# Pay Guide - Gardening and Landscaping Services Award

# [MA000101]

Published 08 November 2022

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

If the tool, or leading hand, allowances apply the rates below should not be used, and should be calculated using [PACT](https://calculate.fairwork.gov.au/).

Note: Trade qualified juniors must be paid the appropriate adult rate.

### Adult

### Full-time & part-time

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $812.60 | $21.38 | $32.07 | $42.76 | $42.76 | $53.45 | $32.07 | $32.07 |
| Level 1 | $834.80 | $21.97 | $32.96 | $43.94 | $43.94 | $54.93 | $32.96 | $32.96 |
| Level 2 | $865.20 | $22.77 | $34.16 | $45.54 | $45.54 | $56.93 | $34.16 | $34.16 |
| Level 3 | $903.50 | $23.78 | $35.67 | $47.56 | $47.56 | $59.45 | $35.67 | $35.67 |
| Level 4 | $940.90 | $24.76 | $37.14 | $49.52 | $49.52 | $61.90 | $37.14 | $37.14 |
| Level 5 | $970.40 | $25.54 | $38.31 | $51.08 | $51.08 | $63.85 | $38.31 | $38.31 |

### Casual

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $26.73 | $37.42 | $48.11 | $58.80 | $37.42 | $37.42 |
| Level 1 | $27.46 | $38.45 | $49.43 | $60.42 | $38.45 | $38.45 |
| Level 2 | $28.46 | $39.85 | $51.23 | $62.62 | $39.85 | $39.85 |
| Level 3 | $29.73 | $41.62 | $53.51 | $65.40 | $41.62 | $41.62 |
| Level 4 | $30.95 | $43.33 | $55.71 | $68.09 | $43.33 | $43.33 |
| Level 5 | $31.93 | $44.70 | $57.47 | $70.24 | $44.70 | $44.70 |

### Junior - Full-time & part-time - 17 years and under

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $568.80 | $14.97 | $22.46 | $29.94 | $29.94 | $37.43 | $22.46 | $22.46 |
| Level 1 | $584.40 | $15.38 | $23.07 | $30.76 | $30.76 | $38.45 | $23.07 | $23.07 |
| Level 2 | $605.60 | $15.94 | $23.91 | $31.88 | $31.88 | $39.85 | $23.91 | $23.91 |
| Level 3 | $632.50 | $16.64 | $24.96 | $33.28 | $33.28 | $41.60 | $24.96 | $24.96 |
| Level 4 | $658.60 | $17.33 | $26.00 | $34.66 | $34.66 | $43.33 | $26.00 | $26.00 |
| Level 5 | $679.30 | $17.88 | $26.82 | $35.76 | $35.76 | $44.70 | $26.82 | $26.82 |

### Junior - Full-time & part-time - 18 years

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $650.10 | $17.11 | $25.67 | $34.22 | $34.22 | $42.78 | $25.67 | $25.67 |
| Level 1 | $667.80 | $17.57 | $26.36 | $35.14 | $35.14 | $43.93 | $26.36 | $26.36 |
| Level 2 | $692.20 | $18.22 | $27.33 | $36.44 | $36.44 | $45.55 | $27.33 | $27.33 |
| Level 3 | $722.80 | $19.02 | $28.53 | $38.04 | $38.04 | $47.55 | $28.53 | $28.53 |
| Level 4 | $752.70 | $19.81 | $29.72 | $39.62 | $39.62 | $49.53 | $29.72 | $29.72 |
| Level 5 | $776.30 | $20.43 | $30.65 | $40.86 | $40.86 | $51.08 | $30.65 | $30.65 |

### Junior - Full-time & part-time - 19 years

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $731.30 | $19.24 | $28.86 | $38.48 | $38.48 | $48.10 | $28.86 | $28.86 |
| Level 1 | $751.30 | $19.77 | $29.66 | $39.54 | $39.54 | $49.43 | $29.66 | $29.66 |
| Level 2 | $778.70 | $20.49 | $30.74 | $40.98 | $40.98 | $51.23 | $30.74 | $30.74 |
| Level 3 | $813.20 | $21.40 | $32.10 | $42.80 | $42.80 | $53.50 | $32.10 | $32.10 |
| Level 4 | $846.80 | $22.28 | $33.42 | $44.56 | $44.56 | $55.70 | $33.42 | $33.42 |
| Level 5 | $873.40 | $22.98 | $34.47 | $45.96 | $45.96 | $57.45 | $34.47 | $34.47 |

### Junior - Casual - 17 years and under

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $18.71 | $26.20 | $33.68 | $41.17 | $26.20 | $26.20 |
| Level 1 | $19.23 | $26.92 | $34.61 | $42.30 | $26.92 | $26.92 |
| Level 2 | $19.93 | $27.90 | $35.87 | $43.84 | $27.90 | $27.90 |
| Level 3 | $20.80 | $29.12 | $37.44 | $45.76 | $29.12 | $29.12 |
| Level 4 | $21.66 | $30.33 | $38.99 | $47.66 | $30.33 | $30.33 |
| Level 5 | $22.35 | $31.29 | $40.23 | $49.17 | $31.29 | $31.29 |

