



Fair Work
OMBUDSMAN

Pay Guide - Waste Management Award

[MA000043]

Published 16 December 2021

Pay rates change from 1 July each year, the rates in this guide apply from first full pay period on or after 1 July 2018.

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

The rates below include industry allowance.

Adult

Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)
Level 1	\$853.72	\$22.46	\$33.69	\$44.92	\$44.92	\$56.15
Level 2	\$872.92	\$22.97	\$34.46	\$45.94	\$45.94	\$57.43
Level 3	\$882.52	\$23.22	\$34.83	\$46.44	\$46.44	\$58.05
Level 4	\$897.02	\$23.60	\$35.40	\$47.20	\$47.20	\$59.00
Level 5	\$907.12	\$23.87	\$35.81	\$47.74	\$47.74	\$59.68
Level 6	\$928.52	\$24.43	\$36.65	\$48.86	\$48.86	\$61.08
Level 7	\$988.92	\$26.02	\$39.03	\$52.04	\$52.04	\$65.05
Level 8	\$1,033.72	\$27.20	\$40.80	\$54.40	\$54.40	\$68.00
Level 9	\$1,043.02	\$27.45	\$41.18	\$54.90	\$54.90	\$68.63

Table 2 of 3

Classification	Less than 10 hour break between shifts	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Level 1	\$44.92	\$26.39	\$29.20	\$33.69	\$44.92	\$33.69
Level 2	\$45.94	\$26.99	\$29.86	\$34.46	\$45.94	\$34.46
Level 3	\$46.44	\$27.28	\$30.19	\$34.83	\$46.44	\$34.83
Level 4	\$47.20	\$27.73	\$30.68	\$35.40	\$47.20	\$35.40
Level 5	\$47.74	\$28.05	\$31.03	\$35.81	\$47.74	\$35.81
Level 6	\$48.86	\$28.71	\$31.76	\$36.65	\$48.86	\$36.65
Level 7	\$52.04	\$30.57	\$33.83	\$39.03	\$52.04	\$39.03
Level 8	\$54.40	\$31.96	\$35.36	\$40.80	\$54.40	\$40.80
Level 9	\$54.90	\$32.25	\$35.69	\$41.18	\$54.90	\$41.18

Table 3 of 3

Classification	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day	Christmas Day - Saturday - first 2 hours	Christmas Day - Saturday - after 2 hours	Christmas Day - Sunday
Level 1	\$44.92	\$44.92	\$56.15	\$67.38	\$44.92	\$56.15	\$56.15
Level 2	\$45.94	\$45.94	\$57.43	\$68.91	\$45.94	\$57.43	\$57.43
Level 3	\$46.44	\$46.44	\$58.05	\$69.66	\$46.44	\$58.05	\$58.05
Level 4	\$47.20	\$47.20	\$59.00	\$70.80	\$47.20	\$59.00	\$59.00
Level 5	\$47.74	\$47.74	\$59.68	\$71.61	\$47.74	\$59.68	\$59.68
Level 6	\$48.86	\$48.86	\$61.08	\$73.29	\$48.86	\$61.08	\$61.08
Level 7	\$52.04	\$52.04	\$65.05	\$78.06	\$52.04	\$65.05	\$65.05
Level 8	\$54.40	\$54.40	\$68.00	\$81.60	\$54.40	\$68.00	\$68.00
Level 9	\$54.90	\$54.90	\$68.63	\$82.35	\$54.90	\$68.63	\$68.63

Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$28.08	\$39.31	\$50.54	\$50.54	\$61.77	\$32.01	\$34.81
Level 2	\$28.71	\$40.20	\$51.68	\$51.68	\$63.17	\$32.73	\$35.60
Level 3	\$29.03	\$40.64	\$52.25	\$52.25	\$63.86	\$33.09	\$35.99
Level 4	\$29.50	\$41.30	\$53.10	\$53.10	\$64.90	\$33.63	\$36.58
Level 5	\$29.84	\$41.77	\$53.71	\$53.71	\$65.64	\$34.01	\$37.00
Level 6	\$30.54	\$42.75	\$54.97	\$54.97	\$67.18	\$34.81	\$37.87
Level 7	\$32.53	\$45.54	\$58.55	\$58.55	\$71.56	\$37.08	\$40.33
Level 8	\$34.00	\$47.60	\$61.20	\$61.20	\$74.80	\$38.76	\$42.16
Level 9	\$34.31	\$48.04	\$61.76	\$61.76	\$75.49	\$39.12	\$42.55

