

Pay Guide - Horticulture Award 2010

[MA000028]

Published 28 June 2017

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2017.

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 & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|-----------------------|------------------------|------------------------|-----------------------|---|---------------------------------------|
| Level 1 | \$694.90 | \$18.29 | \$36.58 | \$21.03 | \$21.03 |
| Level 2 | \$714.90 | \$18.81 | \$37.62 | \$21.63 | \$21.63 |
| Level 3 | \$735.50 | \$19.36 | \$38.72 | \$22.26 | \$22.26 |
| Level 4 | \$763.30 | \$20.09 | \$40.18 | \$23.10 | \$23.10 |
| Level 5 | \$809.10 | \$21.29 | \$42.58 | \$24.48 | \$24.48 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday | Overtime - Sunday (outside harvest period) | Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week | Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work | Working through a meal break |
|-----------------------|--------------------------------------|---|---|--|-------------------------------------|
| Level 1 | \$27.44 | \$36.58 | \$27.44 | \$36.58 | \$36.58 |
| Level 2 | \$28.22 | \$37.62 | \$28.22 | \$37.62 | \$37.62 |
| Level 3 | \$29.04 | \$38.72 | \$29.04 | \$38.72 | \$38.72 |
| Level 4 | \$30.14 | \$40.18 | \$30.14 | \$40.18 | \$40.18 |
| Level 5 | \$31.94 | \$42.58 | \$31.94 | \$42.58 | \$42.58 |

Casual

| Classification | Hourly pay rate | Public holiday | Working through a meal break |
|-----------------------|------------------------|-----------------------|-------------------------------------|
| Level 1 | \$22.86 | \$41.15 | \$41.15 |
| Level 2 | \$23.51 | \$42.32 | \$42.32 |
| Level 3 | \$24.20 | \$43.56 | \$43.56 |
| Level 4 | \$25.11 | \$45.20 | \$45.20 |
| Level 5 | \$26.61 | \$47.90 | \$47.90 |

Junior - Full-time & part-time - Under 16 years

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Overtime - Monday to Saturday |
|----------------|-----------------|----------------|------------------------------------|--------------------------------|-------------------------------|
| Level 1 | \$9.15 | \$18.30 | \$10.52 | \$10.52 | \$13.73 |
| Level 2 | \$9.41 | \$18.82 | \$10.82 | \$10.82 | \$14.12 |
| Level 3 | \$9.68 | \$19.36 | \$11.13 | \$11.13 | \$14.52 |
| Level 4 | \$10.05 | \$20.10 | \$11.56 | \$11.56 | \$15.08 |
| Level 5 | \$10.65 | \$21.30 | \$12.25 | \$12.25 | \$15.98 |

Table 2 of 2

| Classification | Overtime - Sunday (outside harvest period) | Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week | Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work | Working through a meal break |
|----------------|--|--|---|------------------------------|
| Level 1 | \$18.30 | \$13.73 | \$18.30 | \$18.30 |
| Level 2 | \$18.82 | \$14.12 | \$18.82 | \$18.82 |
| Level 3 | \$19.36 | \$14.52 | \$19.36 | \$19.36 |
| Level 4 | \$20.10 | \$15.08 | \$20.10 | \$20.10 |
| Level 5 | \$21.30 | \$15.98 | \$21.30 | \$21.30 |

Junior - Casual - Under 16 years

| Classification | Hourly pay rate | Public holiday | Working through a meal break |
|----------------|-----------------|----------------|------------------------------|
| Level 1 | \$11.44 | \$20.59 | \$20.59 |
| Level 2 | \$11.76 | \$21.17 | \$21.17 |
| Level 3 | \$12.10 | \$21.78 | \$21.78 |
| Level 4 | \$12.56 | \$22.61 | \$22.61 |
| Level 5 | \$13.31 | \$23.96 | \$23.96 |

