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OMBUDSMAN

## **Pay Guide - Aged Care Award**

**[MA000018]**

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2016.

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

### Adult

### Full-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday
Aged care employee level 1	\$715.20	\$18.82	\$47.05	\$28.23	\$37.64	\$37.64
Aged care employee level 2	\$744.80	\$19.60	\$49.00	\$29.40	\$39.20	\$39.20
Aged care employee level 3	\$774.10	\$20.37	\$50.93	\$30.56	\$40.74	\$40.74
Aged care employee level 4	\$783.30	\$20.61	\$51.53	\$30.92	\$41.22	\$41.22
Aged care employee level 5	\$809.70	\$21.31	\$53.28	\$31.97	\$42.62	\$42.62
Aged care employee level 6	\$853.30	\$22.46	\$56.15	\$33.69	\$44.92	\$44.92
Aged care employee level 7	\$868.70	\$22.86	\$57.15	\$34.29	\$45.72	\$45.72

Table 2 of 3

Classification	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am
Aged care employee level 1	\$37.64	\$37.64	\$37.64	\$20.70	\$21.17	\$21.64
Aged care employee level 2	\$39.20	\$39.20	\$39.20	\$21.56	\$22.05	\$22.54
Aged care employee level 3	\$40.74	\$40.74	\$40.74	\$22.41	\$22.92	\$23.43
Aged care employee level 4	\$41.22	\$41.22	\$41.22	\$22.67	\$23.19	\$23.70
Aged care employee level 5	\$42.62	\$42.62	\$42.62	\$23.44	\$23.97	\$24.51
Aged care employee level 6	\$44.92	\$44.92	\$44.92	\$24.71	\$25.27	\$25.83
Aged care employee level 7	\$45.72	\$45.72	\$45.72	\$25.15	\$25.72	\$26.29

**Table 3 of 3**

<b>Classification</b>	<b>Night shift - starts at 4am and before 6am</b>	<b>Saturday - shiftworker</b>	<b>Sunday - shiftworker</b>
Aged care employee level 1	\$20.70	\$28.23	\$32.94
Aged care employee level 2	\$21.56	\$29.40	\$34.30
Aged care employee level 3	\$22.41	\$30.56	\$35.65
Aged care employee level 4	\$22.67	\$30.92	\$36.07
Aged care employee level 5	\$23.44	\$31.97	\$37.29
Aged care employee level 6	\$24.71	\$33.69	\$39.31
Aged care employee level 7	\$25.15	\$34.29	\$40.01

## Part-time

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day
Aged care employee level 1	\$18.82	\$47.05	\$28.23	\$37.64	\$28.23	\$37.64
Aged care employee level 2	\$19.60	\$49.00	\$29.40	\$39.20	\$29.40	\$39.20
Aged care employee level 3	\$20.37	\$50.93	\$30.56	\$40.74	\$30.56	\$40.74
Aged care employee level 4	\$20.61	\$51.53	\$30.92	\$41.22	\$30.92	\$41.22
Aged care employee level 5	\$21.31	\$53.28	\$31.97	\$42.62	\$31.97	\$42.62
Aged care employee level 6	\$22.46	\$56.15	\$33.69	\$44.92	\$33.69	\$44.92
Aged care employee level 7	\$22.86	\$57.15	\$34.29	\$45.72	\$34.29	\$45.72

Table 2 of 3

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm
Aged care employee level 1	\$37.64	\$37.64	\$37.64	\$37.64	\$37.64	\$20.70
Aged care employee level 2	\$39.20	\$39.20	\$39.20	\$39.20	\$39.20	\$21.56
Aged care employee level 3	\$40.74	\$40.74	\$40.74	\$40.74	\$40.74	\$22.41
Aged care employee level 4	\$41.22	\$41.22	\$41.22	\$41.22	\$41.22	\$22.67
Aged care employee level 5	\$42.62	\$42.62	\$42.62	\$42.62	\$42.62	\$23.44
Aged care employee level 6	\$44.92	\$44.92	\$44.92	\$44.92	\$44.92	\$24.71
Aged care employee level 7	\$45.72	\$45.72	\$45.72	\$45.72	\$45.72	\$25.15

