# Pay Guide - Aged Care Award

# [MA000018]

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Pay rates change from 1 July each year, therates 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](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

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## Disclaimer

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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](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

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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

### Adult

### 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 | $861.40 | $22.67 | $34.01 | $39.67 | $56.68 | $34.01 | $45.34 |
| Aged care employee level 2 | $895.50 | $23.57 | $35.36 | $41.25 | $58.93 | $35.36 | $47.14 |
| Aged care employee level 3 | $929.90 | $24.47 | $36.71 | $42.82 | $61.18 | $36.71 | $48.94 |
| Aged care employee level 4 | $940.90 | $24.76 | $37.14 | $43.33 | $61.90 | $37.14 | $49.52 |
| Aged care employee level 5 | $972.80 | $25.60 | $38.40 | $44.80 | $64.00 | $38.40 | $51.20 |
| Aged care employee level 6 | $1,025.20 | $26.98 | $40.47 | $47.22 | $67.45 | $40.47 | $53.96 |
| Aged care employee level 7 | $1,043.60 | $27.46 | $41.19 | $48.06 | $68.65 | $41.19 | $54.92 |

**Table 2 of 2**

| **Classification** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break between shifts** | **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 | $45.34 | $45.34 | $45.34 | $45.34 | $24.94 | $25.50 | $26.07 | $24.94 |
| Aged care employee level 2 | $47.14 | $47.14 | $47.14 | $47.14 | $25.93 | $26.52 | $27.11 | $25.93 |
| Aged care employee level 3 | $48.94 | $48.94 | $48.94 | $48.94 | $26.92 | $27.53 | $28.14 | $26.92 |
| Aged care employee level 4 | $49.52 | $49.52 | $49.52 | $49.52 | $27.24 | $27.86 | $28.47 | $27.24 |
| Aged care employee level 5 | $51.20 | $51.20 | $51.20 | $51.20 | $28.16 | $28.80 | $29.44 | $28.16 |
| Aged care employee level 6 | $53.96 | $53.96 | $53.96 | $53.96 | $29.68 | $30.35 | $31.03 | $29.68 |
| Aged care employee level 7 | $54.92 | $54.92 | $54.92 | $54.92 | $30.21 | $30.89 | $31.58 | $30.21 |

### 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 | $22.67 | $34.01 | $39.67 | $56.68 | $34.01 | $45.34 | $34.01 | $45.34 |
| Aged care employee level 2 | $23.57 | $35.36 | $41.25 | $58.93 | $35.36 | $47.14 | $35.36 | $47.14 |
| Aged care employee level 3 | $24.47 | $36.71 | $42.82 | $61.18 | $36.71 | $48.94 | $36.71 | $48.94 |
| Aged care employee level 4 | $24.76 | $37.14 | $43.33 | $61.90 | $37.14 | $49.52 | $37.14 | $49.52 |
| Aged care employee level 5 | $25.60 | $38.40 | $44.80 | $64.00 | $38.40 | $51.20 | $38.40 | $51.20 |
| Aged care employee level 6 | $26.98 | $40.47 | $47.22 | $67.45 | $40.47 | $53.96 | $40.47 | $53.96 |
| Aged care employee level 7 | $27.46 | $41.19 | $48.06 | $68.65 | $41.19 | $54.92 | $41.19 | $54.92 |

**Table 2 of 2**

| **Classification** | **Overtime - Saturday** | **Overtime - Sunday** | **Less than 8 hour break after sleepover** | **Less than 10 hour break between shifts** | **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 | $45.34 | $45.34 | $45.34 | $45.34 | $45.34 | $24.94 | $25.50 | $26.07 | $24.94 |
| Aged care employee level 2 | $47.14 | $47.14 | $47.14 | $47.14 | $47.14 | $25.93 | $26.52 | $27.11 | $25.93 |
| Aged care employee level 3 | $48.94 | $48.94 | $48.94 | $48.94 | $48.94 | $26.92 | $27.53 | $28.14 | $26.92 |
| Aged care employee level 4 | $49.52 | $49.52 | $49.52 | $49.52 | $49.52 | $27.24 | $27.86 | $28.47 | $27.24 |
| Aged care employee level 5 | $51.20 | $51.20 | $51.20 | $51.20 | $51.20 | $28.16 | $28.80 | $29.44 | $28.16 |
| Aged care employee level 6 | $53.96 | $53.96 | $53.96 | $53.96 | $53.96 | $29.68 | $30.35 | $31.03 | $29.68 |
| Aged care employee level 7 | $54.92 | $54.92 | $54.92 | $54.92 | $54.92 | $30.21 | $30.89 | $31.58 | $30.21 |

