22.07	\$24.92
Veterinary nurse - level 3	\$33.44	\$20.80	\$20.80	\$23.03	\$26.01
Veterinary nurse - level 4	\$36.47	\$22.69	\$22.69	\$25.13	\$28.37
Receptionist - introductory level	\$28.87	\$17.96	\$17.96	\$19.89	\$22.45
Receptionist - level 1	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Receptionist - level 2	\$32.04	\$19.94	\$19.94	\$22.07	\$24.92
Receptionist - level 3	\$33.44	\$20.80	\$20.80	\$23.03	\$26.01
Receptionist - level 4	\$36.47	\$22.69	\$22.69	\$25.13	\$28.37
Animal attendant - introductory level	\$28.87	\$17.96	\$17.96	\$19.89	\$22.45
Animal attendant - level 1	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Animal attendant - level 2	\$32.04	\$19.94	\$19.94	\$22.07	\$24.92
Animal attendant - level 3	\$33.44	\$20.80	\$20.80	\$23.03	\$26.01
Animal attendant - level 4	\$36.47	\$22.69	\$22.69	\$25.13	\$28.37
Assistants - introductory level	\$28.87	\$17.96	\$17.96	\$19.89	\$22.45
Assistants - level 1	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Assistants - level 2	\$32.04	\$19.94	\$19.94	\$22.07	\$24.92
Assistants - level 3	\$33.44	\$20.80	\$20.80	\$23.03	\$26.01
Assistants - level 4	\$36.47	\$22.69	\$22.69	\$25.13	\$28.37
Practice manager - level 5	\$38.32	\$23.84	\$23.84	\$26.40	\$29.80
Animal care industry inspector - Inspector level 1	\$38.81	\$24.15	\$24.15	\$26.74	\$30.19
Animal care industry inspector - Inspector level 2	\$40.95	\$25.48	\$25.48	\$28.21	\$31.85
Animal care industry inspector - Senior inspector level 3	\$44.24	\$27.52	\$27.52	\$30.47	\$34.41

Junior - 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	\$18.71	\$26.20	\$33.68	\$33.68	\$41.17	\$26.20
Veterinary nurse - level 1	\$19.23	\$26.92	\$34.61	\$34.61	\$42.30	\$26.92
Veterinary nurse - level 2	\$20.78	\$29.09	\$37.40	\$37.40	\$45.71	\$29.09
Veterinary nurse - level 3	\$21.66	\$30.33	\$38.99	\$38.99	\$47.66	\$30.33
Veterinary nurse - level 4	\$23.64	\$33.09	\$42.55	\$42.55	\$52.00	\$33.09
Receptionist - introductory level	\$18.71	\$26.20	\$33.68	\$33.68	\$41.17	\$26.20
Receptionist - level 1	\$19.23	\$26.92	\$34.61	\$34.61	\$42.30	\$26.92
Receptionist - level 2	\$20.78	\$29.09	\$37.40	\$37.40	\$45.71	\$29.09
Receptionist - level 3	\$21.66	\$30.33	\$38.99	\$38.99	\$47.66	\$30.33
Receptionist - level 4	\$23.64	\$33.09	\$42.55	\$42.55	\$52.00	\$33.09
Animal attendant - introductory level	\$18.71	\$26.20	\$33.68	\$33.68	\$41.17	\$26.20
Animal attendant - level 1	\$19.23	\$26.92	\$34.61	\$34.61	\$42.30	\$26.92
Animal attendant - level 2	\$20.78	\$29.09	\$37.40	\$37.40	\$45.71	\$29.09
Animal attendant - level 3	\$21.66	\$30.33	\$38.99	\$38.99	\$47.66	\$30.33
Animal attendant - level 4	\$23.64	\$33.09	\$42.55	\$42.55	\$52.00	\$33.09
Assistants - introductory level	\$18.71	\$26.20	\$33.68	\$33.68	\$41.17	\$26.20
Assistants - level 1	\$19.23	\$26.92	\$34.61	\$34.61	\$42.30	\$26.92
Assistants - level 2	\$20.78	\$29.09	\$37.40	\$37.40	\$45.71	\$29.09
Assistants - level 3	\$21.66	\$30.33	\$38.99	\$38.99	\$47.66	\$30.33
Assistants - level 4	\$23.64	\$33.09	\$42.55	\$42.55	\$52.00	\$33.09
Practice manager - level 5	\$24.84	\$34.77	\$44.71	\$44.71	\$54.64	\$34.77
Animal care industry inspector - Inspector level 1	\$25.16	\$35.23	\$45.29	\$45.29	\$55.36	\$35.23
Animal care industry inspector - Inspector level 2	\$26.54	\$37.15	\$47.77	\$47.77	\$58.38	\$37.15
Animal care industry inspector - Senior inspector level 3	\$28.68	\$40.15	\$51.62	\$51.62	\$63.09	\$40.15

