# Pay Guide - Animal Care and Veterinary Services Award

# [MA000118]

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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/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) 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](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/contact-us/). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

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

## Rates of pay

### Adult

### Full-time & part-time

**Table 1 of 3**

| **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 |