

## Pay Guide - Nursery Award 2010

**[MA000033]**

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2014. If you have any questions about the information in this guide, please email [PACTfeedback@fwo.gov.au](mailto:PACTfeedback@fwo.gov.au)

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

## Rates of pay

### Adult

#### Full-time & part-time

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$640.90	\$16.87	\$21.09	\$33.74	\$42.18	\$33.74	\$25.31	\$33.74	\$33.74
Grade 1B	\$659.40	\$17.35	\$21.69	\$34.70	\$43.38	\$34.70	\$26.03	\$34.70	\$34.70
Grade 2	\$671.40	\$17.67	\$22.09	\$35.34	\$44.18	\$35.34	\$26.51	\$35.34	\$35.34
Grade 3	\$703.90	\$18.52	\$23.15	\$37.04	\$46.30	\$37.04	\$27.78	\$37.04	\$37.04
Grade 4	\$746.20	\$19.64	\$24.55	\$39.28	\$49.10	\$39.28	\$29.46	\$39.28	\$39.28
Grade 5	\$824.30	\$21.69	\$27.11	\$43.38	\$54.23	\$43.38	\$32.54	\$43.38	\$43.38
Grade 6	\$897.50	\$23.62	\$29.53	\$47.24	\$59.05	\$47.24	\$35.43	\$47.24	\$47.24

### Casual

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$21.09	\$25.31	\$37.96	\$46.39	\$37.96	\$29.52	\$37.96	\$37.96
Grade 1B	\$21.69	\$26.03	\$39.04	\$47.71	\$39.04	\$30.36	\$39.04	\$39.04
Grade 2	\$22.09	\$26.51	\$39.76	\$48.59	\$39.76	\$30.92	\$39.76	\$39.76
Grade 3	\$23.15	\$27.78	\$41.67	\$50.93	\$41.67	\$32.41	\$41.67	\$41.67
Grade 4	\$24.55	\$29.46	\$44.19	\$54.01	\$44.19	\$34.37	\$44.19	\$44.19
Grade 5	\$27.11	\$32.54	\$48.80	\$59.65	\$48.80	\$37.96	\$48.80	\$48.80
Grade 6	\$29.53	\$35.43	\$53.15	\$64.96	\$53.15	\$41.34	\$53.15	\$53.15

### Junior - Full-time & part-time - under 16 years of age

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$8.44	\$10.55	\$16.88	\$21.10	\$16.88	\$12.66	\$16.88	\$16.88
Grade 1B	\$8.68	\$10.85	\$17.36	\$21.70	\$17.36	\$13.02	\$17.36	\$17.36
Grade 2	\$8.84	\$11.05	\$17.68	\$22.10	\$17.68	\$13.26	\$17.68	\$17.68
Grade 3	\$9.26	\$11.58	\$18.52	\$23.15	\$18.52	\$13.89	\$18.52	\$18.52
Grade 4	\$9.82	\$12.28	\$19.64	\$24.55	\$19.64	\$14.73	\$19.64	\$19.64
Grade 5	\$10.85	\$13.56	\$21.70	\$27.13	\$21.70	\$16.28	\$21.70	\$21.70
Grade 6	\$11.81	\$14.76	\$23.62	\$29.53	\$23.62	\$17.72	\$23.62	\$23.62

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

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$10.12	\$12.65	\$20.24	\$25.30	\$20.24	\$15.18	\$20.24	\$20.24
Grade 1B	\$10.41	\$13.01	\$20.82	\$26.03	\$20.82	\$15.62	\$20.82	\$20.82
Grade 2	\$10.60	\$13.25	\$21.20	\$26.50	\$21.20	\$15.90	\$21.20	\$21.20
Grade 3	\$11.11	\$13.89	\$22.22	\$27.78	\$22.22	\$16.67	\$22.22	\$22.22
Grade 4	\$11.78	\$14.73	\$23.56	\$29.45	\$23.56	\$17.67	\$23.56	\$23.56
Grade 5	\$13.01	\$16.26	\$26.02	\$32.53	\$26.02	\$19.52	\$26.02	\$26.02
Grade 6	\$14.17	\$17.71	\$28.34	\$35.43	\$28.34	\$21.26	\$28.34	\$28.34