### Junior - Casual - 18 years

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $21.39 | $29.94 | $38.50 | $47.05 | $29.94 | $29.94 |
| Level 1 | $21.96 | $30.75 | $39.53 | $48.32 | $30.75 | $30.75 |
| Level 2 | $22.78 | $31.89 | $41.00 | $50.11 | $31.89 | $31.89 |
| Level 3 | $23.78 | $33.29 | $42.80 | $52.31 | $33.29 | $33.29 |
| Level 4 | $24.76 | $34.67 | $44.57 | $54.48 | $34.67 | $34.67 |
| Level 5 | $25.54 | $35.75 | $45.97 | $56.18 | $35.75 | $35.75 |

### Junior - Casual - 19 years

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $24.05 | $33.67 | $43.29 | $52.91 | $33.67 | $33.67 |
| Level 1 | $24.71 | $34.60 | $44.48 | $54.37 | $34.60 | $34.60 |
| Level 2 | $25.61 | $35.86 | $46.10 | $56.35 | $35.86 | $35.86 |
| Level 3 | $26.75 | $37.45 | $48.15 | $58.85 | $37.45 | $37.45 |
| Level 4 | $27.85 | $38.99 | $50.13 | $61.27 | $38.99 | $38.99 |
| Level 5 | $28.73 | $40.22 | $51.71 | $63.20 | $40.22 | $40.22 |

### Apprentice - Started before 1 Jan 2014

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $11.76 | $17.64 | $23.52 | $23.52 | $29.40 | $17.64 | $17.64 |
| Apprentice - 2nd year | $14.86 | $22.29 | $29.72 | $29.72 | $37.15 | $22.29 | $22.29 |
| Apprentice - 3rd year | $18.57 | $27.86 | $37.14 | $37.14 | $46.43 | $27.86 | $27.86 |
| Apprentice - 4th year | $23.52 | $35.28 | $47.04 | $47.04 | $58.80 | $35.28 | $35.28 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $12.38 | $18.57 | $24.76 | $24.76 | $30.95 | $18.57 | $18.57 |
| Apprentice - 2nd year | $14.86 | $22.29 | $29.72 | $29.72 | $37.15 | $22.29 | $22.29 |
| Apprentice - 3rd year | $18.57 | $27.86 | $37.14 | $37.14 | $46.43 | $27.86 | $27.86 |
| Apprentice - 4th year | $23.52 | $35.28 | $47.04 | $47.04 | $58.80 | $35.28 | $35.28 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.62 | $20.43 | $27.24 | $27.24 | $34.05 | $20.43 | $20.43 |
| Apprentice - 2nd year | $16.09 | $24.14 | $32.18 | $32.18 | $40.23 | $24.14 | $24.14 |
| Apprentice - 3rd year | $18.57 | $27.86 | $37.14 | $37.14 | $46.43 | $27.86 | $27.86 |
| Apprentice - 4th year | $23.52 | $35.28 | $47.04 | $47.04 | $58.80 | $35.28 | $35.28 |

### Adult Apprentice - Started after 1 Jan 2014

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions - Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.81 | $29.72 | $39.62 | $39.62 | $49.53 | $29.72 | $29.72 |
| Apprentice - 2nd year | $21.38 | $32.07 | $42.76 | $42.76 | $53.45 | $32.07 | $32.07 |
| Apprentice - 3rd year | $21.38 | $32.07 | $42.76 | $42.76 | $53.45 | $32.07 | $32.07 |
| Apprentice - 4th year | $23.52 | $35.28 | $47.04 | $47.04 | $58.80 | $35.28 | $35.28 |

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before casual loading, penalties and overtime are calculated.

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the costs of prescribed textbooks |
| Apprentice block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Clothing and equipment reimbursement | reimbursement for the cost of the special clothing and equipment |
| First aid allowance | $0.50 per hour up to a maximum of $18.82 per week |
| \* Leading hand - in charge of 1-2 employees | $0.50 per hour |
| \* Leading hand allowance - in charge of 3-6 employees | $0.99 per hour |
| \* Leading hand allowance - in charge of 7-9 employees | $1.24 per hour |
| \* Leading hand allowance - in charge of 10 or more employees | $1.73 per hour |
| Meal allowance | $15.98 for a meal |
| Operating a vehicle and/or plant allowance | $5.65 per day |
| \* Tool allowance - Level 4 & 5 tradespersons only | $0.39 per hour |
| Using own vehicle - travelling time allowance | payment at the minimum hourly rate for all time spent travelling, up to a maximum of 8 hours in any 24 hour period |
| Vehicle allowance | $0.91 per km |
| Working away from home - board and lodging reimbursement | payment for the demonstrable cost of the lodging |
| Working away from usual workplace - excess travel costs allowance | fares reasonably incurred in excess of those normally incurred travelling between home and work |
| Working away from usual workplace - excess travel time allowance | payment at the minimum hourly rate for all time reasonably spent getting to and from the job in excess of the time normally spent travelling between home and work |