# Pay Guide - Sporting Organisations Award

# [MA000082]

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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.

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When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

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.

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## Rates of pay

### Adult

### Full-time & part-time

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Coach grade 1 | $1,068.20 | $28.11 | $70.28 | N/A | N/A |
| Coach grade 2 | $1,198.60 | $31.54 | $78.85 | N/A | N/A |
| Coach grade 3 | $1,440.50 | $37.91 | $94.78 | N/A | N/A |
| Coach grade 4 | $1,633.30 | $42.98 | $107.45 | N/A | N/A |
| Clerical and administrative grade 1 | $878.30 | $23.11 | $57.78 | $34.67 | $46.22 |
| Clerical and administrative grade 2 | $906.20 | $23.85 | $59.63 | $35.78 | $47.70 |
| Clerical and administrative grade 3 | $940.90 | $24.76 | $61.90 | $37.14 | $49.52 |
| Clerical and administrative grade 4 | $980.10 | $25.79 | $64.48 | $38.69 | $51.58 |
| Clerical and administrative grade 5 | $1,026.90 | $27.02 | $67.55 | $40.53 | $54.04 |
| Clerical and administrative grade 6 | $1,076.60 | $28.33 | $70.83 | $42.50 | $56.66 |

### Casual

| **Classification** | **Hourly pay rate** | **Public holiday** | **Public holiday - ordinary hours** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday - overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Coach grade 1 | $35.14 | $77.30 | N/A | N/A | N/A | N/A |
| Coach grade 2 | $39.43 | $86.74 | N/A | N/A | N/A | N/A |
| Coach grade 3 | $47.39 | $104.25 | N/A | N/A | N/A | N/A |
| Coach grade 4 | $53.73 | $118.20 | N/A | N/A | N/A | N/A |
| Clerical and administrative grade 1 | $28.89 | N/A | $63.55 | $34.67 | $46.22 | $57.78 |
| Clerical and administrative grade 2 | $29.81 | N/A | $65.59 | $35.78 | $47.70 | $59.63 |
| Clerical and administrative grade 3 | $30.95 | N/A | $68.09 | $37.14 | $49.52 | $61.90 |
| Clerical and administrative grade 4 | $32.24 | N/A | $70.92 | $38.69 | $51.58 | $64.48 |
| Clerical and administrative grade 5 | $33.78 | N/A | $74.31 | $40.53 | $54.04 | $67.55 |
| Clerical and administrative grade 6 | $35.41 | N/A | $77.91 | $42.50 | $56.66 | $70.83 |

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

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Coach grade 1 | $747.74 | $19.68 | $49.20 | N/A | N/A |
| Coach grade 2 | $839.02 | $22.08 | $55.20 | N/A | N/A |
| Coach grade 3 | $1,008.35 | $26.54 | $66.35 | N/A | N/A |
| Coach grade 4 | $1,143.31 | $30.09 | $75.23 | N/A | N/A |
| Clerical and administrative grade 1 | $614.81 | $16.18 | $40.45 | $24.27 | $32.36 |
| Clerical and administrative grade 2 | $634.34 | $16.69 | $41.73 | $25.04 | $33.38 |

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

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Coach grade 1 | $854.56 | $22.49 | $56.23 | N/A | N/A |
| Coach grade 2 | $958.88 | $25.23 | $63.08 | N/A | N/A |
| Coach grade 3 | $1,152.40 | $30.33 | $75.83 | N/A | N/A |
| Coach grade 4 | $1,306.64 | $34.39 | $85.98 | N/A | N/A |
| Clerical and administrative grade 1 | $702.64 | $18.49 | $46.23 | $27.74 | $36.98 |
| Clerical and administrative grade 2 | $724.96 | $19.08 | $47.70 | $28.62 | $38.16 |

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

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Coach grade 1 | $961.38 | $25.30 | $63.25 | N/A | N/A |
| Coach grade 2 | $1,078.74 | $28.39 | $70.98 | N/A | N/A |
| Coach grade 3 | $1,296.45 | $34.12 | $85.30 | N/A | N/A |
| Coach grade 4 | $1,469.97 | $38.68 | $96.70 | N/A | N/A |
| Clerical and administrative grade 1 | $790.47 | $20.80 | $52.00 | $31.20 | $41.60 |
| Clerical and administrative grade 2 | $815.58 | $21.46 | $53.65 | $32.19 | $42.92 |