**Table 3 of 3**

<b>Classification</b>	<b>Afternoon shift - starts at 1pm and before 4pm</b>	<b>Night shift - starts at 4pm and before 4am</b>	<b>Night shift - starts at 4am and before 6am</b>	<b>Saturday - shiftworker</b>	<b>Sunday - shiftworker</b>
Aged care employee level 1	\$21.17	\$21.64	\$20.70	\$28.23	\$32.94
Aged care employee level 2	\$22.05	\$22.54	\$21.56	\$29.40	\$34.30
Aged care employee level 3	\$22.92	\$23.43	\$22.41	\$30.56	\$35.65
Aged care employee level 4	\$23.19	\$23.70	\$22.67	\$30.92	\$36.07
Aged care employee level 5	\$23.97	\$24.51	\$23.44	\$31.97	\$37.29
Aged care employee level 6	\$25.27	\$25.83	\$24.71	\$33.69	\$39.31
Aged care employee level 7	\$25.72	\$26.29	\$25.15	\$34.29	\$40.01

## Casual

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Overtime - Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day
Aged care employee level 1	\$23.53	\$47.05	\$51.76	\$32.94	\$42.35	\$32.94
Aged care employee level 2	\$24.50	\$49.00	\$53.90	\$34.30	\$44.10	\$34.30
Aged care employee level 3	\$25.46	\$50.93	\$56.02	\$35.65	\$45.83	\$35.65
Aged care employee level 4	\$25.76	\$51.53	\$56.68	\$36.07	\$46.37	\$36.07
Aged care employee level 5	\$26.64	\$53.28	\$58.60	\$37.29	\$47.95	\$37.29
Aged care employee level 6	\$28.08	\$56.15	\$61.77	\$39.31	\$50.54	\$39.31
Aged care employee level 7	\$28.58	\$57.15	\$62.87	\$40.01	\$51.44	\$40.01

Table 2 of 3

Classification	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm
Aged care employee level 1	\$42.35	\$42.35	\$42.35	\$42.35	\$42.35	\$25.41
Aged care employee level 2	\$44.10	\$44.10	\$44.10	\$44.10	\$44.10	\$26.46
Aged care employee level 3	\$45.83	\$45.83	\$45.83	\$45.83	\$45.83	\$27.50
Aged care employee level 4	\$46.37	\$46.37	\$46.37	\$46.37	\$46.37	\$27.82
Aged care employee level 5	\$47.95	\$47.95	\$47.95	\$47.95	\$47.95	\$28.77
Aged care employee level 6	\$50.54	\$50.54	\$50.54	\$50.54	\$50.54	\$30.32
Aged care employee level 7	\$51.44	\$51.44	\$51.44	\$51.44	\$51.44	\$30.86

**Table 3 of 3**

<b>Classification</b>	<b>Afternoon shift - starts at 1pm and before 4pm</b>	<b>Night shift - starts at 4pm and before 4am</b>	<b>Night shift - starts at 4am and before 6am</b>	<b>Saturday - shiftworker</b>	<b>Sunday - shiftworker</b>
Aged care employee level 1	\$25.88	\$26.35	\$25.41	\$28.23	\$32.94
Aged care employee level 2	\$26.95	\$27.44	\$26.46	\$29.40	\$34.30
Aged care employee level 3	\$28.01	\$28.52	\$27.50	\$30.56	\$35.65
Aged care employee level 4	\$28.34	\$28.85	\$27.82	\$30.92	\$36.07
Aged care employee level 5	\$29.30	\$29.83	\$28.77	\$31.97	\$37.29
Aged care employee level 6	\$30.88	\$31.44	\$30.32	\$33.69	\$39.31
Aged care employee level 7	\$31.43	\$32.00	\$30.86	\$34.29	\$40.01

## Cooking apprentice - Full-time

Table 1 of 2

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday	Overtime - Sunday
Apprentice - 1st year	\$11.34	\$28.35	\$17.01	\$22.68	\$22.68	\$22.68
Apprentice - 2nd year	\$13.40	\$33.50	\$20.10	\$26.80	\$26.80	\$26.80
Apprentice - 3rd year	\$16.49	\$41.23	\$24.74	\$32.98	\$32.98	\$32.98
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$39.16	\$39.16

Table 2 of 2

Classification	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am	Saturday - shiftworker	Sunday - shiftworker
Apprentice - 1st year	\$22.68	\$22.68	\$12.47	\$12.76	\$13.04	\$12.47	\$17.01	\$19.85
Apprentice - 2nd year	\$26.80	\$26.80	\$14.74	\$15.08	\$15.41	\$14.74	\$20.10	\$23.45
Apprentice - 3rd year	\$32.98	\$32.98	\$18.14	\$18.55	\$18.96	\$18.14	\$24.74	\$28.86
Apprentice - 4th year	\$39.16	\$39.16	\$21.54	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27



