

Pay Guide - Cleaning Services Award 2010

[MA000022]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2014.

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

The best way to get general pay and conditions advice is to register for [My account](#) 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.

Note for ACT, NSW, NT, QLD, SA and TAS

From 1 January 2015 the rates in the guide apply to all businesses covered by the Cleaning Services Award 2010.

Before 1 January 2015 there were special pay rates that only applied to some employees in the ACT, NSW, NT, QLD, SA and TAS.

- employees in continuous employment with the same employer since before 1 January 2010, or
- pre-1 January 2010 employees who move to a new employer as the contract they were working on is awarded to the new employer (special rules may apply in this situation).

If the above circumstances apply, for rates from 1 July 2014 until 31 December 2014 you can use the Pay and Conditions Tool.

Rates of pay
Adult
Full-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday
Cleaning service employee Level 1	\$684.50	\$18.01	\$20.71	\$23.41	\$27.02	\$36.02
Cleaning service employee Level 2	\$708.20	\$18.64	\$21.44	\$24.23	\$27.96	\$37.28
Cleaning service employee Level 3	\$746.20	\$19.64	\$22.59	\$25.53	\$29.46	\$39.28

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	\$45.03	\$27.02	\$36.02	\$36.02	\$45.03
Cleaning service employee Level 2	\$46.60	\$27.96	\$37.28	\$37.28	\$46.60
Cleaning service employee Level 3	\$49.10	\$29.46	\$39.28	\$39.28	\$49.10

Part-time

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon & non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday
Cleaning service employee Level 1	\$20.71	\$23.41	\$23.41	\$29.72	\$38.72
Cleaning service employee Level 2	\$21.44	\$24.23	\$24.23	\$30.76	\$40.08
Cleaning service employee Level 3	\$22.59	\$25.53	\$25.53	\$32.41	\$42.23

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	\$47.73	\$27.02	\$36.02	\$36.02	\$45.03
Cleaning service employee Level 2	\$49.40	\$27.96	\$37.28	\$37.28	\$46.60
Cleaning service employee Level 3	\$52.05	\$29.46	\$39.28	\$39.28	\$49.10

Casual

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday
Cleaning service employee Level 1	\$22.51	\$25.21	\$27.92	\$31.52	\$40.52
Cleaning service employee Level 2	\$23.30	\$26.10	\$28.89	\$32.62	\$41.94
Cleaning service employee Level 3	\$24.55	\$27.50	\$30.44	\$34.37	\$44.19

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	\$49.53	\$31.52	\$40.52	\$40.52	\$49.53
Cleaning service employee Level 2	\$51.26	\$32.62	\$41.94	\$41.94	\$51.26
Cleaning service employee Level 3	\$54.01	\$34.37	\$44.19	\$44.19	\$54.01

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday
Under 16 years	\$308.03	\$8.11	\$9.33	\$10.54	\$12.17
16 years	\$342.25	\$9.01	\$10.36	\$11.71	\$13.52
17 years	\$410.70	\$10.81	\$12.43	\$14.05	\$16.22
18 years	\$479.15	\$12.61	\$14.50	\$16.39	\$18.92
19 years	\$547.60	\$14.41	\$16.57	\$18.73	\$21.62
20 years	\$616.05	\$16.21	\$18.64	\$21.07	\$24.32

Table 2 of 2

Classification	Sunday	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$16.22	\$20.28	\$12.17	\$16.22	\$16.22	\$20.28
16 years	\$18.02	\$22.53	\$13.52	\$18.02	\$18.02	\$22.53
17 years	\$21.62	\$27.03	\$16.22	\$21.62	\$21.62	\$27.03
18 years	\$25.22	\$31.53	\$18.92	\$25.22	\$25.22	\$31.53
19 years	\$28.82	\$36.03	\$21.62	\$28.82	\$28.82	\$36.03
20 years	\$32.42	\$40.53	\$24.32	\$32.42	\$32.42	\$40.53

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday
Under 16 years	\$318.69	\$8.39	\$9.65	\$10.91	\$12.59
16 years	\$354.10	\$9.32	\$10.72	\$12.12	\$13.98
17 years	\$424.92	\$11.18	\$12.86	\$14.53	\$16.77
18 years	\$495.74	\$13.05	\$15.01	\$16.97	\$19.58
19 years	\$566.56	\$14.91	\$17.15	\$19.38	\$22.37
20 years	\$637.38	\$16.77	\$19.29	\$21.80	\$25.16