### Casual

**Table 1 of 3**

| **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** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aged care employee level 1 | $28.34 | $39.67 | $45.34 | $62.34 | $70.84 | $42.51 | $56.68 |
| Aged care employee level 2 | $29.46 | $41.25 | $47.14 | $64.82 | $73.66 | $44.19 | $58.93 |
| Aged care employee level 3 | $30.59 | $42.82 | $48.94 | $67.29 | $76.47 | $45.88 | $61.18 |
| Aged care employee level 4 | $30.95 | $43.33 | $49.52 | $68.09 | $77.38 | $46.43 | $61.90 |
| Aged care employee level 5 | $32.00 | $44.80 | $51.20 | $70.40 | $80.00 | $48.00 | $64.00 |
| Aged care employee level 6 | $33.73 | $47.22 | $53.96 | $74.20 | $84.31 | $50.59 | $67.45 |
| Aged care employee level 7 | $34.33 | $48.06 | $54.92 | $75.52 | $85.81 | $51.49 | $68.65 |

**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** | **Broken shift - work outside a 12 hour span** |
| --- | --- | --- | --- | --- | --- | --- |
| Aged care employee level 1 | $42.51 | $56.68 | $56.68 | $56.68 | $51.01 | $51.01 |
| Aged care employee level 2 | $44.19 | $58.93 | $58.93 | $58.93 | $53.03 | $53.03 |
| Aged care employee level 3 | $45.88 | $61.18 | $61.18 | $61.18 | $55.06 | $55.06 |
| Aged care employee level 4 | $46.43 | $61.90 | $61.90 | $61.90 | $55.71 | $55.71 |
| Aged care employee level 5 | $48.00 | $64.00 | $64.00 | $64.00 | $57.60 | $57.60 |
| Aged care employee level 6 | $50.59 | $67.45 | $67.45 | $67.45 | $60.71 | $60.71 |
| Aged care employee level 7 | $51.49 | $68.65 | $68.65 | $68.65 | $61.79 | $61.79 |

**Table 3 of 3**

| **Classification** | **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 | $30.60 | $31.17 | $31.74 | $30.60 |
| Aged care employee level 2 | $31.82 | $32.41 | $33.00 | $31.82 |
| Aged care employee level 3 | $33.03 | $33.65 | $34.26 | $33.03 |
| Aged care employee level 4 | $33.43 | $34.05 | $34.66 | $33.43 |
| Aged care employee level 5 | $34.56 | $35.20 | $35.84 | $34.56 |
| Aged care employee level 6 | $36.42 | $37.10 | $37.77 | $36.42 |
| Aged care employee level 7 | $37.07 | $37.76 | $38.44 | $37.07 |

### 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** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.62 | $20.43 | $23.84 | $34.05 | $20.43 | $27.24 | $27.24 | $27.24 |
| Apprentice - 2nd year | $16.09 | $24.14 | $28.16 | $40.23 | $24.14 | $32.18 | $32.18 | $32.18 |
| Apprentice - 3rd year | $19.81 | $29.72 | $34.67 | $49.53 | $29.72 | $39.62 | $39.62 | $39.62 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 | $47.04 | $47.04 |

**Table 2 of 2**

| **Classification** | **Less than 8 hour break after sleepover** | **Less than 10 hour break between shifts** | **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 | $27.24 | $27.24 | $14.98 | $15.32 | $15.66 | $14.98 |
| Apprentice - 2nd year | $32.18 | $32.18 | $17.70 | $18.10 | $18.50 | $17.70 |
| Apprentice - 3rd year | $39.62 | $39.62 | $21.79 | $22.29 | $22.78 | $21.79 |
| Apprentice - 4th year | $47.04 | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

