



Fair Work  
OMBUDSMAN

# Pay Guide - Health Professionals and Support Services Award

## [MA000027]

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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 20 November 2020.

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.

**Queensland employees only:** rates for employees in Queensland affected by a Transitional Pay Equity Order are not provided in this pay guide. These rates can be calculated using the [Pay and Conditions Tool](#).

# Rates of pay

## Adult

### Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday
Support services employee level 1	\$801.40	\$21.09	\$24.25	\$31.64	\$31.64
Support services employee level 2	\$834.60	\$21.96	\$25.25	\$32.94	\$32.94
Support services employee level 3	\$867.30	\$22.82	\$26.24	\$34.23	\$34.23
Support services employee level 4	\$877.60	\$23.09	\$26.55	\$34.64	\$34.64
Support services employee level 5	\$907.30	\$23.88	\$27.46	\$35.82	\$35.82
Support services employee level 6	\$956.20	\$25.16	\$28.93	\$37.74	\$37.74
Support services employee level 7	\$973.40	\$25.62	\$29.46	\$38.43	\$38.43
Support services employee level 8 - pay point 1	\$1,006.40	\$26.48	\$30.45	\$39.72	\$39.72
Support services employee level 8 - pay point 2	\$1,032.90	\$27.18	\$31.26	\$40.77	\$40.77
Support services employee level 8 - pay point 3	\$1,105.50	\$29.09	\$33.45	\$43.64	\$43.64
Support services employee level 9 - pay point 1	\$1,125.20	\$29.61	\$34.05	\$44.42	\$44.42
Support services employee level 9 - pay point 2	\$1,165.20	\$30.66	\$35.26	\$45.99	\$45.99
Support services employee level 9 - pay point 3	\$1,174.40	\$30.91	\$35.55	\$46.37	\$46.37
Health professional employee level 1 - pay point 1 (UG 2 qualification)	\$920.60	\$24.23	\$27.86	\$36.35	\$36.35
Health professional employee level 1 - pay point 2 (three year degree entry)	\$956.20	\$25.16	\$28.93	\$37.74	\$37.74
Health professional employee level 1 - pay point 3 (four year degree entry)	\$998.40	\$26.27	\$30.21	\$39.41	\$39.41
Health professional employee level 1 - pay point 4 (Masters degree entry)	\$1,032.90	\$27.18	\$31.26	\$40.77	\$40.77

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Shiftwork - Monday to Friday</b>	<b>Saturday</b>	<b>Sunday</b>
Health professional employee level 1 - pay point 5 (PhD qualification)	\$1,125.20	\$29.61	\$34.05	\$44.42	\$44.42
Health professional employee level 1 - pay point 6	\$1,165.20	\$30.66	\$35.26	\$45.99	\$45.99
Health professional employee level 2 - pay point 1	\$1,171.50	\$30.83	\$35.45	\$46.25	\$46.25
Health professional employee level 2 - pay point 2	\$1,214.10	\$31.95	\$36.74	\$47.93	\$47.93
Health professional employee level 2 - pay point 3	\$1,260.40	\$33.17	\$38.15	\$49.76	\$49.76
Health professional employee level 2 - pay point 4	\$1,310.50	\$34.49	\$39.66	\$51.74	\$51.74
Health professional employee level 3 - pay point 1	\$1,367.40	\$35.98	\$41.38	\$53.97	\$53.97
Health professional employee level 3 - pay point 2	\$1,405.70	\$36.99	\$42.54	\$55.49	\$55.49
Health professional employee level 3 - pay point 3	\$1,436.00	\$37.79	\$43.46	\$56.69	\$56.69
Health professional employee level 3 - pay point 4	\$1,499.70	\$39.47	\$45.39	\$59.21	\$59.21
Health professional employee level 3 - pay point 5	\$1,555.10	\$40.92	\$47.06	\$61.38	\$61.38
Health professional employee level 4 - pay point 1	\$1,655.60	\$43.57	\$50.11	\$65.36	\$65.36
Health professional employee level 4 - pay point 2	\$1,766.90	\$46.50	\$53.48	\$69.75	\$69.75
Health professional employee level 4 - pay point 3	\$1,921.40	\$50.56	\$58.14	\$75.84	\$75.84
Health professional employee level 4 - pay point 4	\$2,121.10	\$55.82	\$64.19	\$83.73	\$83.73

**Table 2 of 2**

<b>Classification</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$52.73	\$31.64	\$42.18	\$42.18	\$42.18
Support services employee level 2	\$54.90	\$32.94	\$43.92	\$43.92	\$43.92
Support services employee level 3	\$57.05	\$34.23	\$45.64	\$45.64	\$45.64
Support services employee level 4	\$57.73	\$34.64	\$46.18	\$46.18	\$46.18
Support services employee level 5	\$59.70	\$35.82	\$47.76	\$47.76	\$47.76
Support services employee level 6	\$62.90	\$37.74	\$50.32	\$50.32	\$50.32
Support services employee level 7	\$64.05	\$38.43	\$51.24	\$51.24	\$51.24
Support services employee level 8 - pay point 1	\$66.20	\$39.72	\$52.96	\$52.96	\$52.96
Support services employee level 8 - pay point 2	\$67.95	\$40.77	\$54.36	\$54.36	\$54.36
Support services employee level 8 - pay point 3	\$72.73	\$43.64	\$58.18	\$58.18	\$58.18
Support services employee level 9 - pay point 1	\$74.03	\$44.42	\$59.22	\$59.22	\$59.22
Support services employee level 9 - pay point 2	\$76.65	\$45.99	\$61.32	\$61.32	\$61.32
Support services employee level 9 - pay point 3	\$77.28	\$46.37	\$61.82	\$61.82	\$61.82
Health professional employee level 1 - pay point 1 (UG 2 qualification)	\$60.58	\$36.35	\$48.46	\$48.46	\$48.46
Health professional employee level 1 - pay point 2 (three year degree entry)	\$62.90	\$37.74	\$50.32	\$50.32	\$50.32
Health professional employee level 1 - pay point 3 (four year degree entry)	\$65.68	\$39.41	\$52.54	\$52.54	\$52.54
Health professional employee level 1 - pay point 4 (Masters degree entry)	\$67.95	\$40.77	\$54.36	\$54.36	\$54.36
Health professional employee level 1 - pay point 5 (PhD qualification)	\$74.03	\$44.42	\$59.22	\$59.22	\$59.22
Health professional employee level 1 - pay point 6	\$76.65	\$45.99	\$61.32	\$61.32	\$61.32

