



Fair Work
OMBUDSMAN

Pay Guide - Cleaning Services Award

[MA000022]

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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 04 May 2020.

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 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Cleaning service employee Level 1	\$791.10	\$20.82	\$23.94	\$27.07	\$31.23	\$41.64
Cleaning service employee Level 2	\$818.50	\$21.54	\$24.77	\$28.00	\$32.31	\$43.08
Cleaning service employee Level 3	\$862.50	\$22.70	\$26.11	\$29.51	\$34.05	\$45.40

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	\$52.05	\$31.23	\$41.64	\$41.64	\$52.05
Cleaning service employee Level 2	\$53.85	\$32.31	\$43.08	\$43.08	\$53.85
Cleaning service employee Level 3	\$56.75	\$34.05	\$45.40	\$45.40	\$56.75

Part-time

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Cleaning service employee Level 1	\$23.94	\$27.07	\$27.07	\$34.35	\$44.76
Cleaning service employee Level 2	\$24.77	\$28.00	\$28.00	\$35.54	\$46.31
Cleaning service employee Level 3	\$26.11	\$29.51	\$29.51	\$37.46	\$48.81

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	\$55.17	\$31.23	\$41.64	\$41.64	\$52.05
Cleaning service employee Level 2	\$57.08	\$32.31	\$43.08	\$43.08	\$53.85
Cleaning service employee Level 3	\$60.16	\$34.05	\$45.40	\$45.40	\$56.75

Casual

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Cleaning service employee Level 1	\$26.03	\$29.15	\$32.27	\$36.44	\$46.85
Cleaning service employee Level 2	\$26.93	\$30.16	\$33.39	\$37.70	\$48.47
Cleaning service employee Level 3	\$28.38	\$31.78	\$35.19	\$39.73	\$51.08

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	\$57.26	\$36.44	\$46.85	\$46.85	\$57.26
Cleaning service employee Level 2	\$59.24	\$37.70	\$48.47	\$48.47	\$59.24
Cleaning service employee Level 3	\$62.43	\$39.73	\$51.08	\$51.08	\$62.43

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$356.00	\$9.37	\$10.78	\$12.18	\$14.06	\$18.74
16 years	\$395.55	\$10.41	\$11.97	\$13.53	\$15.62	\$20.82
17 years	\$474.66	\$12.49	\$14.36	\$16.24	\$18.74	\$24.98
18 years	\$553.77	\$14.57	\$16.76	\$18.94	\$21.86	\$29.14
19 years	\$632.88	\$16.65	\$19.15	\$21.65	\$24.98	\$33.30
20 years	\$711.99	\$18.74	\$21.55	\$24.36	\$28.11	\$37.48

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	\$14.06	\$18.74	\$18.74	\$23.43
16 years	\$26.03	\$15.62	\$20.82	\$20.82	\$26.03
17 years	\$31.23	\$18.74	\$24.98	\$24.98	\$31.23
18 years	\$36.43	\$21.86	\$29.14	\$29.14	\$36.43
19 years	\$41.63	\$24.98	\$33.30	\$33.30	\$41.63
20 years	\$46.85	\$28.11	\$37.48	\$37.48	\$46.85

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$368.33	\$9.69	\$11.14	\$12.60	\$14.54	\$19.38
16 years	\$409.25	\$10.77	\$12.39	\$14.00	\$16.16	\$21.54
17 years	\$491.10	\$12.92	\$14.86	\$16.80	\$19.38	\$25.84
18 years	\$572.95	\$15.08	\$17.34	\$19.60	\$22.62	\$30.16
19 years	\$654.80	\$17.23	\$19.81	\$22.40	\$25.85	\$34.46
20 years	\$736.65	\$19.39	\$22.30	\$25.21	\$29.09	\$38.78

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	\$24.23	\$14.54	\$19.38	\$19.38	\$24.23
16 years	\$26.93	\$16.16	\$21.54	\$21.54	\$26.93
17 years	\$32.30	\$19.38	\$25.84	\$25.84	\$32.30
18 years	\$37.70	\$22.62	\$30.16	\$30.16	\$37.70
19 years	\$43.08	\$25.85	\$34.46	\$34.46	\$43.08
20 years	\$48.48	\$29.09	\$38.78	\$38.78	\$48.48

