# Pay Guide - Cleaning Services Award [MA000022]

Published 16 December 2022

Pay rates change from 1 July each year, therates in this guide apply from the first full pay period on or after 16 December 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**

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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.

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## Rates of pay

### Adult

### Full-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Cleaning service employee Level 1 | $865.00 | $22.76 | $26.17 | $29.59 | $34.14 | $45.52 |
| Cleaning service employee Level 2 | $893.60 | $23.52 | $27.05 | $30.58 | $35.28 | $47.04 |
| Cleaning service employee Level 3 | $940.90 | $24.76 | $28.47 | $32.19 | $37.14 | $49.52 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Cleaning service employee Level 1 | $56.90 | $34.14 | $45.52 | $45.52 | $56.90 |
| Cleaning service employee Level 2 | $58.80 | $35.28 | $47.04 | $47.04 | $58.80 |
| Cleaning service employee Level 3 | $61.90 | $37.14 | $49.52 | $49.52 | $61.90 |

### Part-time

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- |
| Cleaning service employee Level 1 | $26.17 | $29.59 | $29.59 | $37.55 | $48.93 |
| Cleaning service employee Level 2 | $27.05 | $30.58 | $30.58 | $38.81 | $50.57 |
| Cleaning service employee Level 3 | $28.47 | $32.19 | $32.19 | $40.85 | $53.23 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Cleaning service employee Level 1 | $60.31 | $34.14 | $45.52 | $45.52 | $56.90 |
| Cleaning service employee Level 2 | $62.33 | $35.28 | $47.04 | $47.04 | $58.80 |
| Cleaning service employee Level 3 | $65.61 | $37.14 | $49.52 | $49.52 | $61.90 |

### Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- |
| Cleaning service employee Level 1 | $28.45 | $31.86 | $35.28 | $39.83 | $51.21 |
| Cleaning service employee Level 2 | $29.40 | $32.93 | $36.46 | $41.16 | $52.92 |
| Cleaning service employee Level 3 | $30.95 | $34.66 | $38.38 | $43.33 | $55.71 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Cleaning service employee Level 1 | $62.59 | $39.83 | $51.21 | $51.21 | $62.59 |
| Cleaning service employee Level 2 | $64.68 | $41.16 | $52.92 | $52.92 | $64.68 |
| Cleaning service employee Level 3 | $68.09 | $43.33 | $55.71 | $55.71 | $68.09 |

### Junior - Full-time - Employees of shopping trolley collection contractors only - Level 1

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 16 years | $389.25 | $10.24 | $11.78 | $13.31 | $15.36 | $20.48 |
| 16 years | $432.50 | $11.38 | $13.09 | $14.79 | $17.07 | $22.76 |
| 17 years | $519.00 | $13.66 | $15.71 | $17.76 | $20.49 | $27.32 |
| 18 years | $605.50 | $15.93 | $18.32 | $20.71 | $23.90 | $31.86 |
| 19 years | $692.00 | $18.21 | $20.94 | $23.67 | $27.32 | $36.42 |
| 20 years | $778.50 | $20.49 | $23.56 | $26.64 | $30.74 | $40.98 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Under 16 years | $25.60 | $15.36 | $20.48 | $20.48 | $25.60 |
| 16 years | $28.45 | $17.07 | $22.76 | $22.76 | $28.45 |
| 17 years | $34.15 | $20.49 | $27.32 | $27.32 | $34.15 |
| 18 years | $39.83 | $23.90 | $31.86 | $31.86 | $39.83 |
| 19 years | $45.53 | $27.32 | $36.42 | $36.42 | $45.53 |
| 20 years | $51.23 | $30.74 | $40.98 | $40.98 | $51.23 |