<b>Classification</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break after overtime</b>
Health professional employee level 2 - pay point 1	\$77.08	\$46.25	\$61.66	\$61.66	\$61.66
Health professional employee level 2 - pay point 2	\$79.88	\$47.93	\$63.90	\$63.90	\$63.90
Health professional employee level 2 - pay point 3	\$82.93	\$49.76	\$66.34	\$66.34	\$66.34
Health professional employee level 2 - pay point 4	\$86.23	\$51.74	\$68.98	\$68.98	\$68.98
Health professional employee level 3 - pay point 1	\$89.95	\$53.97	\$71.96	\$71.96	\$71.96
Health professional employee level 3 - pay point 2	\$92.48	\$55.49	\$73.98	\$73.98	\$73.98
Health professional employee level 3 - pay point 3	\$94.48	\$56.69	\$75.58	\$75.58	\$75.58
Health professional employee level 3 - pay point 4	\$98.68	\$59.21	\$78.94	\$78.94	\$78.94
Health professional employee level 3 - pay point 5	\$102.30	\$61.38	\$81.84	\$81.84	\$81.84
Health professional employee level 4 - pay point 1	\$108.93	\$65.36	\$87.14	\$87.14	\$87.14
Health professional employee level 4 - pay point 2	\$116.25	\$69.75	\$93.00	\$93.00	\$93.00
Health professional employee level 4 - pay point 3	\$126.40	\$75.84	\$101.12	\$101.12	\$101.12
Health professional employee level 4 - pay point 4	\$139.55	\$83.73	\$111.64	\$111.64	\$111.64

## Casual

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$26.36	\$29.53	\$36.91	\$36.91	\$58.00	\$39.54
Support services employee level 2	\$27.45	\$30.74	\$38.43	\$38.43	\$60.39	\$41.18
Support services employee level 3	\$28.53	\$31.95	\$39.94	\$39.94	\$62.76	\$42.79
Support services employee level 4	\$28.86	\$32.33	\$40.41	\$40.41	\$63.50	\$43.29
Support services employee level 5	\$29.85	\$33.43	\$41.79	\$41.79	\$65.67	\$44.78
Support services employee level 6	\$31.45	\$35.22	\$44.03	\$44.03	\$69.19	\$47.18
Support services employee level 7	\$32.03	\$35.87	\$44.84	\$44.84	\$70.46	\$48.04
Support services employee level 8 - pay point 1	\$33.10	\$37.07	\$46.34	\$46.34	\$72.82	\$49.65
Support services employee level 8 - pay point 2	\$33.98	\$38.05	\$47.57	\$47.57	\$74.75	\$50.96
Support services employee level 8 - pay point 3	\$36.36	\$40.73	\$50.91	\$50.91	\$80.00	\$54.54
Support services employee level 9 - pay point 1	\$37.01	\$41.45	\$51.82	\$51.82	\$81.43	\$55.52
Support services employee level 9 - pay point 2	\$38.33	\$42.92	\$53.66	\$53.66	\$84.32	\$57.49
Support services employee level 9 - pay point 3	\$38.64	\$43.27	\$54.09	\$54.09	\$85.00	\$57.96
Health professional employee level 1 - pay point 1 (UG 2 qualification)	\$30.29	\$33.92	\$42.40	\$42.40	\$66.63	\$45.43
Health professional employee level 1 - pay point 2 (three year degree entry)	\$31.45	\$35.22	\$44.03	\$44.03	\$69.19	\$47.18
Health professional employee level 1 - pay point 3 (four year degree entry)	\$32.84	\$36.78	\$45.97	\$45.97	\$72.24	\$49.26
Health professional employee level 1 - pay point 4 (Masters degree entry)	\$33.98	\$38.05	\$47.57	\$47.57	\$74.75	\$50.96
Health professional employee level 1 - pay point 5 (PhD qualification)	\$37.01	\$41.45	\$51.82	\$51.82	\$81.43	\$55.52

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Shiftwork - Monday to Friday</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Overtime - Monday to Friday - first 2 hours</b>
Health professional employee level 1 - pay point 6	\$38.33	\$42.92	\$53.66	\$53.66	\$84.32	\$57.49
Health professional employee level 2 - pay point 1	\$38.54	\$43.16	\$53.95	\$53.95	\$84.78	\$57.81
Health professional employee level 2 - pay point 2	\$39.94	\$44.73	\$55.91	\$55.91	\$87.86	\$59.91
Health professional employee level 2 - pay point 3	\$41.46	\$46.44	\$58.05	\$58.05	\$91.22	\$62.19
Health professional employee level 2 - pay point 4	\$43.11	\$48.29	\$60.36	\$60.36	\$94.85	\$64.67
Health professional employee level 3 - pay point 1	\$44.98	\$50.37	\$62.97	\$62.97	\$98.95	\$67.46
Health professional employee level 3 - pay point 2	\$46.24	\$51.79	\$64.73	\$64.73	\$101.72	\$69.36
Health professional employee level 3 - pay point 3	\$47.24	\$52.91	\$66.13	\$66.13	\$103.92	\$70.86
Health professional employee level 3 - pay point 4	\$49.34	\$55.26	\$69.07	\$69.07	\$108.54	\$74.01
Health professional employee level 3 - pay point 5	\$51.15	\$57.29	\$71.61	\$71.61	\$112.53	\$76.73
Health professional employee level 4 - pay point 1	\$54.46	\$61.00	\$76.25	\$76.25	\$119.82	\$81.69
Health professional employee level 4 - pay point 2	\$58.13	\$65.10	\$81.38	\$81.38	\$127.88	\$87.19
Health professional employee level 4 - pay point 3	\$63.20	\$70.78	\$88.48	\$88.48	\$139.04	\$94.80
Health professional employee level 4 - pay point 4	\$69.78	\$78.15	\$97.69	\$97.69	\$153.51	\$104.66

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$52.73	\$39.54	\$52.73	\$52.73	\$65.91	\$52.73
Support services employee level 2	\$54.90	\$41.18	\$54.90	\$54.90	\$68.63	\$54.90
Support services employee level 3	\$57.05	\$42.79	\$57.05	\$57.05	\$71.31	\$57.05
Support services employee level 4	\$57.73	\$43.29	\$57.73	\$57.73	\$72.16	\$57.73
Support services employee level 5	\$59.70	\$44.78	\$59.70	\$59.70	\$74.63	\$59.70
Support services employee level 6	\$62.90	\$47.18	\$62.90	\$62.90	\$78.63	\$62.90
Support services employee level 7	\$64.05	\$48.04	\$64.05	\$64.05	\$80.06	\$64.05
Support services employee level 8 - pay point 1	\$66.20	\$49.65	\$66.20	\$66.20	\$82.75	\$66.20
Support services employee level 8 - pay point 2	\$67.95	\$50.96	\$67.95	\$67.95	\$84.94	\$67.95
Support services employee level 8 - pay point 3	\$72.73	\$54.54	\$72.73	\$72.73	\$90.91	\$72.73
Support services employee level 9 - pay point 1	\$74.03	\$55.52	\$74.03	\$74.03	\$92.53	\$74.03
Support services employee level 9 - pay point 2	\$76.65	\$57.49	\$76.65	\$76.65	\$95.81	\$76.65
Support services employee level 9 - pay point 3	\$77.28	\$57.96	\$77.28	\$77.28	\$96.59	\$77.28
Health professional employee level 1 - pay point 1 (UG 2 qualification)	\$60.58	\$45.43	\$60.58	\$60.58	\$75.72	\$60.58
Health professional employee level 1 - pay point 2 (three year degree entry)	\$62.90	\$47.18	\$62.90	\$62.90	\$78.63	\$62.90
Health professional employee level 1 - pay point 3 (four year degree entry)	\$65.68	\$49.26	\$65.68	\$65.68	\$82.09	\$65.68
Health professional employee level 1 - pay point 4 (Masters degree entry)	\$67.95	\$50.96	\$67.95	\$67.95	\$84.94	\$67.95
Health professional employee level 1 - pay point 5 (PhD qualification)	\$74.03	\$55.52	\$74.03	\$74.03	\$92.53	\$74.03
Health professional employee level 1 - pay point 6	\$76.65	\$57.49	\$76.65	\$76.65	\$95.81	\$76.65