Junior - Full-time & part-time - 16 years

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Overtime - Monday to Saturday |
|----------------|-----------------|----------------|------------------------------------|--------------------------------|-------------------------------|
| Level 1 | \$10.97 | \$21.94 | \$12.62 | \$12.62 | \$16.46 |
| Level 2 | \$11.29 | \$22.58 | \$12.98 | \$12.98 | \$16.94 |
| Level 3 | \$11.62 | \$23.24 | \$13.36 | \$13.36 | \$17.43 |
| Level 4 | \$12.05 | \$24.10 | \$13.86 | \$13.86 | \$18.08 |
| Level 5 | \$12.77 | \$25.54 | \$14.69 | \$14.69 | \$19.16 |

Table 2 of 2

| Classification | Overtime - Sunday (outside harvest period) | Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week | Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work | Working through a meal break |
|----------------|--|--|---|------------------------------|
| Level 1 | \$21.94 | \$16.46 | \$21.94 | \$21.94 |
| Level 2 | \$22.58 | \$16.94 | \$22.58 | \$22.58 |
| Level 3 | \$23.24 | \$17.43 | \$23.24 | \$23.24 |
| Level 4 | \$24.10 | \$18.08 | \$24.10 | \$24.10 |
| Level 5 | \$25.54 | \$19.16 | \$25.54 | \$25.54 |

Junior - Casual - 16 years

| Classification | Hourly pay rate | Public holiday | Working through a meal break |
|----------------|-----------------|----------------|------------------------------|
| Level 1 | \$13.71 | \$24.68 | \$24.68 |
| Level 2 | \$14.11 | \$25.40 | \$25.40 |
| Level 3 | \$14.53 | \$26.15 | \$26.15 |
| Level 4 | \$15.06 | \$27.11 | \$27.11 |
| Level 5 | \$15.96 | \$28.73 | \$28.73 |

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

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Overtime - Monday to Saturday |
|----------------|-----------------|----------------|------------------------------------|--------------------------------|-------------------------------|
| Level 1 | \$12.80 | \$25.60 | \$14.72 | \$14.72 | \$19.20 |
| Level 2 | \$13.17 | \$26.34 | \$15.15 | \$15.15 | \$19.76 |
| Level 3 | \$13.55 | \$27.10 | \$15.58 | \$15.58 | \$20.33 |
| Level 4 | \$14.06 | \$28.12 | \$16.17 | \$16.17 | \$21.09 |
| Level 5 | \$14.90 | \$29.80 | \$17.14 | \$17.14 | \$22.35 |

Table 2 of 2

| Classification | Overtime - Sunday (outside harvest period) | Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week | Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work | Working through a meal break |
|----------------|--|--|---|------------------------------|
| Level 1 | \$25.60 | \$19.20 | \$25.60 | \$25.60 |
| Level 2 | \$26.34 | \$19.76 | \$26.34 | \$26.34 |
| Level 3 | \$27.10 | \$20.33 | \$27.10 | \$27.10 |
| Level 4 | \$28.12 | \$21.09 | \$28.12 | \$28.12 |
| Level 5 | \$29.80 | \$22.35 | \$29.80 | \$29.80 |

Junior - Casual - 17 years

| Classification | Hourly pay rate | Public holiday | Working through a meal break |
|----------------|-----------------|----------------|------------------------------|
| Level 1 | \$16.00 | \$28.80 | \$28.80 |
| Level 2 | \$16.46 | \$29.63 | \$29.63 |
| Level 3 | \$16.94 | \$30.49 | \$30.49 |
| Level 4 | \$17.58 | \$31.64 | \$31.64 |
| Level 5 | \$18.63 | \$33.53 | \$33.53 |

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

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Overtime - Monday to Saturday |
|----------------|-----------------|----------------|------------------------------------|--------------------------------|-------------------------------|
| Level 1 | \$14.63 | \$29.26 | \$16.82 | \$16.82 | \$21.95 |
| Level 2 | \$15.05 | \$30.10 | \$17.31 | \$17.31 | \$22.58 |
| Level 3 | \$15.49 | \$30.98 | \$17.81 | \$17.81 | \$23.24 |
| Level 4 | \$16.07 | \$32.14 | \$18.48 | \$18.48 | \$24.11 |
| Level 5 | \$17.03 | \$34.06 | \$19.58 | \$19.58 | \$25.55 |