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$388.13	\$10.21	\$11.74	\$13.27	\$15.32	\$20.42
16 years	\$431.25	\$11.35	\$13.05	\$14.76	\$17.03	\$22.70
17 years	\$517.50	\$13.62	\$15.66	\$17.71	\$20.43	\$27.24
18 years	\$603.75	\$15.89	\$18.27	\$20.66	\$23.84	\$31.78
19 years	\$690.00	\$18.16	\$20.88	\$23.61	\$27.24	\$36.32
20 years	\$776.25	\$20.43	\$23.49	\$26.56	\$30.65	\$40.86

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	\$25.53	\$15.32	\$20.42	\$20.42	\$25.53
16 years	\$28.38	\$17.03	\$22.70	\$22.70	\$28.38
17 years	\$34.05	\$20.43	\$27.24	\$27.24	\$34.05
18 years	\$39.73	\$23.84	\$31.78	\$31.78	\$39.73
19 years	\$45.40	\$27.24	\$36.32	\$36.32	\$45.40
20 years	\$51.08	\$30.65	\$40.86	\$40.86	\$51.08

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

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$10.78	\$12.18	\$12.18	\$15.46	\$20.15
16 years	\$11.97	\$13.53	\$13.53	\$17.18	\$22.38
17 years	\$14.36	\$16.24	\$16.24	\$20.61	\$26.85
18 years	\$16.76	\$18.94	\$18.94	\$24.04	\$31.33
19 years	\$19.15	\$21.65	\$21.65	\$27.47	\$35.80
20 years	\$21.55	\$24.36	\$24.36	\$30.92	\$40.29

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	\$24.83	\$14.06	\$18.74	\$18.74	\$23.43
16 years	\$27.59	\$15.62	\$20.82	\$20.82	\$26.03
17 years	\$33.10	\$18.74	\$24.98	\$24.98	\$31.23
18 years	\$38.61	\$21.86	\$29.14	\$29.14	\$36.43
19 years	\$44.12	\$24.98	\$33.30	\$33.30	\$41.63
20 years	\$49.66	\$28.11	\$37.48	\$37.48	\$46.85

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

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$11.14	\$12.60	\$12.60	\$15.99	\$20.83
16 years	\$12.39	\$14.00	\$14.00	\$17.77	\$23.16
17 years	\$14.86	\$16.80	\$16.80	\$21.32	\$27.78
18 years	\$17.34	\$19.60	\$19.60	\$24.88	\$32.42
19 years	\$19.81	\$22.40	\$22.40	\$28.43	\$37.04
20 years	\$22.30	\$25.21	\$25.21	\$31.99	\$41.69

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	\$25.68	\$14.54	\$19.38	\$19.38	\$24.23
16 years	\$28.54	\$16.16	\$21.54	\$21.54	\$26.93
17 years	\$34.24	\$19.38	\$25.84	\$25.84	\$32.30
18 years	\$39.96	\$22.62	\$30.16	\$30.16	\$37.70
19 years	\$45.66	\$25.85	\$34.46	\$34.46	\$43.08
20 years	\$51.38	\$29.09	\$38.78	\$38.78	\$48.48

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

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$11.74	\$13.27	\$13.27	\$16.85	\$21.95
16 years	\$13.05	\$14.76	\$14.76	\$18.73	\$24.40
17 years	\$15.66	\$17.71	\$17.71	\$22.47	\$29.28
18 years	\$18.27	\$20.66	\$20.66	\$26.22	\$34.16
19 years	\$20.88	\$23.61	\$23.61	\$29.96	\$39.04
20 years	\$23.49	\$26.56	\$26.56	\$33.71	\$43.92

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	\$27.06	\$15.32	\$20.42	\$20.42	\$25.53
16 years	\$30.08	\$17.03	\$22.70	\$22.70	\$28.38
17 years	\$36.09	\$20.43	\$27.24	\$27.24	\$34.05
18 years	\$42.11	\$23.84	\$31.78	\$31.78	\$39.73
19 years	\$48.12	\$27.24	\$36.32	\$36.32	\$45.40
20 years	\$54.14	\$30.65	\$40.86	\$40.86	\$51.08