<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>	<b>Less than 10 hour break after overtime</b>
Health professional employee level 2 - pay point 1	\$77.08	\$57.81	\$77.08	\$77.08	\$96.34	\$77.08
Health professional employee level 2 - pay point 2	\$79.88	\$59.91	\$79.88	\$79.88	\$99.84	\$79.88
Health professional employee level 2 - pay point 3	\$82.93	\$62.19	\$82.93	\$82.93	\$103.66	\$82.93
Health professional employee level 2 - pay point 4	\$86.23	\$64.67	\$86.23	\$86.23	\$107.78	\$86.23
Health professional employee level 3 - pay point 1	\$89.95	\$67.46	\$89.95	\$89.95	\$112.44	\$89.95
Health professional employee level 3 - pay point 2	\$92.48	\$69.36	\$92.48	\$92.48	\$115.59	\$92.48
Health professional employee level 3 - pay point 3	\$94.48	\$70.86	\$94.48	\$94.48	\$118.09	\$94.48
Health professional employee level 3 - pay point 4	\$98.68	\$74.01	\$98.68	\$98.68	\$123.34	\$98.68
Health professional employee level 3 - pay point 5	\$102.30	\$76.73	\$102.30	\$102.30	\$127.88	\$102.30
Health professional employee level 4 - pay point 1	\$108.93	\$81.69	\$108.93	\$108.93	\$136.16	\$108.93
Health professional employee level 4 - pay point 2	\$116.25	\$87.19	\$116.25	\$116.25	\$145.31	\$116.25
Health professional employee level 4 - pay point 3	\$126.40	\$94.80	\$126.40	\$126.40	\$158.00	\$126.40
Health professional employee level 4 - pay point 4	\$139.55	\$104.66	\$139.55	\$139.55	\$174.44	\$139.55

## Junior - Full-time & part-time - Under 17 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Support services employee level 1	\$10.55	\$12.13	\$15.83	\$15.83	\$26.38
Support services employee level 2	\$10.98	\$12.63	\$16.47	\$16.47	\$27.45
Support services employee level 3	\$11.41	\$13.12	\$17.12	\$17.12	\$28.53
Support services employee level 4	\$11.55	\$13.28	\$17.33	\$17.33	\$28.88
Support services employee level 5	\$11.94	\$13.73	\$17.91	\$17.91	\$29.85
Support services employee level 6	\$12.58	\$14.47	\$18.87	\$18.87	\$31.45
Support services employee level 7	\$12.81	\$14.73	\$19.22	\$19.22	\$32.03
Support services employee level 8 - pay point 1	\$13.24	\$15.23	\$19.86	\$19.86	\$33.10
Support services employee level 8 - pay point 2	\$13.59	\$15.63	\$20.39	\$20.39	\$33.98
Support services employee level 8 - pay point 3	\$14.55	\$16.73	\$21.83	\$21.83	\$36.38
Support services employee level 9 - pay point 1	\$14.81	\$17.03	\$22.22	\$22.22	\$37.03
Support services employee level 9 - pay point 2	\$15.33	\$17.63	\$23.00	\$23.00	\$38.33
Support services employee level 9 - pay point 3	\$15.46	\$17.78	\$23.19	\$23.19	\$38.65

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$15.83	\$21.10	\$21.10	\$21.10
Support services employee level 2	\$16.47	\$21.96	\$21.96	\$21.96
Support services employee level 3	\$17.12	\$22.82	\$22.82	\$22.82
Support services employee level 4	\$17.33	\$23.10	\$23.10	\$23.10
Support services employee level 5	\$17.91	\$23.88	\$23.88	\$23.88
Support services employee level 6	\$18.87	\$25.16	\$25.16	\$25.16
Support services employee level 7	\$19.22	\$25.62	\$25.62	\$25.62
Support services employee level 8 - pay point 1	\$19.86	\$26.48	\$26.48	\$26.48
Support services employee level 8 - pay point 2	\$20.39	\$27.18	\$27.18	\$27.18
Support services employee level 8 - pay point 3	\$21.83	\$29.10	\$29.10	\$29.10
Support services employee level 9 - pay point 1	\$22.22	\$29.62	\$29.62	\$29.62
Support services employee level 9 - pay point 2	\$23.00	\$30.66	\$30.66	\$30.66
Support services employee level 9 - pay point 3	\$23.19	\$30.92	\$30.92	\$30.92

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

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Support services employee level 1	\$12.65	\$14.55	\$18.98	\$18.98	\$31.63
Support services employee level 2	\$13.18	\$15.16	\$19.77	\$19.77	\$32.95
Support services employee level 3	\$13.69	\$15.74	\$20.54	\$20.54	\$34.23
Support services employee level 4	\$13.85	\$15.93	\$20.78	\$20.78	\$34.63
Support services employee level 5	\$14.33	\$16.48	\$21.50	\$21.50	\$35.83
Support services employee level 6	\$15.10	\$17.37	\$22.65	\$22.65	\$37.75
Support services employee level 7	\$15.37	\$17.68	\$23.06	\$23.06	\$38.43
Support services employee level 8 - pay point 1	\$15.89	\$18.27	\$23.84	\$23.84	\$39.73
Support services employee level 8 - pay point 2	\$16.31	\$18.76	\$24.47	\$24.47	\$40.78
Support services employee level 8 - pay point 3	\$17.45	\$20.07	\$26.18	\$26.18	\$43.63
Support services employee level 9 - pay point 1	\$17.77	\$20.44	\$26.66	\$26.66	\$44.43
Support services employee level 9 - pay point 2	\$18.40	\$21.16	\$27.60	\$27.60	\$46.00
Support services employee level 9 - pay point 3	\$18.55	\$21.33	\$27.83	\$27.83	\$46.38