## Gardening and landscaping apprentice - Did not complete year 12 - Full-time

Table 1 of 2

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday	Overtime - Sunday
Apprentice - 1st year	\$10.31	\$25.78	\$15.47	\$20.62	\$20.62	\$20.62
Apprentice - 2nd year	\$12.37	\$30.93	\$18.56	\$24.74	\$24.74	\$24.74
Apprentice - 3rd year	\$15.46	\$38.65	\$23.19	\$30.92	\$30.92	\$30.92
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$39.16	\$39.16

Table 2 of 2

Classification	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am	Saturday - shiftworker	Sunday - shiftworker
Apprentice - 1st year	\$20.62	\$20.62	\$11.34	\$11.60	\$11.86	\$11.34	\$15.47	\$18.04
Apprentice - 2nd year	\$24.74	\$24.74	\$13.61	\$13.92	\$14.23	\$13.61	\$18.56	\$21.65
Apprentice - 3rd year	\$30.92	\$30.92	\$17.01	\$17.39	\$17.78	\$17.01	\$23.19	\$27.06
Apprentice - 4th year	\$39.16	\$39.16	\$21.54	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27

## Gardening and landscaping apprentice - Completed year 12 - Started before 1 January 2015 - Full-time

**Table 1 of 2**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>
Apprentice - 1st year	\$10.82	\$27.05	\$16.23	\$21.64	\$21.64	\$21.64
Apprentice - 2nd year	\$13.40	\$33.50	\$20.10	\$26.80	\$26.80	\$26.80
Apprentice - 3rd year	\$15.46	\$38.65	\$23.19	\$30.92	\$30.92	\$30.92
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$39.16	\$39.16

**Table 2 of 2**

<b>Classification</b>	<b>Less than 8 hour break after sleepover</b>	<b>Less than 10 hour break between shifts</b>	<b>Afternoon shift - starts at 10am and before 1pm</b>	<b>Afternoon shift - starts at 1pm and before 4pm</b>	<b>Night shift - starts at 4pm and before 4am</b>	<b>Night shift - starts at 4am and before 6am</b>	<b>Saturday - shiftworker</b>	<b>Sunday - shiftworker</b>
Apprentice - 1st year	\$21.64	\$21.64	\$11.90	\$12.17	\$12.44	\$11.90	\$16.23	\$18.94
Apprentice - 2nd year	\$26.80	\$26.80	\$14.74	\$15.08	\$15.41	\$14.74	\$20.10	\$23.45
Apprentice - 3rd year	\$30.92	\$30.92	\$17.01	\$17.39	\$17.78	\$17.01	\$23.19	\$27.06
Apprentice - 4th year	\$39.16	\$39.16	\$21.54	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27

## Gardening and landscaping apprentice - Completed year 12 - Started on or after 1 January 2015 - Full-time

**Table 1 of 2**

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday	Overtime - Sunday
Apprentice - 1st year	\$11.34	\$28.34	\$17.01	\$22.68	\$22.68	\$22.68
Apprentice - 2nd year	\$13.40	\$33.50	\$20.10	\$26.80	\$26.80	\$26.80
Apprentice - 3rd year	\$15.46	\$38.65	\$23.19	\$30.92	\$30.92	\$30.92
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$39.16	\$39.16

**Table 2 of 2**

Classification	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am	Saturday - shiftworker	Sunday - shiftworker
Apprentice - 1st year	\$22.68	\$22.68	\$12.47	\$12.76	\$13.04	\$12.47	\$17.01	\$19.85
Apprentice - 2nd year	\$26.80	\$26.80	\$14.74	\$15.08	\$15.41	\$14.74	\$20.10	\$23.45
Apprentice - 3rd year	\$30.92	\$30.92	\$17.01	\$17.39	\$17.78	\$17.01	\$23.19	\$27.06
Apprentice - 4th year	\$39.16	\$39.16	\$21.54	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27