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day
Level 1	\$35.94	\$47.17	\$35.94	\$47.17	\$47.17	\$61.77	\$73.00
Level 2	\$36.75	\$48.24	\$36.75	\$48.24	\$48.24	\$63.17	\$74.65
Level 3	\$37.15	\$48.76	\$37.15	\$48.76	\$48.76	\$63.86	\$75.47
Level 4	\$37.76	\$49.56	\$37.76	\$49.56	\$49.56	\$64.90	\$76.70
Level 5	\$38.19	\$50.13	\$38.19	\$50.13	\$50.13	\$65.64	\$77.58
Level 6	\$39.09	\$51.30	\$39.09	\$51.30	\$51.30	\$67.18	\$79.40
Level 7	\$41.63	\$54.64	\$41.63	\$54.64	\$54.64	\$71.56	\$84.57
Level 8	\$43.52	\$57.12	\$43.52	\$57.12	\$57.12	\$74.80	\$88.40
Level 9	\$43.92	\$57.65	\$43.92	\$57.65	\$57.65	\$75.49	\$89.21

Junior

Junior rates are based on the relevant adult rate including the industry allowance.

Full-time & part-time - Up to and including 18 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Less than 10 hour break between shifts
Level 1	\$15.72	\$23.58	\$31.44	\$31.44	\$39.30	\$31.44
Level 2	\$16.08	\$24.12	\$32.16	\$32.16	\$40.20	\$32.16
Level 3	\$16.25	\$24.38	\$32.50	\$32.50	\$40.63	\$32.50
Level 4	\$16.52	\$24.78	\$33.04	\$33.04	\$41.30	\$33.04
Level 5	\$16.71	\$25.07	\$33.42	\$33.42	\$41.78	\$33.42
Level 6	\$17.10	\$25.65	\$34.20	\$34.20	\$42.75	\$34.20
Level 7	\$18.21	\$27.32	\$36.42	\$36.42	\$45.53	\$36.42
Level 8	\$19.04	\$28.56	\$38.08	\$38.08	\$47.60	\$38.08
Level 9	\$19.22	\$28.83	\$38.44	\$38.44	\$48.05	\$38.44

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours
Level 1	\$18.47	\$20.44	\$23.58	\$31.44	\$23.58	\$31.44
Level 2	\$18.89	\$20.90	\$24.12	\$32.16	\$24.12	\$32.16
Level 3	\$19.09	\$21.13	\$24.38	\$32.50	\$24.38	\$32.50
Level 4	\$19.41	\$21.48	\$24.78	\$33.04	\$24.78	\$33.04
Level 5	\$19.63	\$21.72	\$25.07	\$33.42	\$25.07	\$33.42
Level 6	\$20.09	\$22.23	\$25.65	\$34.20	\$25.65	\$34.20
Level 7	\$21.40	\$23.67	\$27.32	\$36.42	\$27.32	\$36.42
Level 8	\$22.37	\$24.75	\$28.56	\$38.08	\$28.56	\$38.08
Level 9	\$22.58	\$24.99	\$28.83	\$38.44	\$28.83	\$38.44

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day	Christmas Day - Saturday - first 2 hours	Christmas Day - Saturday - after 2 hours	Christmas Day - Sunday
Level 1	\$31.44	\$39.30	\$47.16	\$31.44	\$39.30	\$39.30
Level 2	\$32.16	\$40.20	\$48.24	\$32.16	\$40.20	\$40.20
Level 3	\$32.50	\$40.63	\$48.75	\$32.50	\$40.63	\$40.63
Level 4	\$33.04	\$41.30	\$49.56	\$33.04	\$41.30	\$41.30
Level 5	\$33.42	\$41.78	\$50.13	\$33.42	\$41.78	\$41.78
Level 6	\$34.20	\$42.75	\$51.30	\$34.20	\$42.75	\$42.75
Level 7	\$36.42	\$45.53	\$54.63	\$36.42	\$45.53	\$45.53
Level 8	\$38.08	\$47.60	\$57.12	\$38.08	\$47.60	\$47.60
Level 9	\$38.44	\$48.05	\$57.66	\$38.44	\$48.05	\$48.05

Full-time & part-time - 19 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Less than 10 hour break between shifts
Level 1	\$17.97	\$26.96	\$35.94	\$35.94	\$44.93	\$35.94
Level 2	\$18.38	\$27.57	\$36.76	\$36.76	\$45.95	\$36.76
Level 3	\$18.58	\$27.87	\$37.16	\$37.16	\$46.45	\$37.16
Level 4	\$18.88	\$28.32	\$37.76	\$37.76	\$47.20	\$37.76
Level 5	\$19.10	\$28.65	\$38.20	\$38.20	\$47.75	\$38.20
Level 6	\$19.54	\$29.31	\$39.08	\$39.08	\$48.85	\$39.08
Level 7	\$20.82	\$31.23	\$41.64	\$41.64	\$52.05	\$41.64
Level 8	\$21.76	\$32.64	\$43.52	\$43.52	\$54.40	\$43.52
Level 9	\$21.96	\$32.94	\$43.92	\$43.92	\$54.90	\$43.92