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$18.98	\$25.30	\$25.30	\$25.30
Support services employee level 2	\$19.77	\$26.36	\$26.36	\$26.36
Support services employee level 3	\$20.54	\$27.38	\$27.38	\$27.38
Support services employee level 4	\$20.78	\$27.70	\$27.70	\$27.70
Support services employee level 5	\$21.50	\$28.66	\$28.66	\$28.66
Support services employee level 6	\$22.65	\$30.20	\$30.20	\$30.20
Support services employee level 7	\$23.06	\$30.74	\$30.74	\$30.74
Support services employee level 8 - pay point 1	\$23.84	\$31.78	\$31.78	\$31.78
Support services employee level 8 - pay point 2	\$24.47	\$32.62	\$32.62	\$32.62
Support services employee level 8 - pay point 3	\$26.18	\$34.90	\$34.90	\$34.90
Support services employee level 9 - pay point 1	\$26.66	\$35.54	\$35.54	\$35.54
Support services employee level 9 - pay point 2	\$27.60	\$36.80	\$36.80	\$36.80
Support services employee level 9 - pay point 3	\$27.83	\$37.10	\$37.10	\$37.10

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

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Support services employee level 1	\$14.76	\$16.97	\$22.14	\$22.14	\$36.90
Support services employee level 2	\$15.37	\$17.68	\$23.06	\$23.06	\$38.43
Support services employee level 3	\$15.97	\$18.37	\$23.96	\$23.96	\$39.93
Support services employee level 4	\$16.16	\$18.58	\$24.24	\$24.24	\$40.40
Support services employee level 5	\$16.72	\$19.23	\$25.08	\$25.08	\$41.80
Support services employee level 6	\$17.61	\$20.25	\$26.42	\$26.42	\$44.03
Support services employee level 7	\$17.93	\$20.62	\$26.90	\$26.90	\$44.83
Support services employee level 8 - pay point 1	\$18.54	\$21.32	\$27.81	\$27.81	\$46.35
Support services employee level 8 - pay point 2	\$19.03	\$21.88	\$28.55	\$28.55	\$47.58
Support services employee level 8 - pay point 3	\$20.36	\$23.41	\$30.54	\$30.54	\$50.90
Support services employee level 9 - pay point 1	\$20.73	\$23.84	\$31.10	\$31.10	\$51.83
Support services employee level 9 - pay point 2	\$21.46	\$24.68	\$32.19	\$32.19	\$53.65
Support services employee level 9 - pay point 3	\$21.64	\$24.89	\$32.46	\$32.46	\$54.10

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$22.14	\$29.52	\$29.52	\$29.52
Support services employee level 2	\$23.06	\$30.74	\$30.74	\$30.74
Support services employee level 3	\$23.96	\$31.94	\$31.94	\$31.94
Support services employee level 4	\$24.24	\$32.32	\$32.32	\$32.32
Support services employee level 5	\$25.08	\$33.44	\$33.44	\$33.44
Support services employee level 6	\$26.42	\$35.22	\$35.22	\$35.22
Support services employee level 7	\$26.90	\$35.86	\$35.86	\$35.86
Support services employee level 8 - pay point 1	\$27.81	\$37.08	\$37.08	\$37.08
Support services employee level 8 - pay point 2	\$28.55	\$38.06	\$38.06	\$38.06
Support services employee level 8 - pay point 3	\$30.54	\$40.72	\$40.72	\$40.72
Support services employee level 9 - pay point 1	\$31.10	\$41.46	\$41.46	\$41.46
Support services employee level 9 - pay point 2	\$32.19	\$42.92	\$42.92	\$42.92
Support services employee level 9 - pay point 3	\$32.46	\$43.28	\$43.28	\$43.28

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

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Support services employee level 1	\$16.87	\$19.40	\$25.31	\$25.31	\$42.18
Support services employee level 2	\$17.57	\$20.21	\$26.36	\$26.36	\$43.93
Support services employee level 3	\$18.26	\$21.00	\$27.39	\$27.39	\$45.65
Support services employee level 4	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18
Support services employee level 5	\$19.10	\$21.97	\$28.65	\$28.65	\$47.75
Support services employee level 6	\$20.13	\$23.15	\$30.20	\$30.20	\$50.33
Support services employee level 7	\$20.50	\$23.58	\$30.75	\$30.75	\$51.25
Support services employee level 8 - pay point 1	\$21.18	\$24.36	\$31.77	\$31.77	\$52.95
Support services employee level 8 - pay point 2	\$21.74	\$25.00	\$32.61	\$32.61	\$54.35
Support services employee level 8 - pay point 3	\$23.27	\$26.76	\$34.91	\$34.91	\$58.18
Support services employee level 9 - pay point 1	\$23.69	\$27.24	\$35.54	\$35.54	\$59.23
Support services employee level 9 - pay point 2	\$24.53	\$28.21	\$36.80	\$36.80	\$61.33
Support services employee level 9 - pay point 3	\$24.73	\$28.44	\$37.10	\$37.10	\$61.83



**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$25.31	\$33.74	\$33.74	\$33.74
Support services employee level 2	\$26.36	\$35.14	\$35.14	\$35.14
Support services employee level 3	\$27.39	\$36.52	\$36.52	\$36.52
Support services employee level 4	\$27.71	\$36.94	\$36.94	\$36.94
Support services employee level 5	\$28.65	\$38.20	\$38.20	\$38.20
Support services employee level 6	\$30.20	\$40.26	\$40.26	\$40.26
Support services employee level 7	\$30.75	\$41.00	\$41.00	\$41.00
Support services employee level 8 - pay point 1	\$31.77	\$42.36	\$42.36	\$42.36
Support services employee level 8 - pay point 2	\$32.61	\$43.48	\$43.48	\$43.48
Support services employee level 8 - pay point 3	\$34.91	\$46.54	\$46.54	\$46.54
Support services employee level 9 - pay point 1	\$35.54	\$47.38	\$47.38	\$47.38
Support services employee level 9 - pay point 2	\$36.80	\$49.06	\$49.06	\$49.06
Support services employee level 9 - pay point 3	\$37.10	\$49.46	\$49.46	\$49.46

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

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Support services employee level 1	\$18.98	\$21.83	\$28.47	\$28.47	\$47.45
Support services employee level 2	\$19.76	\$22.72	\$29.64	\$29.64	\$49.40
Support services employee level 3	\$20.54	\$23.62	\$30.81	\$30.81	\$51.35
Support services employee level 4	\$20.78	\$23.90	\$31.17	\$31.17	\$51.95
Support services employee level 5	\$21.49	\$24.71	\$32.24	\$32.24	\$53.73
Support services employee level 6	\$22.64	\$26.04	\$33.96	\$33.96	\$56.60
Support services employee level 7	\$23.06	\$26.52	\$34.59	\$34.59	\$57.65
Support services employee level 8 - pay point 1	\$23.83	\$27.40	\$35.75	\$35.75	\$59.58
Support services employee level 8 - pay point 2	\$24.46	\$28.13	\$36.69	\$36.69	\$61.15
Support services employee level 8 - pay point 3	\$26.18	\$30.11	\$39.27	\$39.27	\$65.45
Support services employee level 9 - pay point 1	\$26.65	\$30.65	\$39.98	\$39.98	\$66.63
Support services employee level 9 - pay point 2	\$27.59	\$31.73	\$41.39	\$41.39	\$68.98
Support services employee level 9 - pay point 3	\$27.82	\$31.99	\$41.73	\$41.73	\$69.55