### Junior - Full-time & part-time - 20 years

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Clerical and administrative grade 1 | $878.30 | $23.11 | $57.78 | $34.67 | $46.22 |
| Clerical and administrative grade 2 | $906.20 | $23.85 | $59.63 | $35.78 | $47.70 |

### Junior - Casual - 17 years or under

| **Classification** | **Hourly pay rate** | **Public holiday** | **Public holiday - ordinary hours** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday - overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Coach grade 1 | $24.60 | $54.12 | N/A | N/A | N/A | N/A |
| Coach grade 2 | $27.60 | $60.72 | N/A | N/A | N/A | N/A |
| Coach grade 3 | $33.18 | $72.99 | N/A | N/A | N/A | N/A |
| Coach grade 4 | $37.61 | $82.75 | N/A | N/A | N/A | N/A |
| Clerical and administrative grade 1 | $20.23 | N/A | $44.50 | $24.27 | $32.36 | $40.45 |
| Clerical and administrative grade 2 | $20.86 | N/A | $45.90 | $25.04 | $33.38 | $41.73 |

### Junior - Casual - 18 years

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

| **Classification** | **Hourly pay rate** | **Public holiday** | **Public holiday - ordinary hours** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday - overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Coach grade 1 | $28.11 | $61.85 | N/A | N/A | N/A | N/A |
| Coach grade 2 | $31.54 | $69.38 | N/A | N/A | N/A | N/A |
| Coach grade 3 | $37.91 | $83.41 | N/A | N/A | N/A | N/A |
| Coach grade 4 | $42.99 | $94.57 | N/A | N/A | N/A | N/A |
| Clerical and administrative grade 1 | $23.11 | N/A | $50.85 | $27.74 | $36.98 | $46.23 |
| Clerical and administrative grade 2 | $23.85 | N/A | $52.47 | $28.62 | $38.16 | $47.70 |

### Junior - Casual - 19 years

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

| **Classification** | **Hourly pay rate** | **Public holiday** | **Public holiday - ordinary hours** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday - overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Coach grade 1 | $31.63 | $69.58 | N/A | N/A | N/A | N/A |
| Coach grade 2 | $35.49 | $78.07 | N/A | N/A | N/A | N/A |
| Coach grade 3 | $42.65 | $93.83 | N/A | N/A | N/A | N/A |
| Coach grade 4 | $48.35 | $106.37 | N/A | N/A | N/A | N/A |
| Clerical and administrative grade 1 | $26.00 | N/A | $57.20 | $31.20 | $41.60 | $52.00 |
| Clerical and administrative grade 2 | $26.83 | N/A | $59.02 | $32.19 | $42.92 | $53.65 |

### Junior - Casual - 20 years

Note: A junior employee at the age of 18 or older who has continuously been employed for 12 months must be paid the adult rate.

| **Classification** | **Hourly pay rate** | **Public holiday - ordinary hours** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday - overtime** |
| --- | --- | --- | --- | --- | --- |
| Clerical and administrative grade 1 | $28.89 | $63.55 | $34.67 | $46.22 | $57.78 |
| Clerical and administrative grade 2 | $29.81 | $65.59 | $35.78 | $47.70 | $59.63 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Attendance at training programs reimbursement - coaching staff | reimbursement for the cost of attendance |
| Living away from home reimbursement | reimbursement for the cost of accommodation, meals and incidentals |
| Meal allowance - clerical and administrative staff | $15.59 for a meal |
| Meal reimbursement - travel | reimbursement for the cost of a meal for each specified meal time |
| Out-of-pocket expenses reimbursement | reimbursement for the cost of any out-of-pocket expenses for business purposes |
| Travel costs reimbursement - travel away from home | reimbursement for the cost of any travel fares and expenses including airport car parking charges |
| Vehicle allowance | $0.91 per km |