## Adult cooking apprentice - Started after 1 Jan 2014 - Full-time

Table 1 of 2

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday	Overtime - Sunday
Apprentice - 1st year	\$16.49	\$41.23	\$24.74	\$32.98	\$32.98	\$32.98
Apprentice - 2nd year	\$18.82	\$47.05	\$28.23	\$37.64	\$37.64	\$37.64
Apprentice - 3rd year	\$18.82	\$47.05	\$28.23	\$37.64	\$37.64	\$37.64
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$39.16	\$39.16

Table 2 of 2

Classification	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am	Saturday - shiftworker	Sunday - shiftworker
Apprentice - 1st year	\$32.98	\$32.98	\$18.14	\$18.55	\$18.96	\$18.14	\$24.74	\$28.86
Apprentice - 2nd year	\$37.64	\$37.64	\$20.70	\$21.17	\$21.64	\$20.70	\$28.23	\$32.94
Apprentice - 3rd year	\$37.64	\$37.64	\$20.70	\$21.17	\$21.64	\$20.70	\$28.23	\$32.94
Apprentice - 4th year	\$39.16	\$39.16	\$21.54	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27

## Adult gardening and landscaping apprentice - Started after 1 Jan 2014 - Full-time

Table 1 of 2

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday	Overtime - Sunday
Apprentice - 1st year	\$16.49	\$41.23	\$24.74	\$32.98	\$32.98	\$32.98
Apprentice - 2nd year	\$18.82	\$47.05	\$28.23	\$37.64	\$37.64	\$37.64
Apprentice - 3rd year	\$18.82	\$47.05	\$28.23	\$37.64	\$37.64	\$37.64
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$39.16	\$39.16

Table 2 of 2

Classification	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Afternoon shift - starts at 10am and before 1pm	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am	Saturday - shiftworker	Sunday - shiftworker
Apprentice - 1st year	\$32.98	\$32.98	\$18.14	\$18.55	\$18.96	\$18.14	\$24.74	\$28.86
Apprentice - 2nd year	\$37.64	\$37.64	\$20.70	\$21.17	\$21.64	\$20.70	\$28.23	\$32.94
Apprentice - 3rd year	\$37.64	\$37.64	\$20.70	\$21.17	\$21.64	\$20.70	\$28.23	\$32.94
Apprentice - 4th year	\$39.16	\$39.16	\$21.54	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27

## Cooking apprentice - Part-time

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day
Apprentice - 1st year	\$11.34	\$28.35	\$17.01	\$22.68	\$17.01	\$22.68
Apprentice - 2nd year	\$13.40	\$33.50	\$20.10	\$26.80	\$20.10	\$26.80
Apprentice - 3rd year	\$16.49	\$41.23	\$24.74	\$32.98	\$24.74	\$32.98
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$29.37	\$39.16

Table 2 of 3

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm
Apprentice - 1st year	\$22.68	\$22.68	\$22.68	\$22.68	\$22.68	\$12.47
Apprentice - 2nd year	\$26.80	\$26.80	\$26.80	\$26.80	\$26.80	\$14.74
Apprentice - 3rd year	\$32.98	\$32.98	\$32.98	\$32.98	\$32.98	\$18.14
Apprentice - 4th year	\$39.16	\$39.16	\$39.16	\$39.16	\$39.16	\$21.54

Table 3 of 3

Classification	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am	Saturday - shiftworker	Sunday - shiftworker
Apprentice - 1st year	\$12.76	\$13.04	\$12.47	\$17.01	\$19.85
Apprentice - 2nd year	\$15.08	\$15.41	\$14.74	\$20.10	\$23.45
Apprentice - 3rd year	\$18.55	\$18.96	\$18.14	\$24.74	\$28.86
Apprentice - 4th year	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27

## Gardening and landscaping apprentice - Did not complete year 12 - Part-time

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day
Apprentice - 1st year	\$10.31	\$25.78	\$15.47	\$20.62	\$15.47	\$20.62
Apprentice - 2nd year	\$12.37	\$30.93	\$18.56	\$24.74	\$18.56	\$24.74
Apprentice - 3rd year	\$15.46	\$38.65	\$23.19	\$30.92	\$23.19	\$30.92
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$29.37	\$39.16

Table 2 of 3

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm
Apprentice - 1st year	\$20.62	\$20.62	\$20.62	\$20.62	\$20.62	\$11.34
Apprentice - 2nd year	\$24.74	\$24.74	\$24.74	\$24.74	\$24.74	\$13.61
Apprentice - 3rd year	\$30.92	\$30.92	\$30.92	\$30.92	\$30.92	\$17.01
Apprentice - 4th year	\$39.16	\$39.16	\$39.16	\$39.16	\$39.16	\$21.54