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$28.47	\$37.96	\$37.96	\$37.96
Support services employee level 2	\$29.64	\$39.52	\$39.52	\$39.52
Support services employee level 3	\$30.81	\$41.08	\$41.08	\$41.08
Support services employee level 4	\$31.17	\$41.56	\$41.56	\$41.56
Support services employee level 5	\$32.24	\$42.98	\$42.98	\$42.98
Support services employee level 6	\$33.96	\$45.28	\$45.28	\$45.28
Support services employee level 7	\$34.59	\$46.12	\$46.12	\$46.12
Support services employee level 8 - pay point 1	\$35.75	\$47.66	\$47.66	\$47.66
Support services employee level 8 - pay point 2	\$36.69	\$48.92	\$48.92	\$48.92
Support services employee level 8 - pay point 3	\$39.27	\$52.36	\$52.36	\$52.36
Support services employee level 9 - pay point 1	\$39.98	\$53.30	\$53.30	\$53.30
Support services employee level 9 - pay point 2	\$41.39	\$55.18	\$55.18	\$55.18
Support services employee level 9 - pay point 3	\$41.73	\$55.64	\$55.64	\$55.64

## Junior - Casual - Under 17 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$13.19	\$14.77	\$18.46	\$18.46	\$29.01	\$19.78
Support services employee level 2	\$13.73	\$15.37	\$19.22	\$19.22	\$30.20	\$20.59
Support services employee level 3	\$14.26	\$15.97	\$19.97	\$19.97	\$31.38	\$21.39
Support services employee level 4	\$14.44	\$16.17	\$20.21	\$20.21	\$31.76	\$21.66
Support services employee level 5	\$14.93	\$16.72	\$20.90	\$20.90	\$32.84	\$22.39
Support services employee level 6	\$15.73	\$17.61	\$22.02	\$22.02	\$34.60	\$23.59
Support services employee level 7	\$16.01	\$17.93	\$22.42	\$22.42	\$35.23	\$24.02
Support services employee level 8 - pay point 1	\$16.55	\$18.54	\$23.17	\$23.17	\$36.41	\$24.83
Support services employee level 8 - pay point 2	\$16.99	\$19.03	\$23.78	\$23.78	\$37.37	\$25.48
Support services employee level 8 - pay point 3	\$18.19	\$20.37	\$25.46	\$25.46	\$40.01	\$27.28
Support services employee level 9 - pay point 1	\$18.51	\$20.73	\$25.92	\$25.92	\$40.73	\$27.77
Support services employee level 9 - pay point 2	\$19.16	\$21.46	\$26.83	\$26.83	\$42.16	\$28.74
Support services employee level 9 - pay point 3	\$19.33	\$21.64	\$27.06	\$27.06	\$42.52	\$28.99

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$26.38	\$19.78	\$26.38	\$26.38	\$32.97	\$26.38
Support services employee level 2	\$27.45	\$20.59	\$27.45	\$27.45	\$34.31	\$27.45
Support services employee level 3	\$28.53	\$21.39	\$28.53	\$28.53	\$35.66	\$28.53
Support services employee level 4	\$28.88	\$21.66	\$28.88	\$28.88	\$36.09	\$28.88
Support services employee level 5	\$29.85	\$22.39	\$29.85	\$29.85	\$37.31	\$29.85
Support services employee level 6	\$31.45	\$23.59	\$31.45	\$31.45	\$39.31	\$31.45
Support services employee level 7	\$32.03	\$24.02	\$32.03	\$32.03	\$40.03	\$32.03
Support services employee level 8 - pay point 1	\$33.10	\$24.83	\$33.10	\$33.10	\$41.38	\$33.10
Support services employee level 8 - pay point 2	\$33.98	\$25.48	\$33.98	\$33.98	\$42.47	\$33.98
Support services employee level 8 - pay point 3	\$36.38	\$27.28	\$36.38	\$36.38	\$45.47	\$36.38
Support services employee level 9 - pay point 1	\$37.03	\$27.77	\$37.03	\$37.03	\$46.28	\$37.03
Support services employee level 9 - pay point 2	\$38.33	\$28.74	\$38.33	\$38.33	\$47.91	\$38.33
Support services employee level 9 - pay point 3	\$38.65	\$28.99	\$38.65	\$38.65	\$48.31	\$38.65

## Junior - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$15.81	\$17.71	\$22.14	\$22.14	\$34.79	\$23.72
Support services employee level 2	\$16.48	\$18.45	\$23.07	\$23.07	\$36.25	\$24.71
Support services employee level 3	\$17.11	\$19.17	\$23.96	\$23.96	\$37.65	\$25.67
Support services employee level 4	\$17.31	\$19.39	\$24.24	\$24.24	\$38.09	\$25.97
Support services employee level 5	\$17.91	\$20.06	\$25.08	\$25.08	\$39.41	\$26.87
Support services employee level 6	\$18.88	\$21.14	\$26.43	\$26.43	\$41.53	\$28.31
Support services employee level 7	\$19.21	\$21.52	\$26.90	\$26.90	\$42.27	\$28.82
Support services employee level 8 - pay point 1	\$19.86	\$22.25	\$27.81	\$27.81	\$43.70	\$29.79
Support services employee level 8 - pay point 2	\$20.39	\$22.83	\$28.54	\$28.54	\$44.85	\$30.58
Support services employee level 8 - pay point 3	\$21.81	\$24.43	\$30.54	\$30.54	\$47.99	\$32.72
Support services employee level 9 - pay point 1	\$22.21	\$24.88	\$31.10	\$31.10	\$48.87	\$33.32
Support services employee level 9 - pay point 2	\$23.00	\$25.76	\$32.20	\$32.20	\$50.60	\$34.50
Support services employee level 9 - pay point 3	\$23.19	\$25.97	\$32.46	\$32.46	\$51.01	\$34.78

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$31.63	\$23.72	\$31.63	\$31.63	\$39.53	\$31.63
Support services employee level 2	\$32.95	\$24.71	\$32.95	\$32.95	\$41.19	\$32.95
Support services employee level 3	\$34.23	\$25.67	\$34.23	\$34.23	\$42.78	\$34.23
Support services employee level 4	\$34.63	\$25.97	\$34.63	\$34.63	\$43.28	\$34.63
Support services employee level 5	\$35.83	\$26.87	\$35.83	\$35.83	\$44.78	\$35.83
Support services employee level 6	\$37.75	\$28.31	\$37.75	\$37.75	\$47.19	\$37.75
Support services employee level 7	\$38.43	\$28.82	\$38.43	\$38.43	\$48.03	\$38.43
Support services employee level 8 - pay point 1	\$39.73	\$29.79	\$39.73	\$39.73	\$49.66	\$39.73
Support services employee level 8 - pay point 2	\$40.78	\$30.58	\$40.78	\$40.78	\$50.97	\$40.78
Support services employee level 8 - pay point 3	\$43.63	\$32.72	\$43.63	\$43.63	\$54.53	\$43.63
Support services employee level 9 - pay point 1	\$44.43	\$33.32	\$44.43	\$44.43	\$55.53	\$44.43
Support services employee level 9 - pay point 2	\$46.00	\$34.50	\$46.00	\$46.00	\$57.50	\$46.00
Support services employee level 9 - pay point 3	\$46.38	\$34.78	\$46.38	\$46.38	\$57.97	\$46.38

