

## Pay Guide - Racing Industry Ground Maintenance Award 2010

[MA000014]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 January 2015.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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## Rates of pay

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

### Adult - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Morning work before 6.30am - track crossing attendants	Monday to Friday - between 6.30pm and 6.30am when water restrictions apply	Evening work 6pm to 11pm - greyhound or harness racing meeting	Working through a meal break
Introductory level	\$640.90	\$16.87	\$21.09	\$25.31	\$19.40	\$25.31
Maintenance and horticulture employee level 1	\$667.40	\$17.56	\$21.95	\$26.34	\$20.19	\$26.34
Maintenance and horticulture employee level 2	\$720.00	\$18.95	\$23.69	\$28.43	\$21.79	\$28.43
Tradesperson	\$746.20	\$19.64	N/A	\$29.46	\$22.59	\$29.46
Trackwork and pool supervisor	\$804.80	\$21.18	N/A	\$31.77	\$24.36	\$31.77
Management employee level 1	\$863.30	\$22.72	N/A	\$34.08	\$26.13	\$34.08
Management employee level 2	\$953.00	\$25.08	N/A	\$37.62	\$28.84	\$37.62

Table 2 of 2

Classification	Saturday - public event	Sunday - public event	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break between shifts
Introductory level	\$21.09	\$29.52	\$42.18	\$25.31	\$33.74	\$33.74	\$33.74
Maintenance and horticulture employee level 1	\$21.95	\$30.73	\$43.90	\$26.34	\$35.12	\$35.12	\$35.12
Maintenance and horticulture employee level 2	\$23.69	\$33.16	\$47.38	\$28.43	\$37.90	\$37.90	\$37.90
Tradesperson	\$24.55	\$34.37	\$49.10	\$29.46	\$39.28	\$39.28	\$39.28
Trackwork and pool supervisor	\$26.48	\$37.07	\$52.95	\$31.77	\$42.36	\$42.36	\$42.36
Management employee level 1	\$28.40	\$39.76	\$56.80	\$34.08	\$45.44	\$45.44	\$45.44
Management employee level 2	\$31.35	\$43.89	\$62.70	\$37.62	\$50.16	\$50.16	\$50.16

## Casual

Table 1 of 2

Classification	Hourly pay rate	Morning work before 6.30am - track crossing attendants	Monday to Friday - between 6.30pm and 6.30am when water restrictions apply	Evening work 6pm to 11pm - greyhound or harness racing meeting	Night cleaning shift	Working through a meal break
Introductory level	\$21.09	\$25.31	\$29.52	\$23.62	\$26.15	\$29.52
Maintenance and horticulture employee level 1	\$21.95	\$26.34	\$30.73	\$24.58	\$27.22	\$30.73
Maintenance and horticulture employee level 2	\$23.69	\$28.43	\$33.16	\$26.53	\$29.37	\$33.16
Tradesperson	\$24.55	N/A	\$34.37	\$27.50	\$30.44	\$34.37
Trackwork and pool supervisor	\$26.48	N/A	\$37.07	\$29.65	\$32.83	\$37.07
Management employee level 1	\$28.40	N/A	\$39.76	\$31.81	\$35.22	\$39.76
Management employee level 2	\$31.35	N/A	\$43.89	\$35.11	\$38.87	\$43.89

Table 2 of 2

Classification	Saturday - public event	Sunday - public event	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
Introductory level	\$25.31	\$33.74	\$46.39	\$29.52	\$37.96	\$37.96
Maintenance and horticulture employee level 1	\$26.34	\$35.12	\$48.29	\$30.73	\$39.51	\$39.51
Maintenance and horticulture employee level 2	\$28.43	\$37.90	\$52.11	\$33.16	\$42.64	\$42.64
Tradesperson	\$29.46	\$39.28	\$54.01	\$34.37	\$44.19	\$44.19
Trackwork and pool supervisor	\$31.77	\$42.36	\$58.25	\$37.07	\$47.66	\$47.66
Management employee level 1	\$34.08	\$45.44	\$62.48	\$39.76	\$51.12	\$51.12
Management employee level 2	\$37.62	\$50.16	\$68.97	\$43.89	\$56.43	\$56.43