### 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** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $12.38 | $18.57 | $21.67 | $30.95 | $18.57 | $24.76 | $24.76 | $24.76 |
| Apprentice - 2nd year | $14.86 | $22.29 | $26.01 | $37.15 | $22.29 | $29.72 | $29.72 | $29.72 |
| Apprentice - 3rd year | $18.57 | $27.86 | $32.50 | $46.43 | $27.86 | $37.14 | $37.14 | $37.14 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 | $47.04 | $47.04 |

**Table 2 of 2**

| **Classification** | **Less than 8 hour break after sleepover** | **Less than 10 hour break between shifts** | **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 | $24.76 | $24.76 | $13.62 | $13.93 | $14.24 | $13.62 |
| Apprentice - 2nd year | $29.72 | $29.72 | $16.35 | $16.72 | $17.09 | $16.35 |
| Apprentice - 3rd year | $37.14 | $37.14 | $20.43 | $20.89 | $21.36 | $20.43 |
| Apprentice - 4th year | $47.04 | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

### 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** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.00 | $19.50 | $22.75 | $32.50 | $19.50 | $26.00 | $26.00 | $26.00 |
| Apprentice - 2nd year | $16.09 | $24.14 | $28.16 | $40.23 | $24.14 | $32.18 | $32.18 | $32.18 |
| Apprentice - 3rd year | $18.57 | $27.86 | $32.50 | $46.43 | $27.86 | $37.14 | $37.14 | $37.14 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 | $47.04 | $47.04 |

**Table 2 of 2**

| **Classification** | **Less than 8 hour break after sleepover** | **Less than 10 hour break between shifts** | **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 | $26.00 | $26.00 | $14.30 | $14.63 | $14.95 | $14.30 |
| Apprentice - 2nd year | $32.18 | $32.18 | $17.70 | $18.10 | $18.50 | $17.70 |
| Apprentice - 3rd year | $37.14 | $37.14 | $20.43 | $20.89 | $21.36 | $20.43 |
| Apprentice - 4th year | $47.04 | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

### 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** | **Overtime - Sunday** |
| Apprentice - 1st year | $13.62 | $20.43 | $23.84 | $34.05 | $20.43 | $27.24 | $27.24 | $27.24 |
| Apprentice - 2nd year | $16.09 | $24.14 | $28.16 | $40.23 | $24.14 | $32.18 | $32.18 | $32.18 |
| Apprentice - 3rd year | $18.57 | $27.86 | $32.50 | $46.43 | $27.86 | $37.14 | $37.14 | $37.14 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 | $47.04 | $47.04 |

**Table 2 of 2**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Classification** | **Less than 8 hour break after sleepover** | **Less than 10 hour break between shifts** | **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 | $27.24 | $27.24 | $14.98 | $15.32 | $15.66 | $14.98 |
| Apprentice - 2nd year | $32.18 | $32.18 | $17.70 | $18.10 | $18.50 | $17.70 |
| Apprentice - 3rd year | $37.14 | $37.14 | $20.43 | $20.89 | $21.36 | $20.43 |
| Apprentice - 4th year | $47.04 | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

### 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** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.81 | $29.72 | $34.67 | $49.53 | $29.72 | $39.62 | $39.62 | $39.62 |
| Apprentice - 2nd year | $22.67 | $34.01 | $39.67 | $56.68 | $34.01 | $45.34 | $45.34 | $45.34 |
| Apprentice - 3rd year | $22.67 | $34.01 | $39.67 | $56.68 | $34.01 | $45.34 | $45.34 | $45.34 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 | $47.04 | $47.04 |

**Table 2 of 2**

| **Classification** | **Less than 8 hour break after sleepover** | **Less than 10 hour break between shifts** | **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 | $39.62 | $39.62 | $21.79 | $22.29 | $22.78 | $21.79 |
| Apprentice - 2nd year | $45.34 | $45.34 | $24.94 | $25.50 | $26.07 | $24.94 |
| Apprentice - 3rd year | $45.34 | $45.34 | $24.94 | $25.50 | $26.07 | $24.94 |
| Apprentice - 4th year | $47.04 | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

### 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** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.81 | $29.72 | $34.67 | $49.53 | $29.72 | $39.62 | $39.62 | $39.62 |
| Apprentice - 2nd year | $22.67 | $34.01 | $39.67 | $56.68 | $34.01 | $45.34 | $45.34 | $45.34 |
| Apprentice - 3rd year | $22.67 | $34.01 | $39.67 | $56.68 | $34.01 | $45.34 | $45.34 | $45.34 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 | $47.04 | $47.04 |