## Junior - Casual - 18 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$18.45	\$20.66	\$25.83	\$25.83	\$40.59	\$27.68
Support services employee level 2	\$19.21	\$21.52	\$26.90	\$26.90	\$42.27	\$28.82
Support services employee level 3	\$19.96	\$22.36	\$27.95	\$27.95	\$43.92	\$29.94
Support services employee level 4	\$20.20	\$22.62	\$28.28	\$28.28	\$44.44	\$30.30
Support services employee level 5	\$20.90	\$23.41	\$29.26	\$29.26	\$45.98	\$31.35
Support services employee level 6	\$22.01	\$24.65	\$30.82	\$30.82	\$48.43	\$33.02
Support services employee level 7	\$22.41	\$25.10	\$31.38	\$31.38	\$49.31	\$33.62
Support services employee level 8 - pay point 1	\$23.18	\$25.96	\$32.45	\$32.45	\$50.99	\$34.76
Support services employee level 8 - pay point 2	\$23.79	\$26.64	\$33.30	\$33.30	\$52.33	\$35.68
Support services employee level 8 - pay point 3	\$25.45	\$28.50	\$35.63	\$35.63	\$55.99	\$38.18
Support services employee level 9 - pay point 1	\$25.91	\$29.02	\$36.28	\$36.28	\$57.01	\$38.87
Support services employee level 9 - pay point 2	\$26.83	\$30.04	\$37.56	\$37.56	\$59.02	\$40.24
Support services employee level 9 - pay point 3	\$27.05	\$30.30	\$37.87	\$37.87	\$59.51	\$40.58



**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$36.90	\$27.68	\$36.90	\$36.90	\$46.13	\$36.90
Support services employee level 2	\$38.43	\$28.82	\$38.43	\$38.43	\$48.03	\$38.43
Support services employee level 3	\$39.93	\$29.94	\$39.93	\$39.93	\$49.91	\$39.93
Support services employee level 4	\$40.40	\$30.30	\$40.40	\$40.40	\$50.50	\$40.40
Support services employee level 5	\$41.80	\$31.35	\$41.80	\$41.80	\$52.25	\$41.80
Support services employee level 6	\$44.03	\$33.02	\$44.03	\$44.03	\$55.03	\$44.03
Support services employee level 7	\$44.83	\$33.62	\$44.83	\$44.83	\$56.03	\$44.83
Support services employee level 8 - pay point 1	\$46.35	\$34.76	\$46.35	\$46.35	\$57.94	\$46.35
Support services employee level 8 - pay point 2	\$47.58	\$35.68	\$47.58	\$47.58	\$59.47	\$47.58
Support services employee level 8 - pay point 3	\$50.90	\$38.18	\$50.90	\$50.90	\$63.63	\$50.90
Support services employee level 9 - pay point 1	\$51.83	\$38.87	\$51.83	\$51.83	\$64.78	\$51.83
Support services employee level 9 - pay point 2	\$53.65	\$40.24	\$53.65	\$53.65	\$67.06	\$53.65
Support services employee level 9 - pay point 3	\$54.10	\$40.58	\$54.10	\$54.10	\$67.63	\$54.10

## Junior - Casual - 19 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$21.09	\$23.62	\$29.52	\$29.52	\$46.39	\$31.63
Support services employee level 2	\$21.96	\$24.60	\$30.75	\$30.75	\$48.32	\$32.94
Support services employee level 3	\$22.83	\$25.56	\$31.96	\$31.96	\$50.22	\$34.24
Support services employee level 4	\$23.09	\$25.86	\$32.32	\$32.32	\$50.79	\$34.63
Support services employee level 5	\$23.88	\$26.74	\$33.43	\$33.43	\$52.53	\$35.81
Support services employee level 6	\$25.16	\$28.18	\$35.23	\$35.23	\$55.36	\$37.74
Support services employee level 7	\$25.63	\$28.70	\$35.88	\$35.88	\$56.38	\$38.44
Support services employee level 8 - pay point 1	\$26.48	\$29.65	\$37.07	\$37.07	\$58.25	\$39.71
Support services employee level 8 - pay point 2	\$27.18	\$30.44	\$38.05	\$38.05	\$59.79	\$40.76
Support services employee level 8 - pay point 3	\$29.09	\$32.58	\$40.72	\$40.72	\$63.99	\$43.63
Support services employee level 9 - pay point 1	\$29.61	\$33.17	\$41.46	\$41.46	\$65.15	\$44.42
Support services employee level 9 - pay point 2	\$30.66	\$34.34	\$42.93	\$42.93	\$67.46	\$45.99
Support services employee level 9 - pay point 3	\$30.91	\$34.62	\$43.28	\$43.28	\$68.01	\$46.37

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$42.18	\$31.63	\$42.18	\$42.18	\$52.72	\$42.18
Support services employee level 2	\$43.93	\$32.94	\$43.93	\$43.93	\$54.91	\$43.93
Support services employee level 3	\$45.65	\$34.24	\$45.65	\$45.65	\$57.06	\$45.65
Support services employee level 4	\$46.18	\$34.63	\$46.18	\$46.18	\$57.72	\$46.18
Support services employee level 5	\$47.75	\$35.81	\$47.75	\$47.75	\$59.69	\$47.75
Support services employee level 6	\$50.33	\$37.74	\$50.33	\$50.33	\$62.91	\$50.33
Support services employee level 7	\$51.25	\$38.44	\$51.25	\$51.25	\$64.06	\$51.25
Support services employee level 8 - pay point 1	\$52.95	\$39.71	\$52.95	\$52.95	\$66.19	\$52.95
Support services employee level 8 - pay point 2	\$54.35	\$40.76	\$54.35	\$54.35	\$67.94	\$54.35
Support services employee level 8 - pay point 3	\$58.18	\$43.63	\$58.18	\$58.18	\$72.72	\$58.18
Support services employee level 9 - pay point 1	\$59.23	\$44.42	\$59.23	\$59.23	\$74.03	\$59.23
Support services employee level 9 - pay point 2	\$61.33	\$45.99	\$61.33	\$61.33	\$76.66	\$61.33
Support services employee level 9 - pay point 3	\$61.83	\$46.37	\$61.83	\$61.83	\$77.28	\$61.83