Table 2 of 2

| Classification | Overtime - Sunday (outside harvest period) | Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week | Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work | Working through a meal break |
|----------------|--|--|---|------------------------------|
| Level 1 | \$29.26 | \$21.95 | \$29.26 | \$29.26 |
| Level 2 | \$30.10 | \$22.58 | \$30.10 | \$30.10 |
| Level 3 | \$30.98 | \$23.24 | \$30.98 | \$30.98 |
| Level 4 | \$32.14 | \$24.11 | \$32.14 | \$32.14 |
| Level 5 | \$34.06 | \$25.55 | \$34.06 | \$34.06 |

Junior - Casual - 18 years

| Classification | Hourly pay rate | Public holiday | Working through a meal break |
|----------------|-----------------|----------------|------------------------------|
| Level 1 | \$18.29 | \$32.92 | \$32.92 |
| Level 2 | \$18.81 | \$33.86 | \$33.86 |
| Level 3 | \$19.36 | \$34.85 | \$34.85 |
| Level 4 | \$20.09 | \$36.16 | \$36.16 |
| Level 5 | \$21.29 | \$38.32 | \$38.32 |

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

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Overtime - Monday to Saturday |
|----------------|-----------------|----------------|------------------------------------|--------------------------------|-------------------------------|
| Level 1 | \$16.46 | \$32.92 | \$18.93 | \$18.93 | \$24.69 |
| Level 2 | \$16.93 | \$33.86 | \$19.47 | \$19.47 | \$25.40 |
| Level 3 | \$17.42 | \$34.84 | \$20.03 | \$20.03 | \$26.13 |
| Level 4 | \$18.08 | \$36.16 | \$20.79 | \$20.79 | \$27.12 |
| Level 5 | \$19.16 | \$38.32 | \$22.03 | \$22.03 | \$28.74 |

Table 2 of 2

| Classification | Overtime - Sunday (outside harvest period)CL do you want delivery? | Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week | Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work | Working through a meal break |
|----------------|--|--|---|------------------------------|
| Level 1 | \$32.92 | \$24.69 | \$32.92 | \$32.92 |
| Level 2 | \$33.86 | \$25.40 | \$33.86 | \$33.86 |
| Level 3 | \$34.84 | \$26.13 | \$34.84 | \$34.84 |
| Level 4 | \$36.16 | \$27.12 | \$36.16 | \$36.16 |
| Level 5 | \$38.32 | \$28.74 | \$38.32 | \$38.32 |

Junior - Casual - 19 years

| Classification | Hourly pay rate | Public holiday | Working through a meal break |
|----------------|-----------------|----------------|------------------------------|
| Level 1 | \$20.58 | \$37.04 | \$37.04 |
| Level 2 | \$21.16 | \$38.09 | \$38.09 |
| Level 3 | \$21.78 | \$39.20 | \$39.20 |
| Level 4 | \$22.60 | \$40.68 | \$40.68 |
| Level 5 | \$23.95 | \$43.11 | \$43.11 |

Allowances

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

| Allowances | Rate |
|--|---|
| Accommodation reimbursement | reimbursement for the demonstrable cost of suitable accommodation |
| * First aid allowance | \$0.25 per hour |
| * Leading hand allowance - in charge of 2 to 6 employees | \$0.57 per hour |
| * Leading hand allowance - in charge of 7 to 10 employees | \$0.66 per hour |
| * Leading hand allowance - in charge of 11 to 20 employees | \$0.95 per hour |
| * Leading hand allowance - in charge of more than 20 employees | \$1.19 per hour |
| Meal allowance | \$12.18 per meal |
| Tool and equipment reimbursement | reimbursement of the cost of the tools and equipment |
| Travelling time allowance | payment at the appropriate rate for time spent travelling |
| * Wet work allowance | \$1.88 per hour |

Disclaimer

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

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