## Junior - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Morning work before 6.30am - track crossing attendants	Monday to Friday - between 6.30pm and 6.30am when water restrictions apply	Evening work 6pm to 11pm - greyhound or harness racing meeting	Working through a meal break
18 years and under	\$500.55	\$13.17	\$16.46	\$19.76	\$15.15	\$19.76
19 & 20 years	\$667.40	\$17.56	\$21.95	\$26.34	\$20.19	\$26.34

Table 2 of 2

Classification	Saturday - public event	Sunday - public event	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break between shifts
18 years and under	\$16.46	\$23.05	\$32.93	\$19.76	\$26.34	\$26.34	\$26.34
19 & 20 years	\$21.95	\$30.73	\$43.90	\$26.34	\$35.12	\$35.12	\$35.12

## Junior - Casual - 18 years and under

Table 1 of 2

Classification	Hourly pay rate	Morning work before 6.30am - track crossing attendants	Monday to Friday - between 6.30pm and 6.30am when water restrictions apply	Evening work 6pm to 11pm - greyhound or harness racing meeting	Night cleaning shift	Working through a meal break
18 years and under	\$16.46	\$19.76	\$23.05	\$18.44	\$20.41	\$23.05
19 & 20 years	\$21.95	\$26.34	\$30.73	\$24.58	\$27.22	\$30.73

Table 2 of 2

Classification	Saturday - public event	Sunday - public event	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday
18 years and under	\$19.76	\$26.34	\$36.22	\$23.05	\$29.63	\$29.63
19 & 20 years	\$26.34	\$35.12	\$48.29	\$30.73	\$39.51	\$39.51

## Apprentice - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - between 6.30pm and 6.30am when water restrictions apply	Evening work 6pm to 11pm - greyhound or harness racing meeting	Working through a meal break	Saturday - public event	Sunday - public event
Apprentice - 1st year	\$9.33	\$14.00	\$10.73	\$14.00	\$11.66	\$16.33
Apprentice - 2nd year	\$11.78	\$17.67	\$13.55	\$17.67	\$14.73	\$20.62
Apprentice - 3rd year	\$14.73	\$22.10	\$16.94	\$22.10	\$18.41	\$25.78
Apprentice - 4th year	\$18.66	\$27.99	\$21.46	\$27.99	\$23.33	\$32.66

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break between shifts
Apprentice - 1st year	\$23.33	\$14.00	\$18.66	\$18.66	\$18.66
Apprentice - 2nd year	\$29.45	\$17.67	\$23.56	\$23.56	\$23.56
Apprentice - 3rd year	\$36.83	\$22.10	\$29.46	\$29.46	\$29.46
Apprentice - 4th year	\$46.65	\$27.99	\$37.32	\$37.32	\$37.32

## Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - between 6.30pm and 6.30am when water restrictions apply	Evening work 6pm to 11pm - greyhound or harness racing meeting	Working through a meal break	Saturday - public event	Sunday - public event
Apprentice - 1st year	\$9.82	\$14.73	\$11.29	\$14.73	\$12.28	\$17.19
Apprentice - 2nd year	\$11.78	\$17.67	\$13.55	\$17.67	\$14.73	\$20.62
Apprentice - 3rd year	\$14.73	\$22.10	\$16.94	\$22.10	\$18.41	\$25.78
Apprentice - 4th year	\$18.66	\$27.99	\$21.46	\$27.99	\$23.33	\$32.66

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break between shifts
Apprentice - 1st year	\$24.55	\$14.73	\$19.64	\$19.64	\$19.64
Apprentice - 2nd year	\$29.45	\$17.67	\$23.56	\$23.56	\$23.56
Apprentice - 3rd year	\$36.83	\$22.10	\$29.46	\$29.46	\$29.46
Apprentice - 4th year	\$46.65	\$27.99	\$37.32	\$37.32	\$37.32

## Apprentice - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - between 6.30pm and 6.30am when water restrictions apply	Evening work 6pm to 11pm - greyhound or harness racing meeting	Working through a meal break	Saturday - public event	Sunday - public event
Apprentice - 1st year	\$10.80	\$16.20	\$12.42	\$16.20	\$13.50	\$18.90
Apprentice - 2nd year	\$12.77	\$19.16	\$14.69	\$19.16	\$15.96	\$22.35
Apprentice - 3rd year	\$14.73	\$22.10	\$16.94	\$22.10	\$18.41	\$25.78
Apprentice - 4th year	\$18.66	\$27.99	\$21.46	\$27.99	\$23.33	\$32.66