### Junior - Full-time - Employees of shopping trolley collection contractors only - Level 2

**Table 1 of 2**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| Under 16 years | $402.12 | $10.58 | $12.17 | $13.75 | $15.87 | $21.16 |
| 16 years | $446.80 | $11.76 | $13.52 | $15.29 | $17.64 | $23.52 |
| 17 years | $536.16 | $14.11 | $16.23 | $18.34 | $21.17 | $28.22 |
| 18 years | $625.52 | $16.46 | $18.93 | $21.40 | $24.69 | $32.92 |
| 19 years | $714.88 | $18.81 | $21.63 | $24.45 | $28.22 | $37.62 |
| 20 years | $804.24 | $21.16 | $24.33 | $27.51 | $31.74 | $42.32 |

**Table 2 of 2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| Under 16 years | $26.45 | $15.87 | $21.16 | $21.16 | $26.45 |
| 16 years | $29.40 | $17.64 | $23.52 | $23.52 | $29.40 |
| 17 years | $35.28 | $21.17 | $28.22 | $28.22 | $35.28 |
| 18 years | $41.15 | $24.69 | $32.92 | $32.92 | $41.15 |
| 19 years | $47.03 | $28.22 | $37.62 | $37.62 | $47.03 |
| 20 years | $52.90 | $31.74 | $42.32 | $42.32 | $52.90 |

### Junior - Full-time - Employees of shopping trolley collection contractors only - Level 3

**Table 1 of 2**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| Under 16 years | $423.41 | $11.14 | $12.81 | $14.48 | $16.71 | $22.28 |
| 16 years | $470.45 | $12.38 | $14.24 | $16.09 | $18.57 | $24.76 |
| 17 years | $564.54 | $14.86 | $17.09 | $19.32 | $22.29 | $29.72 |
| 18 years | $658.63 | $17.33 | $19.93 | $22.53 | $26.00 | $34.66 |
| 19 years | $752.72 | $19.81 | $22.78 | $25.75 | $29.72 | $39.62 |
| 20 years | $846.81 | $22.28 | $25.62 | $28.96 | $33.42 | $44.56 |

**Table 2 of 2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| Under 16 years | $27.85 | $16.71 | $22.28 | $22.28 | $27.85 |
| 16 years | $30.95 | $18.57 | $24.76 | $24.76 | $30.95 |
| 17 years | $37.15 | $22.29 | $29.72 | $29.72 | $37.15 |
| 18 years | $43.33 | $26.00 | $34.66 | $34.66 | $43.33 |
| 19 years | $49.53 | $29.72 | $39.62 | $39.62 | $49.53 |
| 20 years | $55.70 | $33.42 | $44.56 | $44.56 | $55.70 |

### Junior - Part-time - Employees of shopping trolley collection contractors only - Level 1

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- |
| Under 16 years | $11.78 | $13.31 | $13.31 | $16.90 | $22.02 |
| 16 years | $13.09 | $14.79 | $14.79 | $18.78 | $24.47 |
| 17 years | $15.71 | $17.76 | $17.76 | $22.54 | $29.37 |
| 18 years | $18.32 | $20.71 | $20.71 | $26.28 | $34.25 |
| 19 years | $20.94 | $23.67 | $23.67 | $30.05 | $39.15 |
| 20 years | $23.56 | $26.64 | $26.64 | $33.81 | $44.05 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Under 16 years | $27.14 | $15.36 | $20.48 | $20.48 | $25.60 |
| 16 years | $30.16 | $17.07 | $22.76 | $22.76 | $28.45 |
| 17 years | $36.20 | $20.49 | $27.32 | $27.32 | $34.15 |
| 18 years | $42.21 | $23.90 | $31.86 | $31.86 | $39.83 |
| 19 years | $48.26 | $27.32 | $36.42 | $36.42 | $45.53 |
| 20 years | $54.30 | $30.74 | $40.98 | $40.98 | $51.23 |