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
Veterinary nurse - introductory level	\$33.68	\$20.96	\$20.96	\$23.20	\$26.20
Veterinary nurse - level 1	\$34.61	\$21.53	\$21.53	\$23.84	\$26.92
Veterinary nurse - level 2	\$37.40	\$23.27	\$23.27	\$25.76	\$29.09
Veterinary nurse - level 3	\$38.99	\$24.26	\$24.26	\$26.86	\$30.33
Veterinary nurse - level 4	\$42.55	\$26.47	\$26.47	\$29.31	\$33.09
Receptionist - introductory level	\$33.68	\$20.96	\$20.96	\$23.20	\$26.20
Receptionist - level 1	\$34.61	\$21.53	\$21.53	\$23.84	\$26.92
Receptionist - level 2	\$37.40	\$23.27	\$23.27	\$25.76	\$29.09
Receptionist - level 3	\$38.99	\$24.26	\$24.26	\$26.86	\$30.33
Receptionist - level 4	\$42.55	\$26.47	\$26.47	\$29.31	\$33.09
Animal attendant - introductory level	\$33.68	\$20.96	\$20.96	\$23.20	\$26.20
Animal attendant - level 1	\$34.61	\$21.53	\$21.53	\$23.84	\$26.92
Animal attendant - level 2	\$37.40	\$23.27	\$23.27	\$25.76	\$29.09
Animal attendant - level 3	\$38.99	\$24.26	\$24.26	\$26.86	\$30.33
Animal attendant - level 4	\$42.55	\$26.47	\$26.47	\$29.31	\$33.09
Assistants - introductory level	\$33.68	\$20.96	\$20.96	\$23.20	\$26.20
Assistants - level 1	\$34.61	\$21.53	\$21.53	\$23.84	\$26.92
Assistants - level 2	\$37.40	\$23.27	\$23.27	\$25.76	\$29.09
Assistants - level 3	\$38.99	\$24.26	\$24.26	\$26.86	\$30.33
Assistants - level 4	\$42.55	\$26.47	\$26.47	\$29.31	\$33.09
Practice manager - level 5	\$44.71	\$27.82	\$27.82	\$30.80	\$34.77
Animal care industry inspector - Inspector level 1	\$45.29	\$28.18	\$28.18	\$31.20	\$35.23
Animal care industry inspector - Inspector level 2	\$47.77	\$29.72	\$29.72	\$32.91	\$37.15
Animal care industry inspector - Senior inspector level 3	\$51.62	\$32.12	\$32.12	\$35.56	\$40.15

Junior - 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	\$21.38	\$29.93	\$38.48	\$38.48	\$47.03	\$29.93
Veterinary nurse - level 1	\$21.98	\$30.77	\$39.56	\$39.56	\$48.35	\$30.77
Veterinary nurse - level 2	\$23.74	\$33.23	\$42.73	\$42.73	\$52.22	\$33.23
Veterinary nurse - level 3	\$24.76	\$34.67	\$44.57	\$44.57	\$54.48	\$34.67
Veterinary nurse - level 4	\$27.03	\$37.84	\$48.65	\$48.65	\$59.46	\$37.84
Receptionist - introductory level	\$21.38	\$29.93	\$38.48	\$38.48	\$47.03	\$29.93
Receptionist - level 1	\$21.98	\$30.77	\$39.56	\$39.56	\$48.35	\$30.77
Receptionist - level 2	\$23.74	\$33.23	\$42.73	\$42.73	\$52.22	\$33.23
Receptionist - level 3	\$24.76	\$34.67	\$44.57	\$44.57	\$54.48	\$34.67
Receptionist - level 4	\$27.03	\$37.84	\$48.65	\$48.65	\$59.46	\$37.84
Animal attendant - introductory level	\$21.38	\$29.93	\$38.48	\$38.48	\$47.03	\$29.93
Animal attendant - level 1	\$21.98	\$30.77	\$39.56	\$39.56	\$48.35	\$30.77
Animal attendant - level 2	\$23.74	\$33.23	\$42.73	\$42.73	\$52.22	\$33.23
Animal attendant - level 3	\$24.76	\$34.67	\$44.57	\$44.57	\$54.48	\$34.67
Animal attendant - level 4	\$27.03	\$37.84	\$48.65	\$48.65	\$59.46	\$37.84
Assistants - introductory level	\$21.38	\$29.93	\$38.48	\$38.48	\$47.03	\$29.93
Assistants - level 1	\$21.98	\$30.77	\$39.56	\$39.56	\$48.35	\$30.77
Assistants - level 2	\$23.74	\$33.23	\$42.73	\$42.73	\$52.22	\$33.23
Assistants - level 3	\$24.76	\$34.67	\$44.57	\$44.57	\$54.48	\$34.67
Assistants - level 4	\$27.03	\$37.84	\$48.65	\$48.65	\$59.46	\$37.84
Practice manager - level 5	\$28.39	\$39.74	\$51.10	\$51.10	\$62.45	\$39.74
Animal care industry inspector - Inspector level 1	\$28.75	\$40.25	\$51.75	\$51.75	\$63.25	\$40.25
Animal care industry inspector - Inspector level 2	\$30.33	\$42.46	\$54.59	\$54.59	\$66.72	\$42.46
Animal care industry inspector - Senior inspector level 3	\$32.78	\$45.89	\$59.00	\$59.00	\$72.11	\$45.89