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break between shifts
Apprentice - 1st year	\$27.00	\$16.20	\$21.60	\$21.60	\$21.60
Apprentice - 2nd year	\$31.93	\$19.16	\$25.54	\$25.54	\$25.54
Apprentice - 3rd year	\$36.83	\$22.10	\$29.46	\$29.46	\$29.46
Apprentice - 4th year	\$46.65	\$27.99	\$37.32	\$37.32	\$37.32

## Adult apprentice - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - between 6.30pm and 6.30am when water restrictions apply	Evening work 6pm to 11pm - greyhound or harness racing meeting	Working through a meal break	Saturday - public event	Sunday - public event
Apprentice - 1st year	\$9.33	\$14.00	\$10.73	\$14.00	\$11.66	\$16.33
Apprentice - 2nd year	\$11.78	\$17.67	\$13.55	\$17.67	\$14.73	\$20.62
Apprentice - 3rd year	\$14.73	\$22.10	\$16.94	\$22.10	\$18.41	\$25.78
Apprentice - 4th year	\$18.66	\$27.99	\$21.46	\$27.99	\$23.33	\$32.66

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break between shifts
Apprentice - 1st year	\$23.33	\$14.00	\$18.66	\$18.66	\$18.66
Apprentice - 2nd year	\$29.45	\$17.67	\$23.56	\$23.56	\$23.56
Apprentice - 3rd year	\$36.83	\$22.10	\$29.46	\$29.46	\$29.46
Apprentice - 4th year	\$46.65	\$27.99	\$37.32	\$37.32	\$37.32



## Adult apprentice - Started after 1 Jan 2014 - Full-time & part-time

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - between 6.30pm and 6.30am when water restrictions apply	Evening work 6pm to 11pm - greyhound or harness racing meeting	Working through a meal break	Saturday - public event	Sunday - public event
Apprentice - 1st year	\$15.71	\$23.57	\$18.07	\$23.57	\$19.64	\$27.49
Apprentice - 2nd year	\$16.87	\$25.31	\$19.40	\$25.31	\$21.09	\$29.52
Apprentice - 3rd year	\$16.87	\$25.31	\$19.40	\$25.31	\$21.09	\$29.52
Apprentice - 4th year	\$18.66	\$27.99	\$21.46	\$27.99	\$23.33	\$32.66

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break between shifts
Apprentice - 1st year	\$39.28	\$23.57	\$31.42	\$31.42	\$31.42
Apprentice - 2nd year	\$42.18	\$25.31	\$33.74	\$33.74	\$33.74
Apprentice - 3rd year	\$42.18	\$25.31	\$33.74	\$33.74	\$33.74
Apprentice - 4th year	\$46.65	\$27.99	\$37.32	\$37.32	\$37.32

## Allowances

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

Allowances	Rate
Accommodation allowance - caretaker on premises	an allowance equal to the amount of the rental charged for the accommodation
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
First aid allowance	\$0.39 per hour up to a maximum of \$14.92 per week
In charge of tractor plant allowance	\$0.59 per hour
Leading hand allowance - in charge of fewer than 3 employees - does not apply to Management employee level 2	\$0.39 per hour up to a maximum of \$14.92 per week
Leading hand allowance - in charge of 3 - 6 employees - does not apply to Management employee level 2	\$0.79 per hour up to a maximum of \$29.85 per week
Leading hand allowance - in charge of 7 or more employees - does not apply to Management employee level 2	\$0.98 per hour up to a maximum of \$37.31 per week
Loss of clothing reimbursement	reimbursement up to a maximum of \$708.89 for a single claim
Meal allowance	\$10.52 for a meal
Protective clothing and equipment reimbursement	reimbursement for the cost of purchasing the special clothing and equipment
* Tool allowance – tradesperson (not carpenter)	\$0.34 per hour
* Tool allowance – carpenter	\$0.67 per hour

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.