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

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$11.81	\$14.76	\$23.62	\$29.53	\$23.62	\$17.72	\$23.62	\$23.62
Grade 1B	\$12.15	\$15.19	\$24.30	\$30.38	\$24.30	\$18.23	\$24.30	\$24.30
Grade 2	\$12.37	\$15.46	\$24.74	\$30.93	\$24.74	\$18.56	\$24.74	\$24.74
Grade 3	\$12.96	\$16.20	\$25.92	\$32.40	\$25.92	\$19.44	\$25.92	\$25.92
Grade 4	\$13.75	\$17.19	\$27.50	\$34.38	\$27.50	\$20.63	\$27.50	\$27.50
Grade 5	\$15.18	\$18.98	\$30.36	\$37.95	\$30.36	\$22.77	\$30.36	\$30.36
Grade 6	\$16.53	\$20.66	\$33.06	\$41.33	\$33.06	\$24.80	\$33.06	\$33.06

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

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$13.50	\$16.88	\$27.00	\$33.75	\$27.00	\$20.25	\$27.00	\$27.00
Grade 1B	\$13.88	\$17.35	\$27.76	\$34.70	\$27.76	\$20.82	\$27.76	\$27.76
Grade 2	\$14.14	\$17.68	\$28.28	\$35.35	\$28.28	\$21.21	\$28.28	\$28.28
Grade 3	\$14.82	\$18.53	\$29.64	\$37.05	\$29.64	\$22.23	\$29.64	\$29.64
Grade 4	\$15.71	\$19.64	\$31.42	\$39.28	\$31.42	\$23.57	\$31.42	\$31.42
Grade 5	\$17.35	\$21.69	\$34.70	\$43.38	\$34.70	\$26.03	\$34.70	\$34.70
Grade 6	\$18.90	\$23.63	\$37.80	\$47.25	\$37.80	\$28.35	\$37.80	\$37.80

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

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$15.18	\$18.98	\$30.36	\$37.95	\$30.36	\$22.77	\$30.36	\$30.36
Grade 1B	\$15.62	\$19.53	\$31.24	\$39.05	\$31.24	\$23.43	\$31.24	\$31.24
Grade 2	\$15.90	\$19.88	\$31.80	\$39.75	\$31.80	\$23.85	\$31.80	\$31.80
Grade 3	\$16.67	\$20.84	\$33.34	\$41.68	\$33.34	\$25.01	\$33.34	\$33.34
Grade 4	\$17.68	\$22.10	\$35.36	\$44.20	\$35.36	\$26.52	\$35.36	\$35.36
Grade 5	\$19.52	\$24.40	\$39.04	\$48.80	\$39.04	\$29.28	\$39.04	\$39.04
Grade 6	\$21.26	\$26.58	\$42.52	\$53.15	\$42.52	\$31.89	\$42.52	\$42.52

### Junior - Casual - under 16 years of age

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$10.55	\$12.66	\$18.99	\$23.21	\$18.99	\$14.77	\$18.99	\$18.99
Grade 1B	\$10.85	\$13.02	\$19.53	\$23.87	\$19.53	\$15.19	\$19.53	\$19.53
Grade 2	\$11.05	\$13.26	\$19.89	\$24.31	\$19.89	\$15.47	\$19.89	\$19.89
Grade 3	\$11.58	\$13.89	\$20.84	\$25.47	\$20.84	\$16.21	\$20.84	\$20.84
Grade 4	\$12.28	\$14.73	\$22.10	\$27.01	\$22.10	\$17.19	\$22.10	\$22.10
Grade 5	\$13.56	\$16.28	\$24.41	\$29.84	\$24.41	\$18.99	\$24.41	\$24.41
Grade 6	\$14.76	\$17.72	\$26.57	\$32.48	\$26.57	\$20.67	\$26.57	\$26.57

