

# Pay Guide - Supported Employment Services Award

## [MA000103]

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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.

### Disclaimer

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

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

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

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

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

## Rates of pay

If the Leading hand allowance applies the rates below should not be used, and should be calculated using [PACT](#).

### Adult

#### Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 6am and 6pm	Sunday - between 6am and 6pm - not catering employees	Sunday - between 6am and 6pm - catering employees	Public holiday	Afternoon shift - finishes after 6pm and at or before midnight Monday to Friday
Grade 1	\$812.60	\$21.38	\$32.07	\$42.76	\$37.42	\$53.45	\$24.59
Grade 2	\$834.80	\$21.97	\$32.96	\$43.94	\$38.45	\$54.93	\$25.27
Grade 3	\$865.20	\$22.77	\$34.16	\$45.54	\$39.85	\$56.93	\$26.19
Grade 4	\$893.60	\$23.52	\$35.28	\$47.04	\$41.16	\$58.80	\$27.05
Grade 5	\$940.90	\$24.76	\$37.14	\$49.52	\$43.33	\$61.90	\$28.47
Grade 6	\$1,026.60	\$27.02	\$40.53	\$54.04	\$47.29	\$67.55	\$31.07
Grade 7	\$1,068.10	\$28.11	\$42.17	\$56.22	\$49.19	\$70.28	\$32.33

Table 2 of 2

Classification	Night shift - finishes after midnight and at or before 8am Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after first 2 hours	Overtime - Saturday before 12 noon - first 2 hours	Overtime - Saturday before 12 noon - after first 2 hours	Overtime - Saturday after midday	Overtime - Sunday
Grade 1	\$27.79	\$32.07	\$42.76	\$32.07	\$42.76	\$42.76	\$42.76
Grade 2	\$28.56	\$32.96	\$43.94	\$32.96	\$43.94	\$43.94	\$43.94
Grade 3	\$29.60	\$34.16	\$45.54	\$34.16	\$45.54	\$45.54	\$45.54
Grade 4	\$30.58	\$35.28	\$47.04	\$35.28	\$47.04	\$47.04	\$47.04
Grade 5	\$32.19	\$37.14	\$49.52	\$37.14	\$49.52	\$49.52	\$49.52
Grade 6	\$35.13	\$40.53	\$54.04	\$40.53	\$54.04	\$54.04	\$54.04
Grade 7	\$36.54	\$42.17	\$56.22	\$42.17	\$56.22	\$56.22	\$56.22

## Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 6am and 6pm	Sunday - between 6am and 6pm - not catering employees	Sunday - between 6am and 6pm - catering employees	Afternoon shift - finishes after 6pm and at or before midnight Monday to Friday	Night shift - finishes after midnight and at or before 8am Monday to Friday
Grade 1	\$26.73	\$40.10	\$53.46	\$46.78	\$30.74	\$34.75
Grade 2	\$27.46	\$41.19	\$54.92	\$48.06	\$31.58	\$35.70
Grade 3	\$28.46	\$42.69	\$56.92	\$49.81	\$32.73	\$37.00
Grade 4	\$29.40	\$44.10	\$58.80	\$51.45	\$33.81	\$38.22
Grade 5	\$30.95	\$46.43	\$61.90	\$54.16	\$35.59	\$40.24
Grade 6	\$33.78	\$50.67	\$67.56	\$59.12	\$38.85	\$43.91
Grade 7	\$35.14	\$52.71	\$70.28	\$61.50	\$40.41	\$45.68

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after first 2 hours	Overtime - Saturday before 12 noon - first 2 hours	Overtime - Saturday before 12 noon - after first 2 hours	Overtime - Saturday after midday	Overtime - Sunday
Grade 1	\$37.42	\$48.11	\$37.42	\$48.11	\$48.11	\$48.11
Grade 2	\$38.45	\$49.43	\$38.45	\$49.43	\$49.43	\$49.43
Grade 3	\$39.85	\$51.23	\$39.85	\$51.23	\$51.23	\$51.23
Grade 4	\$41.16	\$52.92	\$41.16	\$52.92	\$52.92	\$52.92
Grade 5	\$43.33	\$55.71	\$43.33	\$55.71	\$55.71	\$55.71
Grade 6	\$47.29	\$60.80	\$47.29	\$60.80	\$60.80	\$60.80
Grade 7	\$49.19	\$63.25	\$49.19	\$63.25	\$63.25	\$63.25

## 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
First aid allowance	\$0.50 per hour up to a maximum of \$19.10 per week
Laundry allowance	\$0.70 per day
* Leading hand allowance - applies to grade 4 and below - in charge of 3-10 employees	\$1.12 per hour
* Leading hand allowance - applies to grade 4 and below - in charge of 11-20 employees	\$1.67 per hour
* Leading hand allowance - applies to grade 4 and below - in charge of more than 20 employees	\$2.12 per hour
Meal allowance - overtime	\$11.92 for the first meal and \$11.92 for the second meal
Special or protective clothing reimbursement	reimbursement for the cost of purchasing special and/or protective clothing
Toilet cleaning allowance	\$3.10 per shift up to a maximum of \$15.20 per week
Vehicle allowance	\$0.91 per km