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
Veterinary nurse - introductory level	\$38.48	\$23.94	\$23.94	\$26.51	\$29.93
Veterinary nurse - level 1	\$39.56	\$24.61	\$24.61	\$27.25	\$30.77
Veterinary nurse - level 2	\$42.73	\$26.59	\$26.59	\$29.43	\$33.23
Veterinary nurse - level 3	\$44.57	\$27.73	\$27.73	\$30.71	\$34.67
Veterinary nurse - level 4	\$48.65	\$30.27	\$30.27	\$33.51	\$37.84
Receptionist - introductory level	\$38.48	\$23.94	\$23.94	\$26.51	\$29.93
Receptionist - level 1	\$39.56	\$24.61	\$24.61	\$27.25	\$30.77
Receptionist - level 2	\$42.73	\$26.59	\$26.59	\$29.43	\$33.23
Receptionist - level 3	\$44.57	\$27.73	\$27.73	\$30.71	\$34.67
Receptionist - level 4	\$48.65	\$30.27	\$30.27	\$33.51	\$37.84
Animal attendant - introductory level	\$38.48	\$23.94	\$23.94	\$26.51	\$29.93
Animal attendant - level 1	\$39.56	\$24.61	\$24.61	\$27.25	\$30.77
Animal attendant - level 2	\$42.73	\$26.59	\$26.59	\$29.43	\$33.23
Animal attendant - level 3	\$44.57	\$27.73	\$27.73	\$30.71	\$34.67
Animal attendant - level 4	\$48.65	\$30.27	\$30.27	\$33.51	\$37.84
Assistants - introductory level	\$38.48	\$23.94	\$23.94	\$26.51	\$29.93
Assistants - level 1	\$39.56	\$24.61	\$24.61	\$27.25	\$30.77
Assistants - level 2	\$42.73	\$26.59	\$26.59	\$29.43	\$33.23
Assistants - level 3	\$44.57	\$27.73	\$27.73	\$30.71	\$34.67
Assistants - level 4	\$48.65	\$30.27	\$30.27	\$33.51	\$37.84
Practice manager - level 5	\$51.10	\$31.79	\$31.79	\$35.20	\$39.74
Animal care industry inspector - Inspector level 1	\$51.75	\$32.20	\$32.20	\$35.65	\$40.25
Animal care industry inspector - Inspector level 2	\$54.59	\$33.96	\$33.96	\$37.60	\$42.46
Animal care industry inspector - Senior inspector level 3	\$59.00	\$36.71	\$36.71	\$40.64	\$45.89

Junior - 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	\$24.05	\$33.67	\$43.29	\$43.29	\$52.91	\$33.67
Veterinary nurse - level 1	\$24.71	\$34.60	\$44.48	\$44.48	\$54.37	\$34.60
Veterinary nurse - level 2	\$26.71	\$37.40	\$48.08	\$48.08	\$58.77	\$37.40
Veterinary nurse - level 3	\$27.85	\$38.99	\$50.13	\$50.13	\$61.27	\$38.99
Veterinary nurse - level 4	\$30.40	\$42.56	\$54.72	\$54.72	\$66.88	\$42.56
Receptionist - introductory level	\$24.05	\$33.67	\$43.29	\$43.29	\$52.91	\$33.67
Receptionist - level 1	\$24.71	\$34.60	\$44.48	\$44.48	\$54.37	\$34.60
Receptionist - level 2	\$26.71	\$37.40	\$48.08	\$48.08	\$58.77	\$37.40
Receptionist - level 3	\$27.85	\$38.99	\$50.13	\$50.13	\$61.27	\$38.99
Receptionist - level 4	\$30.40	\$42.56	\$54.72	\$54.72	\$66.88	\$42.56
Animal attendant - introductory level	\$24.05	\$33.67	\$43.29	\$43.29	\$52.91	\$33.67
Animal attendant - level 1	\$24.71	\$34.60	\$44.48	\$44.48	\$54.37	\$34.60
Animal attendant - level 2	\$26.71	\$37.40	\$48.08	\$48.08	\$58.77	\$37.40
Animal attendant - level 3	\$27.85	\$38.99	\$50.13	\$50.13	\$61.27	\$38.99
Animal attendant - level 4	\$30.40	\$42.56	\$54.72	\$54.72	\$66.88	\$42.56
Assistants - introductory level	\$24.05	\$33.67	\$43.29	\$43.29	\$52.91	\$33.67
Assistants - level 1	\$24.71	\$34.60	\$44.48	\$44.48	\$54.37	\$34.60
Assistants - level 2	\$26.71	\$37.40	\$48.08	\$48.08	\$58.77	\$37.40
Assistants - level 3	\$27.85	\$38.99	\$50.13	\$50.13	\$61.27	\$38.99
Assistants - level 4	\$30.40	\$42.56	\$54.72	\$54.72	\$66.88	\$42.56
Practice manager - level 5	\$31.94	\$44.71	\$57.49	\$57.49	\$70.26	\$44.71
Animal care industry inspector - Inspector level 1	\$32.35	\$45.29	\$58.23	\$58.23	\$71.17	\$45.29
Animal care industry inspector - Inspector level 2	\$34.13	\$47.78	\$61.43	\$61.43	\$75.08	\$47.78
Animal care industry inspector - Senior inspector level 3	\$36.86	\$51.61	\$66.35	\$66.35	\$81.10	\$51.61