### Junior - Part-time - Employees of shopping trolley collection contractors only - Level 2

**Table 1 of 2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classification** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| Under 16 years | $12.17 | $13.75 | $13.75 | $17.46 | $22.75 |
| 16 years | $13.52 | $15.29 | $15.29 | $19.40 | $25.28 |
| 17 years | $16.23 | $18.34 | $18.34 | $23.28 | $30.34 |
| 18 years | $18.93 | $21.40 | $21.40 | $27.16 | $35.39 |
| 19 years | $21.63 | $24.45 | $24.45 | $31.04 | $40.44 |
| 20 years | $24.33 | $27.51 | $27.51 | $34.91 | $45.49 |

**Table 2 of 2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| Under 16 years | $28.04 | $15.87 | $21.16 | $21.16 | $26.45 |
| 16 years | $31.16 | $17.64 | $23.52 | $23.52 | $29.40 |
| 17 years | $37.39 | $21.17 | $28.22 | $28.22 | $35.28 |
| 18 years | $43.62 | $24.69 | $32.92 | $32.92 | $41.15 |
| 19 years | $49.85 | $28.22 | $37.62 | $37.62 | $47.03 |
| 20 years | $56.07 | $31.74 | $42.32 | $42.32 | $52.90 |

### Junior - Part-time - Employees of shopping trolley collection contractors only - Level 3

**Table 1 of 2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classification** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| Under 16 years | $12.81 | $14.48 | $14.48 | $18.38 | $23.95 |
| 16 years | $14.24 | $16.09 | $16.09 | $20.43 | $26.62 |
| 17 years | $17.09 | $19.32 | $19.32 | $24.52 | $31.95 |
| 18 years | $19.93 | $22.53 | $22.53 | $28.59 | $37.26 |
| 19 years | $22.78 | $25.75 | $25.75 | $32.69 | $42.59 |
| 20 years | $25.62 | $28.96 | $28.96 | $36.76 | $47.90 |

**Table 2 of 2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| Under 16 years | $29.52 | $16.71 | $22.28 | $22.28 | $27.85 |
| 16 years | $32.81 | $18.57 | $24.76 | $24.76 | $30.95 |
| 17 years | $39.38 | $22.29 | $29.72 | $29.72 | $37.15 |
| 18 years | $45.92 | $26.00 | $34.66 | $34.66 | $43.33 |
| 19 years | $52.50 | $29.72 | $39.62 | $39.62 | $49.53 |
| 20 years | $59.04 | $33.42 | $44.56 | $44.56 | $55.70 |

### Junior - Casual - Employees of shopping trolley collection contractors only - Level 1

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- |
| Under 16 years | $12.80 | $14.34 | $15.87 | $17.92 | $23.04 |
| 16 years | $14.23 | $15.93 | $17.64 | $19.92 | $25.61 |
| 17 years | $17.08 | $19.12 | $21.17 | $23.91 | $30.74 |
| 18 years | $19.91 | $22.30 | $24.69 | $27.88 | $35.84 |
| 19 years | $22.76 | $25.49 | $28.23 | $31.87 | $40.97 |
| 20 years | $25.61 | $28.69 | $31.76 | $35.86 | $46.10 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Under 16 years | $28.16 | $17.92 | $23.04 | $23.04 | $28.16 |
| 16 years | $31.30 | $19.92 | $25.61 | $25.61 | $31.30 |
| 17 years | $37.57 | $23.91 | $30.74 | $30.74 | $37.57 |
| 18 years | $43.81 | $27.88 | $35.84 | $35.84 | $43.81 |
| 19 years | $50.08 | $31.87 | $40.97 | $40.97 | $50.08 |
| 20 years | $56.35 | $35.86 | $46.10 | $46.10 | $56.35 |

