

## Pay Guide - Horticulture Award

[MA000028]

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

## 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	\$753.80	\$19.84	\$39.68	\$22.82	\$22.82
Level 2	\$775.40	\$20.41	\$40.82	\$23.47	\$23.47
Level 3	\$797.70	\$20.99	\$41.98	\$24.14	\$24.14
Level 4	\$827.90	\$21.79	\$43.58	\$25.06	\$25.06
Level 5	\$877.60	\$23.09	\$46.18	\$26.55	\$26.55

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	\$29.76	\$39.68	\$29.76	\$39.68	\$39.68
Level 2	\$30.62	\$40.82	\$30.62	\$40.82	\$40.82
Level 3	\$31.49	\$41.98	\$31.49	\$41.98	\$41.98
Level 4	\$32.69	\$43.58	\$32.69	\$43.58	\$43.58
Level 5	\$34.64	\$46.18	\$34.64	\$46.18	\$46.18

### Casual

Classification	Hourly pay rate	Public holiday	Outside span of hours	Overtime	Working through a meal break	Minimum break between shifts
Level 1	\$24.80	\$44.64	\$27.78	\$34.72	\$44.64	\$34.72
Level 2	\$25.51	\$45.92	\$28.57	\$35.72	\$45.92	\$35.72
Level 3	\$26.24	\$47.23	\$29.39	\$36.73	\$47.23	\$36.73
Level 4	\$27.24	\$49.03	\$30.51	\$38.13	\$49.03	\$38.13
Level 5	\$28.86	\$51.95	\$32.33	\$40.41	\$51.95	\$40.41

## 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	\$9.92	\$19.84	\$11.41	\$11.41	\$14.88
Level 2	\$10.21	\$20.42	\$11.74	\$11.74	\$15.32
Level 3	\$10.50	\$21.00	\$12.08	\$12.08	\$15.75
Level 4	\$10.90	\$21.80	\$12.54	\$12.54	\$16.35
Level 5	\$11.55	\$23.10	\$13.28	\$13.28	\$17.33

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	\$19.84	\$14.88	\$19.84	\$19.84
Level 2	\$20.42	\$15.32	\$20.42	\$20.42
Level 3	\$21.00	\$15.75	\$21.00	\$21.00
Level 4	\$21.80	\$16.35	\$21.80	\$21.80
Level 5	\$23.10	\$17.33	\$23.10	\$23.10

## 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	\$11.90	\$23.80	\$13.69	\$13.69	\$17.85
Level 2	\$12.25	\$24.50	\$14.09	\$14.09	\$18.38
Level 3	\$12.59	\$25.18	\$14.48	\$14.48	\$18.89
Level 4	\$13.07	\$26.14	\$15.03	\$15.03	\$19.61
Level 5	\$13.85	\$27.70	\$15.93	\$15.93	\$20.78

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Sunday (outside harvest period)</b>	<b>Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week</b>	<b>Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work</b>	<b>Working through a meal break</b>
Level 1	\$23.80	\$17.85	\$23.80	\$23.80
Level 2	\$24.50	\$18.38	\$24.50	\$24.50
Level 3	\$25.18	\$18.89	\$25.18	\$25.18
Level 4	\$26.14	\$19.61	\$26.14	\$26.14
Level 5	\$27.70	\$20.78	\$27.70	\$27.70

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

**Table 1 of 2**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday</b>	<b>Afternoon shift - Monday to Friday</b>	<b>Night shift - Monday to Friday</b>	<b>Overtime - Monday to Saturday</b>
Level 1	\$13.89	\$27.78	\$15.97	\$15.97	\$20.84
Level 2	\$14.29	\$28.58	\$16.43	\$16.43	\$21.44
Level 3	\$14.69	\$29.38	\$16.89	\$16.89	\$22.04
Level 4	\$15.25	\$30.50	\$17.54	\$17.54	\$22.88
Level 5	\$16.16	\$32.32	\$18.58	\$18.58	\$24.24

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Sunday (outside harvest period)</b>	<b>Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week</b>	<b>Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work</b>	<b>Working through a meal break</b>
Level 1	\$27.78	\$20.84	\$27.78	\$27.78
Level 2	\$28.58	\$21.44	\$28.58	\$28.58
Level 3	\$29.38	\$22.04	\$29.38	\$29.38
Level 4	\$30.50	\$22.88	\$30.50	\$30.50
Level 5	\$32.32	\$24.24	\$32.32	\$32.32

## 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	\$15.87	\$31.74	\$18.25	\$18.25	\$23.81
Level 2	\$16.33	\$32.66	\$18.78	\$18.78	\$24.50
Level 3	\$16.79	\$33.58	\$19.31	\$19.31	\$25.19
Level 4	\$17.43	\$34.86	\$20.04	\$20.04	\$26.15
Level 5	\$18.47	\$36.94	\$21.24	\$21.24	\$27.71