Table 3 of 3

Classification	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am	Saturday - shiftworker	Sunday - shiftworker
Apprentice - 1st year	\$11.60	\$11.86	\$11.34	\$15.47	\$18.04
Apprentice - 2nd year	\$13.92	\$14.23	\$13.61	\$18.56	\$21.65
Apprentice - 3rd year	\$17.39	\$17.78	\$17.01	\$23.19	\$27.06
Apprentice - 4th year	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27

## Gardening and landscaping apprentice - Completed year 12 - Started before 1 January 2015 - Part-time

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day
Apprentice - 1st year	\$10.82	\$27.05	\$16.23	\$21.64	\$16.23	\$21.64
Apprentice - 2nd year	\$13.40	\$33.50	\$20.10	\$26.80	\$20.10	\$26.80
Apprentice - 3rd year	\$15.46	\$38.65	\$23.19	\$30.92	\$23.19	\$30.92
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$29.37	\$39.16

Table 2 of 3

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm
Apprentice - 1st year	\$21.64	\$21.64	\$21.64	\$21.64	\$21.64	\$11.90
Apprentice - 2nd year	\$26.80	\$26.80	\$26.80	\$26.80	\$26.80	\$14.74
Apprentice - 3rd year	\$30.92	\$30.92	\$30.92	\$30.92	\$30.92	\$17.01
Apprentice - 4th year	\$39.16	\$39.16	\$39.16	\$39.16	\$39.16	\$21.54

Table 3 of 3

Classification	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am	Saturday - shiftworker	Sunday - shiftworker
Apprentice - 1st year	\$12.17	\$12.44	\$11.90	\$16.23	\$18.94
Apprentice - 2nd year	\$15.08	\$15.41	\$14.74	\$20.10	\$23.45
Apprentice - 3rd year	\$17.39	\$17.78	\$17.01	\$23.19	\$27.06
Apprentice - 4th year	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27



## Gardening and landscaping apprentice - Completed year 12 - Started on or after 1 January 2015 - Part-time

**Table 1 of 3**

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day
Apprentice - 1st year	\$11.34	\$28.34	\$17.01	\$22.68	\$22.68	\$22.68
Apprentice - 2nd year	\$13.40	\$33.50	\$20.10	\$26.80	\$20.10	\$26.80
Apprentice - 3rd year	\$15.46	\$38.65	\$23.19	\$30.92	\$23.19	\$30.92
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$29.37	\$39.16

**Table 2 of 3**

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm
Apprentice - 1st year	\$22.68	\$22.68	\$22.68	\$22.68	\$22.68	\$12.47
Apprentice - 2nd year	\$26.80	\$26.80	\$26.80	\$26.80	\$26.80	\$14.74
Apprentice - 3rd year	\$30.92	\$30.92	\$30.92	\$30.92	\$30.92	\$17.01
Apprentice - 4th year	\$39.16	\$39.16	\$39.16	\$39.16	\$39.16	\$21.54

**Table 3 of 3**

Classification	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am	Saturday - shiftworker	Sunday - shiftworker
Apprentice - 1st year	\$12.76	\$13.04	\$12.47	\$17.01	\$19.85
Apprentice - 2nd year	\$15.08	\$15.41	\$14.74	\$20.10	\$23.45
Apprentice - 3rd year	\$17.39	\$17.78	\$17.01	\$23.19	\$27.06
Apprentice - 4th year	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27

## Adult cooking apprentice - Started after 1 Jan 2014 - Part-time

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day
Apprentice - 1st year	\$16.49	\$41.23	\$24.74	\$32.98	\$24.74	\$32.98
Apprentice - 2nd year	\$18.82	\$47.05	\$28.23	\$37.64	\$28.23	\$37.64
Apprentice - 3rd year	\$18.82	\$47.05	\$28.23	\$37.64	\$28.23	\$37.64
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$29.37	\$39.16

Table 2 of 3

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm
Apprentice - 1st year	\$32.98	\$32.98	\$32.98	\$32.98	\$32.98	\$18.14
Apprentice - 2nd year	\$37.64	\$37.64	\$37.64	\$37.64	\$37.64	\$20.70
Apprentice - 3rd year	\$37.64	\$37.64	\$37.64	\$37.64	\$37.64	\$20.70
Apprentice - 4th year	\$39.16	\$39.16	\$39.16	\$39.16	\$39.16	\$21.54