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
Veterinary nurse - introductory level	\$43.29	\$26.94	\$26.94	\$29.82	\$33.67
Veterinary nurse - level 1	\$44.48	\$27.68	\$27.68	\$30.64	\$34.60
Veterinary nurse - level 2	\$48.08	\$29.92	\$29.92	\$33.12	\$37.40
Veterinary nurse - level 3	\$50.13	\$31.19	\$31.19	\$34.53	\$38.99
Veterinary nurse - level 4	\$54.72	\$34.05	\$34.05	\$37.70	\$42.56
Receptionist - introductory level	\$43.29	\$26.94	\$26.94	\$29.82	\$33.67
Receptionist - level 1	\$44.48	\$27.68	\$27.68	\$30.64	\$34.60
Receptionist - level 2	\$48.08	\$29.92	\$29.92	\$33.12	\$37.40
Receptionist - level 3	\$50.13	\$31.19	\$31.19	\$34.53	\$38.99
Receptionist - level 4	\$54.72	\$34.05	\$34.05	\$37.70	\$42.56
Animal attendant - introductory level	\$43.29	\$26.94	\$26.94	\$29.82	\$33.67
Animal attendant - level 1	\$44.48	\$27.68	\$27.68	\$30.64	\$34.60
Animal attendant - level 2	\$48.08	\$29.92	\$29.92	\$33.12	\$37.40
Animal attendant - level 3	\$50.13	\$31.19	\$31.19	\$34.53	\$38.99
Animal attendant - level 4	\$54.72	\$34.05	\$34.05	\$37.70	\$42.56
Assistants - introductory level	\$43.29	\$26.94	\$26.94	\$29.82	\$33.67
Assistants - level 1	\$44.48	\$27.68	\$27.68	\$30.64	\$34.60
Assistants - level 2	\$48.08	\$29.92	\$29.92	\$33.12	\$37.40
Assistants - level 3	\$50.13	\$31.19	\$31.19	\$34.53	\$38.99
Assistants - level 4	\$54.72	\$34.05	\$34.05	\$37.70	\$42.56
Practice manager - level 5	\$57.49	\$35.77	\$35.77	\$39.60	\$44.71
Animal care industry inspector - Inspector level 1	\$58.23	\$36.23	\$36.23	\$40.11	\$45.29
Animal care industry inspector - Inspector level 2	\$61.43	\$38.22	\$38.22	\$42.32	\$47.78
Animal care industry inspector - Senior inspector level 3	\$66.35	\$41.29	\$41.29	\$45.71	\$51.61

Allowances

Allowances	Rate
Broken shift allowance - does not apply to veterinary surgeons	\$15.05 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	\$0.49 per hour up to a maximum of \$18.44 per week
Meal allowance - overtime - does not apply to veterinary surgeons	\$12.72 for the first meal and \$10.93 for an extra meal after every 4 hours
On call duty allowance - veterinary surgeons only	\$47.61 for each period of on call duty
On call allowance - - Monday to Friday - does not apply to veterinary surgeons	\$19.48 for each 24 hour period or part thereof when rostered on call
On call allowance - Saturday - does not apply to veterinary surgeons	\$29.26 for each 24 hour period or part thereof when rostered on call
On call allowance – Sunday, public holiday or unrostered day - does not apply to veterinary surgeons	\$34.06 for each 24 hour period or part thereof when rostered on call
Laundry allowance	\$6.51 per week
Uniform allowance	an allowance of the cost of the uniform
Vehicle allowance - motorcycle	\$0.31 per km
Vehicle allowance - motor vehicle	\$0.91 per km