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	\$31.74	\$23.81	\$31.74	\$31.74
Level 2	\$32.66	\$24.50	\$32.66	\$32.66
Level 3	\$33.58	\$25.19	\$33.58	\$33.58
Level 4	\$34.86	\$26.15	\$34.86	\$34.86
Level 5	\$36.94	\$27.71	\$36.94	\$36.94

## 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	\$17.86	\$35.72	\$20.54	\$20.54	\$26.79
Level 2	\$18.37	\$36.74	\$21.13	\$21.13	\$27.56
Level 3	\$18.89	\$37.78	\$21.72	\$21.72	\$28.34
Level 4	\$19.61	\$39.22	\$22.55	\$22.55	\$29.42
Level 5	\$20.78	\$41.56	\$23.90	\$23.90	\$31.17

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Sunday (outside harvest period)</b>	<b>Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week</b>	<b>Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work</b>	<b>Working through a meal break</b>
Level 1	\$35.72	\$26.79	\$35.72	\$35.72
Level 2	\$36.74	\$27.56	\$36.74	\$36.74
Level 3	\$37.78	\$28.34	\$37.78	\$37.78
Level 4	\$39.22	\$29.42	\$39.22	\$39.22
Level 5	\$41.56	\$31.17	\$41.56	\$41.56

### Junior - Casual - Under 16 years

Classification	Hourly pay rate	Public holiday	Outside span of hours	Overtime	Working through a meal break	Minimum break between shifts
Level 1	\$12.40	\$22.32	\$13.89	\$17.36	\$22.32	\$17.36
Level 2	\$12.76	\$22.97	\$14.29	\$17.87	\$22.97	\$17.87
Level 3	\$13.13	\$23.63	\$14.70	\$18.38	\$23.63	\$18.38
Level 4	\$13.63	\$24.53	\$15.26	\$19.08	\$24.53	\$19.08
Level 5	\$14.44	\$25.99	\$16.17	\$20.21	\$25.99	\$20.21

### Junior - Casual - 16 years

Classification	Hourly pay rate	Public holiday	Outside span of hours	Overtime	Working through a meal break	Minimum break between shifts
Level 1	\$14.88	\$26.78	\$16.66	\$20.83	\$26.78	\$20.83
Level 2	\$15.31	\$27.56	\$17.15	\$21.44	\$27.56	\$21.44
Level 3	\$15.74	\$28.33	\$17.63	\$22.03	\$28.33	\$22.03
Level 4	\$16.34	\$29.41	\$18.30	\$22.87	\$29.41	\$22.87
Level 5	\$17.31	\$31.16	\$19.39	\$24.24	\$31.16	\$24.24

### Junior - Casual - 17 years

Classification	Hourly pay rate	Public holiday	Outside span of hours	Overtime	Working through a meal break	Minimum break between shifts
Level 1	\$17.36	\$31.25	\$19.45	\$24.31	\$31.25	\$24.31
Level 2	\$17.86	\$32.15	\$20.01	\$25.01	\$32.15	\$25.01
Level 3	\$18.36	\$33.05	\$20.57	\$25.71	\$33.05	\$25.71
Level 4	\$19.06	\$34.31	\$21.35	\$26.69	\$34.31	\$26.69
Level 5	\$20.20	\$36.36	\$22.62	\$28.28	\$36.36	\$28.28

### Junior - Casual - 18 years

Classification	Hourly pay rate	Public holiday	Outside span of hours	Overtime	Working through a meal break	Minimum break between shifts
Level 1	\$19.84	\$35.71	\$22.22	\$27.77	\$35.71	\$27.77
Level 2	\$20.41	\$36.74	\$22.86	\$28.58	\$36.74	\$28.58
Level 3	\$20.99	\$37.78	\$23.51	\$29.38	\$37.78	\$29.38
Level 4	\$21.79	\$39.22	\$24.40	\$30.50	\$39.22	\$30.50
Level 5	\$23.09	\$41.56	\$25.86	\$32.32	\$41.56	\$32.32

### Junior - Casual - 19 years

Classification	Hourly pay rate	Public holiday	Outside span of hours	Overtime	Working through a meal break	Minimum break between shifts
Level 1	\$22.33	\$40.19	\$25.00	\$31.26	\$40.19	\$31.26
Level 2	\$22.96	\$41.33	\$25.72	\$32.15	\$41.33	\$32.15
Level 3	\$23.61	\$42.50	\$26.45	\$33.06	\$42.50	\$33.06
Level 4	\$24.51	\$44.12	\$27.45	\$34.32	\$44.12	\$34.32
Level 5	\$25.98	\$46.76	\$29.09	\$36.37	\$46.76	\$36.37



## 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	\$0.27 per hour
* Leading hand allowance - in charge of 2 to 6 employees	\$0.62 per hour
* Leading hand allowance - in charge of 7 to 10 employees	\$0.72 per hour
* Leading hand allowance - in charge of 11 to 20 employees	\$1.03 per hour
* Leading hand allowance - in charge of more than 20 employees	\$1.29 per hour
Meal allowance	\$13.09 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	\$2.04 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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.