## Junior - Casual - 16 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$12.65	\$15.18	\$22.77	\$27.83	\$22.77	\$17.71	\$22.77	\$22.77
Grade 1B	\$13.01	\$15.62	\$23.42	\$28.63	\$23.42	\$18.22	\$23.42	\$23.42
Grade 2	\$13.25	\$15.90	\$23.85	\$29.15	\$23.85	\$18.55	\$23.85	\$23.85
Grade 3	\$13.89	\$16.67	\$25.00	\$30.55	\$25.00	\$19.44	\$25.00	\$25.00
Grade 4	\$14.73	\$17.67	\$26.51	\$32.40	\$26.51	\$20.62	\$26.51	\$26.51
Grade 5	\$16.26	\$19.52	\$29.27	\$35.78	\$29.27	\$22.77	\$29.27	\$29.27
Grade 6	\$17.71	\$21.26	\$31.88	\$38.97	\$31.88	\$24.80	\$31.88	\$31.88

## Junior - Casual - 17 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$14.76	\$17.72	\$26.57	\$32.48	\$26.57	\$20.67	\$26.57	\$26.57
Grade 1B	\$15.19	\$18.23	\$27.34	\$33.41	\$27.34	\$21.26	\$27.34	\$27.34
Grade 2	\$15.46	\$18.56	\$27.83	\$34.02	\$27.83	\$21.65	\$27.83	\$27.83
Grade 3	\$16.20	\$19.44	\$29.16	\$35.64	\$29.16	\$22.68	\$29.16	\$29.16
Grade 4	\$17.19	\$20.63	\$30.94	\$37.81	\$30.94	\$24.06	\$30.94	\$30.94
Grade 5	\$18.98	\$22.77	\$34.16	\$41.75	\$34.16	\$26.57	\$34.16	\$34.16
Grade 6	\$20.66	\$24.80	\$37.19	\$45.46	\$37.19	\$28.93	\$37.19	\$37.19

## Junior - Casual - 18 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$16.88	\$20.25	\$30.38	\$37.13	\$30.38	\$23.63	\$30.38	\$30.38
Grade 1B	\$17.35	\$20.82	\$31.23	\$38.17	\$31.23	\$24.29	\$31.23	\$31.23
Grade 2	\$17.68	\$21.21	\$31.82	\$38.89	\$31.82	\$24.75	\$31.82	\$31.82
Grade 3	\$18.53	\$22.23	\$33.35	\$40.76	\$33.35	\$25.94	\$33.35	\$33.35
Grade 4	\$19.64	\$23.57	\$35.35	\$43.20	\$35.35	\$27.49	\$35.35	\$35.35
Grade 5	\$21.69	\$26.03	\$39.04	\$47.71	\$39.04	\$30.36	\$39.04	\$39.04
Grade 6	\$23.63	\$28.35	\$42.53	\$51.98	\$42.53	\$33.08	\$42.53	\$42.53

## Junior - Casual - 19 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$18.98	\$22.77	\$34.16	\$41.75	\$34.16	\$26.57	\$34.16	\$34.16
Grade 1B	\$19.53	\$23.43	\$35.15	\$42.96	\$35.15	\$27.34	\$35.15	\$35.15
Grade 2	\$19.88	\$23.85	\$35.78	\$43.73	\$35.78	\$27.83	\$35.78	\$35.78
Grade 3	\$20.84	\$25.01	\$37.51	\$45.84	\$37.51	\$29.17	\$37.51	\$37.51
Grade 4	\$22.10	\$26.52	\$39.78	\$48.62	\$39.78	\$30.94	\$39.78	\$39.78
Grade 5	\$24.40	\$29.28	\$43.92	\$53.68	\$43.92	\$34.16	\$43.92	\$43.92
Grade 6	\$26.58	\$31.89	\$47.84	\$58.47	\$47.84	\$37.21	\$47.84	\$47.84