## Junior - Casual - 20 years

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Support services employee level 1	\$23.73	\$26.57	\$33.22	\$33.22	\$52.20	\$35.59
Support services employee level 2	\$24.70	\$27.66	\$34.58	\$34.58	\$54.34	\$37.05
Support services employee level 3	\$25.68	\$28.76	\$35.95	\$35.95	\$56.49	\$38.51
Support services employee level 4	\$25.98	\$29.09	\$36.37	\$36.37	\$57.15	\$38.96
Support services employee level 5	\$26.86	\$30.09	\$37.61	\$37.61	\$59.10	\$40.29
Support services employee level 6	\$28.30	\$31.70	\$39.62	\$39.62	\$62.26	\$42.45
Support services employee level 7	\$28.83	\$32.28	\$40.36	\$40.36	\$63.42	\$43.24
Support services employee level 8 - pay point 1	\$29.79	\$33.36	\$41.70	\$41.70	\$65.53	\$44.68
Support services employee level 8 - pay point 2	\$30.58	\$34.24	\$42.81	\$42.81	\$67.27	\$45.86
Support services employee level 8 - pay point 3	\$32.73	\$36.65	\$45.82	\$45.82	\$72.00	\$49.09
Support services employee level 9 - pay point 1	\$33.31	\$37.31	\$46.64	\$46.64	\$73.29	\$49.97
Support services employee level 9 - pay point 2	\$34.49	\$38.63	\$48.28	\$48.28	\$75.87	\$51.73
Support services employee level 9 - pay point 3	\$34.78	\$38.95	\$48.69	\$48.69	\$76.51	\$52.16

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>	<b>Less than 10 hour break after overtime</b>
Support services employee level 1	\$47.45	\$35.59	\$47.45	\$47.45	\$59.31	\$47.45
Support services employee level 2	\$49.40	\$37.05	\$49.40	\$49.40	\$61.75	\$49.40
Support services employee level 3	\$51.35	\$38.51	\$51.35	\$51.35	\$64.19	\$51.35
Support services employee level 4	\$51.95	\$38.96	\$51.95	\$51.95	\$64.94	\$51.95
Support services employee level 5	\$53.73	\$40.29	\$53.73	\$53.73	\$67.16	\$53.73
Support services employee level 6	\$56.60	\$42.45	\$56.60	\$56.60	\$70.75	\$56.60
Support services employee level 7	\$57.65	\$43.24	\$57.65	\$57.65	\$72.06	\$57.65
Support services employee level 8 - pay point 1	\$59.58	\$44.68	\$59.58	\$59.58	\$74.47	\$59.58
Support services employee level 8 - pay point 2	\$61.15	\$45.86	\$61.15	\$61.15	\$76.44	\$61.15
Support services employee level 8 - pay point 3	\$65.45	\$49.09	\$65.45	\$65.45	\$81.81	\$65.45
Support services employee level 9 - pay point 1	\$66.63	\$49.97	\$66.63	\$66.63	\$83.28	\$66.63
Support services employee level 9 - pay point 2	\$68.98	\$51.73	\$68.98	\$68.98	\$86.22	\$68.98
Support services employee level 9 - pay point 3	\$69.55	\$52.16	\$69.55	\$69.55	\$86.94	\$69.55

## Apprentice - Cooking

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Cooking apprentice - 1st year	\$12.70	\$14.61	\$19.05	\$19.05	\$31.75
Cooking apprentice - 2nd year	\$15.01	\$17.26	\$22.52	\$22.52	\$37.53
Cooking apprentice - 3rd year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18
Cooking apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Cooking apprentice - 1st year	\$19.05	\$25.40	\$25.40	\$25.40
Cooking apprentice - 2nd year	\$22.52	\$30.02	\$30.02	\$30.02
Cooking apprentice - 3rd year	\$27.71	\$36.94	\$36.94	\$36.94
Cooking apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

## Apprentice - Dental Technician - Started before 1 Jan 2015 - Did not complete year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Dental technician apprentice - 1st year	\$11.55	\$13.28	\$17.33	\$17.33	\$28.88
Dental technician apprentice - 2nd year	\$13.85	\$15.93	\$20.78	\$20.78	\$34.63
Dental technician apprentice - 3rd year	\$15.47	\$17.79	\$23.21	\$23.21	\$38.68
Dental technician apprentice - 4th year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Dental technician apprentice - 1st year	\$17.33	\$23.10	\$23.10	\$23.10
Dental technician apprentice - 2nd year	\$20.78	\$27.70	\$27.70	\$27.70
Dental technician apprentice - 3rd year	\$23.21	\$30.94	\$30.94	\$30.94
Dental technician apprentice - 4th year	\$27.71	\$36.94	\$36.94	\$36.94

## Apprentice - Dental Technician - Started before 1 Jan 2015 - Completed year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Dental technician apprentice - 1st year	\$11.78	\$13.55	\$17.67	\$17.67	\$29.45
Dental technician apprentice - 2nd year	\$14.08	\$16.19	\$21.12	\$21.12	\$35.20
Dental technician apprentice - 3rd year	\$15.47	\$17.79	\$23.21	\$23.21	\$38.68
Dental technician apprentice - 4th year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Dental technician apprentice - 1st year	\$17.67	\$23.56	\$23.56	\$23.56
Dental technician apprentice - 2nd year	\$21.12	\$28.16	\$28.16	\$28.16
Dental technician apprentice - 3rd year	\$23.21	\$30.94	\$30.94	\$30.94
Dental technician apprentice - 4th year	\$27.71	\$36.94	\$36.94	\$36.94

## Apprentice - Dental Technician - Started after 1 Jan 2015 - Did not complete year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Dental technician apprentice - 1st year	\$11.55	\$13.28	\$17.33	\$17.33	\$28.88
Dental technician apprentice - 2nd year	\$13.85	\$15.93	\$20.78	\$20.78	\$34.63
Dental technician apprentice - 3rd year	\$15.47	\$17.79	\$23.21	\$23.21	\$38.68
Dental technician apprentice - 4th year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Dental technician apprentice - 1st year	\$17.33	\$23.10	\$23.10	\$23.10
Dental technician apprentice - 2nd year	\$20.78	\$27.70	\$27.70	\$27.70
Dental technician apprentice - 3rd year	\$23.21	\$30.94	\$30.94	\$30.94
Dental technician apprentice - 4th year	\$27.71	\$36.94	\$36.94	\$36.94

## Apprentice - Dental Technician - Started after 1 Jan 2015 - Completed year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Dental technician apprentice - 1st year	\$12.70	\$14.61	\$19.05	\$19.05	\$31.75
Dental technician apprentice - 2nd year	\$15.01	\$17.26	\$22.52	\$22.52	\$37.53
Dental technician apprentice - 3rd year	\$15.47	\$17.79	\$23.21	\$23.21	\$38.68
Dental technician apprentice - 4th year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Dental technician apprentice - 1st year	\$19.05	\$25.40	\$25.40	\$25.40
Dental technician apprentice - 2nd year	\$22.52	\$30.02	\$30.02	\$30.02
Dental technician apprentice - 3rd year	\$23.21	\$30.94	\$30.94	\$30.94
Dental technician apprentice - 4th year	\$27.71	\$36.94	\$36.94	\$36.94