**Table 2 of 2**

| **Classification** | **Less than 8 hour break after sleepover** | **Less than 10 hour break between shifts** | **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 | $39.62 | $39.62 | $21.79 | $22.29 | $22.78 | $21.79 |
| Apprentice - 2nd year | $45.34 | $45.34 | $24.94 | $25.50 | $26.07 | $24.94 |
| Apprentice - 3rd year | $45.34 | $45.34 | $24.94 | $25.50 | $26.07 | $24.94 |
| Apprentice - 4th year | $47.04 | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

### 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 | $13.62 | $20.43 | $23.84 | $34.05 | $20.43 | $27.24 |
| Apprentice - 2nd year | $16.09 | $24.14 | $28.16 | $40.23 | $24.14 | $32.18 |
| Apprentice - 3rd year | $19.81 | $29.72 | $34.67 | $49.53 | $29.72 | $39.62 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 |

**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 between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $20.43 | $27.24 | $27.24 | $27.24 | $27.24 | $27.24 |
| Apprentice - 2nd year | $24.14 | $32.18 | $32.18 | $32.18 | $32.18 | $32.18 |
| Apprentice - 3rd year | $29.72 | $39.62 | $39.62 | $39.62 | $39.62 | $39.62 |
| Apprentice - 4th year | $35.28 | $47.04 | $47.04 | $47.04 | $47.04 | $47.04 |

**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 | $27.24 | $14.98 | $15.32 | $15.66 | $14.98 |
| Apprentice - 2nd year | $32.18 | $17.70 | $18.10 | $18.50 | $17.70 |
| Apprentice - 3rd year | $39.62 | $21.79 | $22.29 | $22.78 | $21.79 |
| Apprentice - 4th year | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

### 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 | $12.38 | $18.57 | $21.67 | $30.95 | $18.57 | $24.76 |
| Apprentice - 2nd year | $14.86 | $22.29 | $26.01 | $37.15 | $22.29 | $29.72 |
| Apprentice - 3rd year | $18.57 | $27.86 | $32.50 | $46.43 | $27.86 | $37.14 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 |

**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 between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $18.57 | $24.76 | $24.76 | $24.76 | $24.76 | $24.76 |
| Apprentice - 2nd year | $22.29 | $29.72 | $29.72 | $29.72 | $29.72 | $29.72 |
| Apprentice - 3rd year | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 | $37.14 |
| Apprentice - 4th year | $35.28 | $47.04 | $47.04 | $47.04 | $47.04 | $47.04 |

**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 | $24.76 | $13.62 | $13.93 | $14.24 | $13.62 |
| Apprentice - 2nd year | $29.72 | $16.35 | $16.72 | $17.09 | $16.35 |
| Apprentice - 3rd year | $37.14 | $20.43 | $20.89 | $21.36 | $20.43 |
| Apprentice - 4th year | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

### 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 | $13.00 | $19.50 | $22.75 | $32.50 | $19.50 | $26.00 |
| Apprentice - 2nd year | $16.09 | $24.14 | $28.16 | $40.23 | $24.14 | $32.18 |
| Apprentice - 3rd year | $18.57 | $27.86 | $32.50 | $46.43 | $27.86 | $37.14 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 |

**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 between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.50 | $26.00 | $26.00 | $26.00 | $26.00 | $26.00 |
| Apprentice - 2nd year | $24.14 | $32.18 | $32.18 | $32.18 | $32.18 | $32.18 |
| Apprentice - 3rd year | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 | $37.14 |
| Apprentice - 4th year | $35.28 | $47.04 | $47.04 | $47.04 | $47.04 | $47.04 |

**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 | $26.00 | $14.30 | $14.63 | $14.95 | $14.30 |
| Apprentice - 2nd year | $32.18 | $17.70 | $18.10 | $18.50 | $17.70 |
| Apprentice - 3rd year | $37.14 | $20.43 | $20.89 | $21.36 | $20.43 |
| Apprentice - 4th year | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

### 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 | $13.62 | $20.43 | $23.84 | $34.05 | $20.43 | $27.24 |
| Apprentice - 2nd year | $16.09 | $24.14 | $28.16 | $40.23 | $24.14 | $32.18 |
| Apprentice - 3rd year | $18.57 | $27.86 | $32.50 | $46.43 | $27.86 | $37.14 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 |