Table 2 of 2

Classification	Sunday	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$16.78	\$20.98	\$12.59	\$16.78	\$16.78	\$20.98
16 years	\$18.64	\$23.30	\$13.98	\$18.64	\$18.64	\$23.30
17 years	\$22.36	\$27.95	\$16.77	\$22.36	\$22.36	\$27.95
18 years	\$26.10	\$32.63	\$19.58	\$26.10	\$26.10	\$32.63
19 years	\$29.82	\$37.28	\$22.37	\$29.82	\$29.82	\$37.28
20 years	\$33.54	\$41.93	\$25.16	\$33.54	\$33.54	\$41.93

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday
Under 16 years	\$335.79	\$8.84	\$10.17	\$11.49	\$13.26
16 years	\$373.10	\$9.82	\$11.29	\$12.77	\$14.73
17 years	\$447.72	\$11.78	\$13.55	\$15.31	\$17.67
18 years	\$522.34	\$13.75	\$15.81	\$17.88	\$20.63
19 years	\$596.96	\$15.71	\$18.07	\$20.42	\$23.57
20 years	\$671.58	\$17.67	\$20.32	\$22.97	\$26.51

Table 2 of 2

Classification	Sunday	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$17.68	\$22.10	\$13.26	\$17.68	\$17.68	\$22.10
16 years	\$19.64	\$24.55	\$14.73	\$19.64	\$19.64	\$24.55
17 years	\$23.56	\$29.45	\$17.67	\$23.56	\$23.56	\$29.45
18 years	\$27.50	\$34.38	\$20.63	\$27.50	\$27.50	\$34.38
19 years	\$31.42	\$39.28	\$23.57	\$31.42	\$31.42	\$39.28
20 years	\$35.34	\$44.18	\$26.51	\$35.34	\$35.34	\$44.18

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday
Under 16 years	\$9.33	\$10.54	\$10.54	\$13.38	\$17.44
16 years	\$10.36	\$11.71	\$11.71	\$14.87	\$19.37
17 years	\$12.43	\$14.05	\$14.05	\$17.84	\$23.24
18 years	\$14.50	\$16.39	\$16.39	\$20.81	\$27.11
19 years	\$16.57	\$18.73	\$18.73	\$23.78	\$30.98
20 years	\$18.64	\$21.07	\$21.07	\$26.75	\$34.85

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	\$21.49	\$12.17	\$16.22	\$16.22	\$20.28
16 years	\$23.88	\$13.52	\$18.02	\$18.02	\$22.53
17 years	\$28.65	\$16.22	\$21.62	\$21.62	\$27.03
18 years	\$33.42	\$18.92	\$25.22	\$25.22	\$31.53
19 years	\$38.19	\$21.62	\$28.82	\$28.82	\$36.03
20 years	\$42.96	\$24.32	\$32.42	\$32.42	\$40.53

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday
Under 16 years	\$9.65	\$10.91	\$10.91	\$13.84	\$18.04
16 years	\$10.72	\$12.12	\$12.12	\$15.38	\$20.04
17 years	\$12.86	\$14.53	\$14.53	\$18.45	\$24.04
18 years	\$15.01	\$16.97	\$16.97	\$21.53	\$28.06
19 years	\$17.15	\$19.38	\$19.38	\$24.60	\$32.06
20 years	\$19.29	\$21.80	\$21.80	\$27.67	\$36.06

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	\$22.23	\$12.59	\$16.78	\$16.78	\$20.98
16 years	\$24.70	\$13.98	\$18.64	\$18.64	\$23.30
17 years	\$29.63	\$16.77	\$22.36	\$22.36	\$27.95
18 years	\$34.58	\$19.58	\$26.10	\$26.10	\$32.63
19 years	\$39.51	\$22.37	\$29.82	\$29.82	\$37.28
20 years	\$44.44	\$25.16	\$33.54	\$33.54	\$41.93

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday
Under 16 years	\$10.17	\$11.49	\$11.49	\$14.59	\$19.01
16 years	\$11.29	\$12.77	\$12.77	\$16.20	\$21.11
17 years	\$13.55	\$15.31	\$15.31	\$19.44	\$25.33
18 years	\$15.81	\$17.88	\$17.88	\$22.69	\$29.56
19 years	\$18.07	\$20.42	\$20.42	\$25.92	\$33.78
20 years	\$20.32	\$22.97	\$22.97	\$29.16	\$37.99

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	\$23.43	\$13.26	\$17.68	\$17.68	\$22.10
16 years	\$26.02	\$14.73	\$19.64	\$19.64	\$24.55
17 years	\$31.22	\$17.67	\$23.56	\$23.56	\$29.45
18 years	\$36.44	\$20.63	\$27.50	\$27.50	\$34.38
19 years	\$41.63	\$23.57	\$31.42	\$31.42	\$39.28
20 years	\$46.83	\$26.51	\$35.34	\$35.34	\$44.18