## Apprentice - Gardening and Landscaping - Started before 1 Jan 2015 - Did not complete year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Gardening and landscaping apprentice - 1st year	\$11.55	\$13.28	\$17.33	\$17.33	\$28.88
Gardening and landscaping apprentice - 2nd year	\$13.85	\$15.93	\$20.78	\$20.78	\$34.63
Gardening and landscaping apprentice - 3rd year	\$17.32	\$19.92	\$25.98	\$25.98	\$43.30
Gardening and landscaping apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Gardening and landscaping apprentice - 1st year	\$17.33	\$23.10	\$23.10	\$23.10
Gardening and landscaping apprentice - 2nd year	\$20.78	\$27.70	\$27.70	\$27.70
Gardening and landscaping apprentice - 3rd year	\$25.98	\$34.64	\$34.64	\$34.64
Gardening and landscaping apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88



## Apprentice - Gardening and Landscaping - Started before 1 Jan 2015 - Completed year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Gardening and landscaping apprentice - 1st year	\$12.12	\$13.94	\$18.18	\$18.18	\$30.30
Gardening and landscaping apprentice - 2nd year	\$15.01	\$17.26	\$22.52	\$22.52	\$37.53
Gardening and landscaping apprentice - 3rd year	\$17.32	\$19.92	\$25.98	\$25.98	\$43.30
Gardening and landscaping apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Gardening and landscaping apprentice - 1st year	\$18.18	\$24.24	\$24.24	\$24.24
Gardening and landscaping apprentice - 2nd year	\$22.52	\$30.02	\$30.02	\$30.02
Gardening and landscaping apprentice - 3rd year	\$25.98	\$34.64	\$34.64	\$34.64
Gardening and landscaping apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

## Apprentice - Gardening and Landscaping - Started after 1 Jan 2015 - Did not complete year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Gardening and landscaping apprentice - 1st year	\$11.55	\$13.28	\$17.33	\$17.33	\$28.88
Gardening and landscaping apprentice - 2nd year	\$13.85	\$15.93	\$20.78	\$20.78	\$34.63
Gardening and landscaping apprentice - 3rd year	\$17.32	\$19.92	\$25.98	\$25.98	\$43.30
Gardening and landscaping apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Gardening and landscaping apprentice - 1st year	\$17.33	\$23.10	\$23.10	\$23.10
Gardening and landscaping apprentice - 2nd year	\$20.78	\$27.70	\$27.70	\$27.70
Gardening and landscaping apprentice - 3rd year	\$25.98	\$34.64	\$34.64	\$34.64
Gardening and landscaping apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

## Apprentice - Gardening and Landscaping - Started after 1 Jan 2015 - Completed year 12

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Gardening and landscaping apprentice - 1st year	\$12.70	\$14.61	\$19.05	\$19.05	\$31.75
Gardening and landscaping apprentice - 2nd year	\$15.01	\$17.26	\$22.52	\$22.52	\$37.53
Gardening and landscaping apprentice - 3rd year	\$17.32	\$19.92	\$25.98	\$25.98	\$43.30
Gardening and landscaping apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Gardening and landscaping apprentice - 1st year	\$19.05	\$25.40	\$25.40	\$25.40
Gardening and landscaping apprentice - 2nd year	\$22.52	\$30.02	\$30.02	\$30.02
Gardening and landscaping apprentice - 3rd year	\$25.98	\$34.64	\$34.64	\$34.64
Gardening and landscaping apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

## Adult apprentice - Cooking - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Cooking apprentice - 1st year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18
Cooking apprentice - 2nd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Cooking apprentice - 3rd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Cooking apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Cooking apprentice - 1st year	\$27.71	\$36.94	\$36.94	\$36.94
Cooking apprentice - 2nd year	\$31.64	\$42.18	\$42.18	\$42.18
Cooking apprentice - 3rd year	\$31.64	\$42.18	\$42.18	\$42.18
Cooking apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

## Adult apprentice - Dental Technician - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Dental technician apprentice - 1st year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18
Dental technician apprentice - 2nd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Dental technician apprentice - 3rd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Dental technician apprentice - 4th year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Dental technician apprentice - 1st year	\$27.71	\$36.94	\$36.94	\$36.94
Dental technician apprentice - 2nd year	\$31.64	\$42.18	\$42.18	\$42.18
Dental technician apprentice - 3rd year	\$31.64	\$42.18	\$42.18	\$42.18
Dental technician apprentice - 4th year	\$31.64	\$42.18	\$42.18	\$42.18

## Adult apprentice - Gardening and Landscaping - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday	Saturday	Sunday	Public holiday
Gardening and landscaping apprentice - 1st year	\$18.47	\$21.24	\$27.71	\$27.71	\$46.18
Gardening and landscaping apprentice - 2nd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Gardening and landscaping apprentice - 3rd year	\$21.09	\$24.25	\$31.64	\$31.64	\$52.73
Gardening and landscaping apprentice - 4th year	\$21.94	\$25.23	\$32.91	\$32.91	\$54.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break after overtime
Gardening and landscaping apprentice - 1st year	\$27.71	\$36.94	\$36.94	\$36.94
Gardening and landscaping apprentice - 2nd year	\$31.64	\$42.18	\$42.18	\$42.18
Gardening and landscaping apprentice - 3rd year	\$31.64	\$42.18	\$42.18	\$42.18
Gardening and landscaping apprentice - 4th year	\$32.91	\$43.88	\$43.88	\$43.88

## Allowances

Allowances	Rate
Apprentice training fees and 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
Blood check allowance	reimbursement of out of pocket expenses for a blood check
Heat allowance - employed at current place of work prior to 8 August 1991 - temperature exceeds 40°C but does not exceed 46°C	\$0.48 per hour or part of an hour
Heat allowance - employed at current place of work prior to 8 August 1991 - temperature exceeds 46°C	\$0.57 per hour or part of an hour
Laundry allowance	\$0.32 per shift or part thereof up to a maximum of \$1.49 per week
Meal allowance	\$13.56 for a meal and \$12.23 for an extra meal
Nauseous work allowance - not including linen sealed in airtight containers	\$0.48 per hour or part thereof with a minimum payment of \$2.58 per week
Occasional interpreting allowance	\$1.05 per occasion up to a maximum of \$12.14 per week
On call allowance - Monday to Saturday	\$20.65 per 24 hour period or part of a 24 hour period
On call allowance - Sunday & public holiday	\$41.21 per 24 hour period or part of a 24 hour period
Special clothing reimbursement	reimbursement for the cost of purchasing the special clothing or safety equipment
Telephone allowance	reimbursement for installation costs and rental charges on production of receipted accounts
Tool allowance - chefs and cooks	\$11.60 per week
Travel allowance	reimbursement for fares, meals and accommodation
Uniform allowance	\$1.23 per shift or part thereof up to a maximum of \$6.24 per week
Vehicle allowance	\$0.80 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](http://www.fairwork.gov.au/our-commitment-to-you) at [www.fairwork.gov.au/our-commitment-to-you](http://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](https://www.fairwork.gov.au/awards) at [www.fairwork.gov.au/awards](https://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](https://www.fairwork.gov.au/contact-us) by visiting [www.fairwork.gov.au/contact-us](https://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.

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