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours
Level 1	\$21.11	\$23.36	\$26.96	\$35.94	\$26.96	\$35.94
Level 2	\$21.60	\$23.89	\$27.57	\$36.76	\$27.57	\$36.76
Level 3	\$21.83	\$24.15	\$27.87	\$37.16	\$27.87	\$37.16
Level 4	\$22.18	\$24.54	\$28.32	\$37.76	\$28.32	\$37.76
Level 5	\$22.44	\$24.83	\$28.65	\$38.20	\$28.65	\$38.20
Level 6	\$22.96	\$25.40	\$29.31	\$39.08	\$29.31	\$39.08
Level 7	\$24.46	\$27.07	\$31.23	\$41.64	\$31.23	\$41.64
Level 8	\$25.57	\$28.29	\$32.64	\$43.52	\$32.64	\$43.52
Level 9	\$25.80	\$28.55	\$32.94	\$43.92	\$32.94	\$43.92

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day	Christmas Day - Saturday - first 2 hours	Christmas Day - Saturday - after 2 hours	Christmas Day - Sunday
Level 1	\$35.94	\$44.93	\$53.91	\$35.94	\$44.93	\$44.93
Level 2	\$36.76	\$45.95	\$55.14	\$36.76	\$45.95	\$45.95
Level 3	\$37.16	\$46.45	\$55.74	\$37.16	\$46.45	\$46.45
Level 4	\$37.76	\$47.20	\$56.64	\$37.76	\$47.20	\$47.20
Level 5	\$38.20	\$47.75	\$57.30	\$38.20	\$47.75	\$47.75
Level 6	\$39.08	\$48.85	\$58.62	\$39.08	\$48.85	\$48.85
Level 7	\$41.64	\$52.05	\$62.46	\$41.64	\$52.05	\$52.05
Level 8	\$43.52	\$54.40	\$65.28	\$43.52	\$54.40	\$54.40
Level 9	\$43.92	\$54.90	\$65.88	\$43.92	\$54.90	\$54.90

Full-time & part-time - 20 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Less than 10 hour break between shifts
Level 1	\$22.46	\$33.69	\$44.92	\$44.92	\$56.15	\$44.92
Level 2	\$22.97	\$34.46	\$45.94	\$45.94	\$57.43	\$45.94
Level 3	\$23.22	\$34.83	\$46.44	\$46.44	\$58.05	\$46.44
Level 4	\$23.60	\$35.40	\$47.20	\$47.20	\$59.00	\$47.20
Level 5	\$23.87	\$35.81	\$47.74	\$47.74	\$59.68	\$47.74
Level 6	\$24.43	\$36.65	\$48.86	\$48.86	\$61.08	\$48.86
Level 6	\$24.43	\$36.65	\$48.86	\$48.86	\$61.08	\$48.86
Level 7	\$26.02	\$39.03	\$52.04	\$52.04	\$65.05	\$52.04
Level 8	\$27.20	\$40.80	\$54.40	\$54.40	\$68.00	\$54.40
Level 9	\$27.45	\$41.18	\$54.90	\$54.90	\$68.63	\$54.90

Table 2 of 3

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours
Level 1	\$26.39	\$29.20	\$33.69	\$44.92	\$33.69	\$44.92
Level 2	\$26.99	\$29.86	\$34.46	\$45.94	\$34.46	\$45.94
Level 3	\$27.28	\$30.19	\$34.83	\$46.44	\$34.83	\$46.44
Level 4	\$27.73	\$30.68	\$35.40	\$47.20	\$35.40	\$47.20
Level 5	\$28.05	\$31.03	\$35.81	\$47.74	\$35.81	\$47.74
Level 6	\$28.71	\$31.76	\$36.65	\$48.86	\$36.65	\$48.86
Level 6	\$28.71	\$31.76	\$36.65	\$48.86	\$36.65	\$48.86
Level 7	\$30.57	\$33.83	\$39.03	\$52.04	\$39.03	\$52.04
Level 8	\$31.96	\$35.36	\$40.80	\$54.40	\$40.80	\$54.40
Level 9	\$32.25	\$35.69	\$41.18	\$54.90	\$41.18	\$54.90