## Apprentice - Started before 1 Jan 2014

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Apprentice 1st year	\$9.82	\$12.28	\$19.64	\$24.55	\$19.64	\$14.73	\$19.64	\$19.64
Apprentice 2nd year	\$12.37	\$15.46	\$24.74	\$30.93	\$24.74	\$18.56	\$24.74	\$24.74
Apprentice 3rd year	\$14.73	\$18.41	\$29.46	\$36.83	\$29.46	\$22.10	\$29.46	\$29.46
Apprentice 4th year	\$17.68	\$22.10	\$35.36	\$44.20	\$35.36	\$26.52	\$35.36	\$35.36

## Apprentice - Started after 1 Jan 2014 - Did not complete year 12

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Apprentice 1st year	\$9.82	\$12.28	\$19.64	\$24.55	\$19.64	\$14.73	\$19.64	\$19.64
Apprentice 2nd year	\$12.37	\$15.46	\$24.74	\$30.93	\$24.74	\$18.56	\$24.74	\$24.74
Apprentice 3rd year	\$14.73	\$18.41	\$29.46	\$36.83	\$29.46	\$22.10	\$29.46	\$29.46
Apprentice 4th year	\$17.68	\$22.10	\$35.36	\$44.20	\$35.36	\$26.52	\$35.36	\$35.36

## Apprentice - Started after 1 Jan 2014 - Completed year 12

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Apprentice 1st year	\$10.80	\$13.50	\$21.60	\$27.00	\$21.60	\$16.20	\$21.60	\$21.60
Apprentice 2nd year	\$12.77	\$15.96	\$25.54	\$31.93	\$25.54	\$19.16	\$25.54	\$25.54
Apprentice 3rd year	\$14.73	\$18.41	\$29.46	\$36.83	\$29.46	\$22.10	\$29.46	\$29.46
Apprentice 4th year	\$17.68	\$22.10	\$35.36	\$44.20	\$35.36	\$26.52	\$35.36	\$35.36



## Trainee apprentice in NSW (these rates ceased on 31 December 2014)

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Trainee apprentice 1st year	\$11.39	\$14.24	\$22.78	\$28.48	\$22.78	\$17.09	\$22.78	\$22.78
Trainee apprentice 2nd year	\$13.16	\$16.45	\$26.32	\$32.90	\$26.32	\$19.74	\$26.32	\$26.32
Trainee apprentice 3rd year	\$14.93	\$18.66	\$29.86	\$37.33	\$29.86	\$22.40	\$29.86	\$29.86
Trainee apprentice 4th year	\$17.87	\$22.34	\$35.74	\$44.68	\$35.74	\$26.81	\$35.74	\$35.74

## Adult apprentice - Started before 1 Jan 2014

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Apprentice 1st year	\$9.82	\$12.28	\$19.64	\$24.55	\$19.64	\$14.73	\$19.64	\$19.64
Apprentice 2nd year	\$12.37	\$15.46	\$24.74	\$30.93	\$24.74	\$18.56	\$24.74	\$24.74
Apprentice 3rd year	\$14.73	\$18.41	\$29.46	\$36.83	\$29.46	\$22.10	\$29.46	\$29.46
Apprentice 4th year	\$17.68	\$22.10	\$35.36	\$44.20	\$35.36	\$26.52	\$35.36	\$35.36

## Adult apprentice - Started after 1 Jan 2014

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Apprentice 1st year	\$15.71	\$19.64	\$31.42	\$39.28	\$31.42	\$23.57	\$31.42	\$31.42
Apprentice 2nd year	\$16.87	\$21.09	\$33.74	\$42.18	\$33.74	\$25.31	\$33.74	\$33.74
Apprentice 3rd year	\$16.87	\$21.09	\$33.74	\$42.18	\$33.74	\$25.31	\$33.74	\$33.74
Apprentice 4th year	\$17.68	\$22.10	\$35.36	\$44.20	\$35.36	\$26.52	\$35.36	\$35.36

## Allowances

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

Allowances	Rate
Apprentice block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training (from 1 January 2015)
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks (from 1 January 2015)
Accommodation allowance	reimbursement for the cost of suitable accommodation
* First aid allowance	\$0.33 per hour
Meal allowance	\$12.39 per meal
Tools and equipment reimbursement	reimbursement for the cost of supplying tools and equipment

## 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.