**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 between shifts** |
| Apprentice - 1st year | $20.43 | $27.24 | $27.24 | $27.24 | $27.24 | $27.24 |
| Apprentice - 2nd year | $24.14 | $32.18 | $32.18 | $32.18 | $32.18 | $32.18 |
| Apprentice - 3rd year | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 | $37.14 |
| Apprentice - 4th year | $35.28 | $47.04 | $47.04 | $47.04 | $47.04 | $47.04 |

**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 | $27.24 | $14.98 | $15.32 | $15.66 | $14.98 |
| Apprentice - 2nd year | $32.18 | $17.70 | $18.10 | $18.50 | $17.70 |
| Apprentice - 3rd year | $37.14 | $20.43 | $20.89 | $21.36 | $20.43 |
| Apprentice - 4th year | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

### 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 | $19.81 | $29.72 | $34.67 | $49.53 | $29.72 | $39.62 |
| Apprentice - 2nd year | $22.67 | $34.01 | $39.67 | $56.68 | $34.01 | $45.34 |
| Apprentice - 3rd year | $22.67 | $34.01 | $39.67 | $56.68 | $34.01 | $45.34 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 |

**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 between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $29.72 | $39.62 | $39.62 | $39.62 | $39.62 | $39.62 |
| Apprentice - 2nd year | $34.01 | $45.34 | $45.34 | $45.34 | $45.34 | $45.34 |
| Apprentice - 3rd year | $34.01 | $45.34 | $45.34 | $45.34 | $45.34 | $45.34 |
| Apprentice - 4th year | $35.28 | $47.04 | $47.04 | $47.04 | $47.04 | $47.04 |

**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 | $39.62 | $21.79 | $22.29 | $22.78 | $21.79 |
| Apprentice - 2nd year | $45.34 | $24.94 | $25.50 | $26.07 | $24.94 |
| Apprentice - 3rd year | $45.34 | $24.94 | $25.50 | $26.07 | $24.94 |
| Apprentice - 4th year | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

### 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 | $19.81 | $29.72 | $34.67 | $49.53 | $29.72 | $39.62 |
| Apprentice - 2nd year | $22.67 | $34.01 | $39.67 | $56.68 | $34.01 | $45.34 |
| Apprentice - 3rd year | $22.67 | $34.01 | $39.67 | $56.68 | $34.01 | $45.34 |
| Apprentice - 4th year | $23.52 | $35.28 | $41.16 | $58.80 | $35.28 | $47.04 |

**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 between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $29.72 | $39.62 | $39.62 | $39.62 | $39.62 | $39.62 |
| Apprentice - 2nd year | $34.01 | $45.34 | $45.34 | $45.34 | $45.34 | $45.34 |
| Apprentice - 3rd year | $34.01 | $45.34 | $45.34 | $45.34 | $45.34 | $45.34 |
| Apprentice - 4th year | $35.28 | $47.04 | $47.04 | $47.04 | $47.04 | $47.04 |

**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 | $39.62 | $21.79 | $22.29 | $22.78 | $21.79 |
| Apprentice - 2nd year | $45.34 | $24.94 | $25.50 | $26.07 | $24.94 |
| Apprentice - 3rd year | $45.34 | $24.94 | $25.50 | $26.07 | $24.94 |
| Apprentice - 4th year | $47.04 | $25.87 | $26.46 | $27.05 | $25.87 |

## 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 | $0.72 per hour |
| \* Leading hand allowance - in charge of 6-10 employees | $1.03 per hour |
| \* Leading hand allowance - in charge of 11-15 employees | $1.30 per hour |
| \* Leading hand allowance - in charge of 16 or more employees | $1.59 per hour |
| Meal allowance | $14.10 for the first meal and $12.71 for an extra meal |
| Nauseous work allowance | $0.51 per hour or part thereof with a minimum of $2.77 per week |
| Sleepover allowance | $53.31 per night |
| Tool allowance - cooks & chefs | $0.33 per hour up to a maximum of $12.55 per week |
| Vehicle allowance | $0.92 per km |
| Travelling reimbursement | reimbursement for the cost of fares, meals and accommodation paid by the employee |