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

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$11.71	\$13.12	\$14.52	\$16.40	\$21.08
16 years	\$13.01	\$14.57	\$16.14	\$18.22	\$23.42
17 years	\$15.61	\$17.49	\$19.36	\$21.86	\$28.10
18 years	\$18.21	\$20.40	\$22.58	\$25.50	\$32.78
19 years	\$20.81	\$23.31	\$25.81	\$29.14	\$37.46
20 years	\$23.43	\$26.24	\$29.05	\$32.80	\$42.17

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	\$25.77	\$16.40	\$21.08	\$21.08	\$25.77
16 years	\$28.63	\$18.22	\$23.42	\$23.42	\$28.63
17 years	\$34.35	\$21.86	\$28.10	\$28.10	\$34.35
18 years	\$40.07	\$25.50	\$32.78	\$32.78	\$40.07
19 years	\$45.79	\$29.14	\$37.46	\$37.46	\$45.79
20 years	\$51.54	\$32.80	\$42.17	\$42.17	\$51.54

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

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$12.11	\$13.57	\$15.02	\$16.96	\$21.80
16 years	\$13.46	\$15.08	\$16.69	\$18.85	\$24.23
17 years	\$16.15	\$18.09	\$20.03	\$22.61	\$29.07
18 years	\$18.85	\$21.11	\$23.37	\$26.39	\$33.93
19 years	\$21.54	\$24.12	\$26.71	\$30.15	\$38.77
20 years	\$24.24	\$27.15	\$30.05	\$33.93	\$43.63

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	\$26.65	\$16.96	\$21.80	\$21.80	\$26.65
16 years	\$29.62	\$18.85	\$24.23	\$24.23	\$29.62
17 years	\$35.53	\$22.61	\$29.07	\$29.07	\$35.53
18 years	\$41.47	\$26.39	\$33.93	\$33.93	\$41.47
19 years	\$47.38	\$30.15	\$38.77	\$38.77	\$47.38
20 years	\$53.32	\$33.93	\$43.63	\$43.63	\$53.32

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

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$12.76	\$14.29	\$15.83	\$17.87	\$22.97
16 years	\$14.19	\$15.89	\$17.59	\$19.86	\$25.54
17 years	\$17.03	\$19.07	\$21.11	\$23.84	\$30.65
18 years	\$19.86	\$22.25	\$24.63	\$27.81	\$35.75
19 years	\$22.70	\$25.42	\$28.15	\$31.78	\$40.86
20 years	\$25.54	\$28.60	\$31.67	\$35.75	\$45.97

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	\$28.08	\$17.87	\$22.97	\$22.97	\$28.08
16 years	\$31.21	\$19.86	\$25.54	\$25.54	\$31.21
17 years	\$37.46	\$23.84	\$30.65	\$30.65	\$37.46
18 years	\$43.70	\$27.81	\$35.75	\$35.75	\$43.70
19 years	\$49.94	\$31.78	\$40.86	\$40.86	\$49.94
20 years	\$56.18	\$35.75	\$45.97	\$45.97	\$56.18

Allowances

Allowances	Rate
Broken shift allowance	\$3.62 per day, up to a maximum of \$18.12 per week
Cold places allowance	\$0.53 per hour
First aid allowance	\$12.97 per week
Height allowance - cleaning multi-storied buildings from outside - up to and including the 22nd floor above ground level	\$0.85 per hour, or part thereof
Height allowance - cleaning multi-storied buildings from outside - working above the 22nd floor above ground level	\$1.75 per hour, or part thereof
Hot places allowance - between 46 and 54 degrees Celsius	\$0.53 per hour
Hot places allowance - exceeding 54 degrees Celsius	\$0.64 per hour
Leading hand allowance - 1 to 10 employees	\$47.47 per week
Leading hand allowance - 11 to 20 employees	\$61.07 per week
Leading hand allowance - over 20 employees	\$74.68 per week
Meal allowance	\$13.46 per meal
Refuse collection allowance	\$3.61 per shift
Toilet cleaning allowance	\$2.84 per shift, up to a maximum of \$13.97 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. You can find out more about accountability and what you can expect from us in our [Customer service charter](#) at www.fairwork.gov.au/our-commitment-to-you.

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. 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 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 to receive alerts when pay rates and entitlements change in this pay guide.