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday
Under 16 years	\$10.14	\$11.35	\$12.57	\$14.19	\$18.25
16 years	\$11.26	\$12.61	\$13.97	\$15.77	\$20.27
17 years	\$13.51	\$15.13	\$16.76	\$18.92	\$24.32
18 years	\$15.76	\$17.65	\$19.55	\$22.07	\$28.37
19 years	\$18.01	\$20.17	\$22.34	\$25.22	\$32.42
20 years	\$20.26	\$22.69	\$25.13	\$28.37	\$36.47

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	\$22.30	\$14.19	\$18.25	\$18.25	\$22.30
16 years	\$24.78	\$15.77	\$20.27	\$20.27	\$24.78
17 years	\$29.73	\$18.92	\$24.32	\$24.32	\$29.73
18 years	\$34.68	\$22.07	\$28.37	\$28.37	\$34.68
19 years	\$39.63	\$25.22	\$32.42	\$32.42	\$39.63
20 years	\$44.58	\$28.37	\$36.47	\$36.47	\$44.58

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday
Under 16 years	\$10.49	\$11.75	\$13.00	\$14.68	\$18.88
16 years	\$11.65	\$13.05	\$14.45	\$16.31	\$20.97
17 years	\$13.98	\$15.65	\$17.33	\$19.57	\$25.16
18 years	\$16.31	\$18.27	\$20.23	\$22.84	\$29.36
19 years	\$18.64	\$20.87	\$23.11	\$26.09	\$33.55
20 years	\$20.96	\$23.48	\$25.99	\$29.35	\$37.73

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	\$23.07	\$14.68	\$18.88	\$18.88	\$23.07
16 years	\$25.63	\$16.31	\$20.97	\$20.97	\$25.63
17 years	\$30.75	\$19.57	\$25.16	\$25.16	\$30.75
18 years	\$35.89	\$22.84	\$29.36	\$29.36	\$35.89
19 years	\$41.00	\$26.09	\$33.55	\$33.55	\$41.00
20 years	\$46.12	\$29.35	\$37.73	\$37.73	\$46.12

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday
Under 16 years	\$11.05	\$12.38	\$13.70	\$15.47	\$19.89
16 years	\$12.28	\$13.75	\$15.22	\$17.19	\$22.10
17 years	\$14.73	\$16.49	\$18.26	\$20.62	\$26.51
18 years	\$17.19	\$19.25	\$21.31	\$24.06	\$30.94
19 years	\$19.64	\$21.99	\$24.35	\$27.49	\$35.35
20 years	\$22.09	\$24.74	\$27.39	\$30.92	\$39.76

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	\$24.31	\$15.47	\$19.89	\$19.89	\$24.31
16 years	\$27.01	\$17.19	\$22.10	\$22.10	\$27.01
17 years	\$32.40	\$20.62	\$26.51	\$26.51	\$32.40
18 years	\$37.81	\$24.06	\$30.94	\$30.94	\$37.81
19 years	\$43.20	\$27.49	\$35.35	\$35.35	\$43.20
20 years	\$48.59	\$30.92	\$39.76	\$39.76	\$48.59

Allowances

Allowances	Rate
Broken shift allowance	\$3.14 per day, up to a maximum of \$15.68 per week
Cold places allowance	\$0.46 per hour
First aid allowance	\$0.30 per hour, up to a maximum of \$11.23 per week
Height allowance - cleaning multi-storied buildings from outside - up to and including the 22nd floor above ground level	\$0.74 per hour, or part thereof
Height allowance - cleaning multi-storied buildings from outside - working above the 22nd floor above ground level	\$1.51 per hour, or part thereof
Hot places allowance - between 46 and 54 degrees Celsius	\$0.46 per hour
Hot places allowance - exceeding 54 degrees Celsius	\$0.55 per hour
Leading hand allowance - 1 to 10 employees	\$1.08 per hour, up to a maximum of \$41.07 per week
Leading hand allowance - 11 to 20 employees	\$1.39 per hour, up to a maximum of \$52.84 per week
Leading hand allowance - over 20 employees	\$1.70 per hour, up to a maximum of \$64.62 per week
Meal allowance	\$12.12 per meal
Refuse collection allowance	\$3.12 per shift
Toilet cleaning allowance	\$2.46 per shift, up to a maximum of \$12.09 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	\$0.78 per km
Vehicle allowance - motor cycle	\$0.26 per km

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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.