### Junior - Casual - Employees of shopping trolley collection contractors only - Level 2

**Table 1 of 2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classification** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| Under 16 years | $13.23 | $14.81 | $16.40 | $18.52 | $23.81 |
| 16 years | $14.70 | $16.46 | $18.23 | $20.58 | $26.46 |
| 17 years | $17.64 | $19.75 | $21.87 | $24.69 | $31.75 |
| 18 years | $20.58 | $23.04 | $25.51 | $28.81 | $37.04 |
| 19 years | $23.51 | $26.33 | $29.16 | $32.92 | $42.32 |
| 20 years | $26.45 | $29.62 | $32.80 | $37.03 | $47.61 |

**Table 2 of 2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| Under 16 years | $29.10 | $18.52 | $23.81 | $23.81 | $29.10 |
| 16 years | $32.34 | $20.58 | $26.46 | $26.46 | $32.34 |
| 17 years | $38.80 | $24.69 | $31.75 | $31.75 | $38.80 |
| 18 years | $45.27 | $28.81 | $37.04 | $37.04 | $45.27 |
| 19 years | $51.73 | $32.92 | $42.32 | $42.32 | $51.73 |
| 20 years | $58.19 | $37.03 | $47.61 | $47.61 | $58.19 |

### Junior - Casual - Employees of shopping trolley collection contractors only - Level 3

**Table 1 of 2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classification** | **Hourly pay rate** | **Monday to Friday - shift starting before 6am or finishing after 6pm** | **Non-rotating shift - finishes after midnight and at or before 8am** | **Saturday** | **Sunday** |
| Under 16 years | $13.93 | $15.60 | $17.27 | $19.50 | $25.07 |
| 16 years | $15.48 | $17.33 | $19.19 | $21.67 | $27.86 |
| 17 years | $18.58 | $20.80 | $23.03 | $26.01 | $33.44 |
| 18 years | $21.66 | $24.26 | $26.86 | $30.33 | $38.99 |
| 19 years | $24.76 | $27.73 | $30.71 | $34.67 | $44.57 |
| 20 years | $27.85 | $31.19 | $34.53 | $38.99 | $50.13 |

**Table 2 of 2**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| Under 16 years | $30.64 | $19.50 | $25.07 | $25.07 | $30.64 |
| 16 years | $34.05 | $21.67 | $27.86 | $27.86 | $34.05 |
| 17 years | $40.87 | $26.01 | $33.44 | $33.44 | $40.87 |
| 18 years | $47.66 | $30.33 | $38.99 | $38.99 | $47.66 |
| 19 years | $54.48 | $34.67 | $44.57 | $44.57 | $54.48 |
| 20 years | $61.27 | $38.99 | $50.13 | $50.13 | $61.27 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Broken shift allowance | $3.96 per day, up to a maximum of $19.81 per week |
| Cold places allowance | $0.58 per hour |
| First aid allowance | $14.19 per week |
| Height allowance - cleaning multi-storied buildings from outside - up to and including the 22nd floor above ground level | $0.93 per hour, or part thereof |
| Height allowance - cleaning multi-storied buildings from outside - working above the 22nd floor above ground level | $1.91 per hour, or part thereof |
| Hot places allowance - between 46 and 54 degrees Celsius | $0.58 per hour |
| Hot places allowance - exceeding 54 degrees Celsius | $0.70 per hour |
| Leading hand allowance - Cleaning service employee Level 2 only - 1 to 10 employees | $51.90 per week |
| Leading hand allowance - Cleaning service employee Level 2 only - 11 to 20 employees | $66.78 per week |
| Leading hand allowance - Cleaning service employee Level 2 only - over 20 employees | $81.66 per week |
| Meal allowance | $14.28 per meal |
| Refuse collection allowance | $3.94 per shift |
| Toilet cleaning allowance | $3.11 per shift, up to a maximum of $15.28 per week |
| Travel time payment | the appropriate shift rate for all time spent travelling |
| Uniform reimbursement | reimbursement for the cost of uniforms purchased |
| Vehicle allowance - motor vehicle | $0.92 per km |
| Vehicle allowance - motor cycle | $0.31 per km |