Table 3 of 3

Classification	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am	Saturday - shiftworker	Sunday - shiftworker
Apprentice - 1st year	\$18.55	\$18.96	\$18.14	\$24.74	\$28.86
Apprentice - 2nd year	\$21.17	\$21.64	\$20.70	\$28.23	\$32.94
Apprentice - 3rd year	\$21.17	\$21.64	\$20.70	\$28.23	\$32.94
Apprentice - 4th year	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27

## Adult gardening and landscaping apprentice - Started after 1 Jan 2014 - Part-time

Table 1 of 3

Classification	Hourly pay rate	Public holiday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Monday to Saturday - first 2 hours - more than 10 hours per day	Overtime - Monday to Saturday - after 2 hours - more than 10 hours per day
Apprentice - 1st year	\$16.49	\$41.23	\$24.74	\$32.98	\$24.74	\$32.98
Apprentice - 2nd year	\$18.82	\$47.05	\$28.23	\$37.64	\$28.23	\$37.64
Apprentice - 3rd year	\$18.82	\$47.05	\$28.23	\$37.64	\$28.23	\$37.64
Apprentice - 4th year	\$19.58	\$48.95	\$29.37	\$39.16	\$29.37	\$39.16

Table 2 of 3

Classification	Overtime - Saturday	Overtime - Sunday	Less than 8 hour break after sleepover	Less than 10 hour break between shifts	Broken shift - work outside a 12 hour span	Afternoon shift - starts at 10am and before 1pm
Apprentice - 1st year	\$32.98	\$32.98	\$32.98	\$32.98	\$32.98	\$18.14
Apprentice - 2nd year	\$37.64	\$37.64	\$37.64	\$37.64	\$37.64	\$20.70
Apprentice - 3rd year	\$37.64	\$37.64	\$37.64	\$37.64	\$37.64	\$20.70
Apprentice - 4th year	\$39.16	\$39.16	\$39.16	\$39.16	\$39.16	\$21.54

Table 3 of 3

Classification	Afternoon shift - starts at 1pm and before 4pm	Night shift - starts at 4pm and before 4am	Night shift - starts at 4am and before 6am	Saturday - shiftworker	Sunday - shiftworker
Apprentice - 1st year	\$18.55	\$18.96	\$18.14	\$24.74	\$28.86
Apprentice - 2nd year	\$21.17	\$21.64	\$20.70	\$28.23	\$32.94
Apprentice - 3rd year	\$21.17	\$21.64	\$20.70	\$28.23	\$32.94
Apprentice - 4th year	\$22.03	\$22.52	\$21.54	\$29.37	\$34.27

## Allowances

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

Allowances	Rate
Apprentice training fees & textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Uniform allowance	\$1.23 per shift, up to a maximum of \$6.24 per week
Laundry allowance	\$0.32 per shift, up to a maximum of \$1.49 per week
Special clothing & safety equipment reimbursement	reimbursement for the cost of purchasing required rubber gloves, special clothing or safety equipment
* Leading hand allowance - in charge of 2-5 employees	\$0.60 per hour
* Leading hand allowance - in charge of 6-10 employees	\$0.86 per hour
* Leading hand allowance - in charge of 11-15 employees	\$1.08 per hour
* Leading hand allowance - in charge of 16 or more employees	\$1.32 per hour
Meal allowance	\$12.48 for the first meal and \$11.25 for an extra meal
Nauseous work allowance	\$0.43 per hour or part thereof with a minimum of \$2.30 per week
Sleepover allowance	\$44.37 per night
Tool allowance - cooks & chefs	\$0.29 per hour up to a maximum of \$11.20 per week
Vehicle allowance	\$0.78 per km
Travelling reimbursement	reimbursement for the cost of fares, meals and accommodation paid by the employee

## Disclaimer

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We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](#) at [www.fairwork.gov.au/awards](http://www.fairwork.gov.au/awards). If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](#) by visiting [www.fairwork.gov.au/contact-us](http://www.fairwork.gov.au/contact-us) or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

We encourage you to [subscribe to email updates](#) at [www.fairwork.gov.au/emailupdates](http://www.fairwork.gov.au/emailupdates) to receive alerts when pay rates and entitlements change in this pay guide.