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day	Christmas Day - Saturday - first 2 hours	Christmas Day - Saturday - after 2 hours	Christmas Day - Sunday
Level 1	\$44.92	\$56.15	\$67.38	\$44.92	\$56.15	\$56.15
Level 2	\$45.94	\$57.43	\$68.91	\$45.94	\$57.43	\$57.43
Level 3	\$46.44	\$58.05	\$69.66	\$46.44	\$58.05	\$58.05
Level 4	\$47.20	\$59.00	\$70.80	\$47.20	\$59.00	\$59.00
Level 5	\$47.74	\$59.68	\$71.61	\$47.74	\$59.68	\$59.68
Level 6	\$48.86	\$61.08	\$73.29	\$48.86	\$61.08	\$61.08
Level 6	\$48.86	\$61.08	\$73.29	\$48.86	\$61.08	\$61.08
Level 7	\$52.04	\$65.05	\$78.06	\$52.04	\$65.05	\$65.05
Level 8	\$54.40	\$68.00	\$81.60	\$54.40	\$68.00	\$68.00
Level 9	\$54.90	\$68.63	\$82.35	\$54.90	\$68.63	\$68.63

Casual - Up to and including 18 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$19.65	\$27.51	\$35.37	\$35.37	\$43.23	\$22.40	\$24.37
Level 2	\$20.10	\$28.14	\$36.18	\$36.18	\$44.22	\$22.91	\$24.92
Level 3	\$20.31	\$28.44	\$36.56	\$36.56	\$44.69	\$23.16	\$25.19
Level 4	\$20.65	\$28.91	\$37.17	\$37.17	\$45.43	\$23.54	\$25.61
Level 5	\$20.89	\$29.24	\$37.60	\$37.60	\$45.95	\$23.81	\$25.90
Level 6	\$21.38	\$29.93	\$38.48	\$38.48	\$47.03	\$24.37	\$26.51
Level 7	\$22.76	\$31.87	\$40.97	\$40.97	\$50.08	\$25.95	\$28.23
Level 8	\$23.80	\$33.32	\$42.84	\$42.84	\$52.36	\$27.13	\$29.51
Level 9	\$24.03	\$33.64	\$43.25	\$43.25	\$52.86	\$27.39	\$29.79

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day
Level 1	\$25.15	\$33.01	\$25.15	\$33.01	\$33.01	\$43.23	\$51.09
Level 2	\$25.73	\$33.77	\$25.73	\$33.77	\$33.77	\$44.22	\$52.26
Level 3	\$26.00	\$34.13	\$26.00	\$34.13	\$34.13	\$44.69	\$52.81
Level 4	\$26.43	\$34.69	\$26.43	\$34.69	\$34.69	\$45.43	\$53.69
Level 5	\$26.74	\$35.09	\$26.74	\$35.09	\$35.09	\$45.95	\$54.31
Level 6	\$27.36	\$35.91	\$27.36	\$35.91	\$35.91	\$47.03	\$55.58
Level 7	\$29.14	\$38.24	\$29.14	\$38.24	\$38.24	\$50.08	\$59.18
Level 8	\$30.46	\$39.98	\$30.46	\$39.98	\$39.98	\$52.36	\$61.88
Level 9	\$30.75	\$40.36	\$30.75	\$40.36	\$40.36	\$52.86	\$62.47

Casual - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$22.46	\$31.45	\$40.43	\$40.43	\$49.42	\$25.61	\$27.85
Level 2	\$22.98	\$32.17	\$41.36	\$41.36	\$50.55	\$26.19	\$28.49
Level 3	\$23.23	\$32.52	\$41.81	\$41.81	\$51.10	\$26.48	\$28.80
Level 4	\$23.60	\$33.04	\$42.48	\$42.48	\$51.92	\$26.90	\$29.26
Level 5	\$23.88	\$33.43	\$42.98	\$42.98	\$52.53	\$27.22	\$29.61
Level 6	\$24.43	\$34.20	\$43.97	\$43.97	\$53.74	\$27.84	\$30.29
Level 7	\$26.03	\$36.44	\$46.85	\$46.85	\$57.26	\$29.67	\$32.27
Level 8	\$27.20	\$38.08	\$48.96	\$48.96	\$59.84	\$31.01	\$33.73
Level 9	\$27.45	\$38.43	\$49.41	\$49.41	\$60.39	\$31.29	\$34.04

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day
Level 1	\$28.75	\$37.74	\$28.75	\$37.74	\$37.74	\$49.42	\$58.40
Level 2	\$29.41	\$38.60	\$29.41	\$38.60	\$38.60	\$50.55	\$59.74
Level 3	\$29.73	\$39.02	\$29.73	\$39.02	\$39.02	\$51.10	\$60.39
Level 4	\$30.21	\$39.65	\$30.21	\$39.65	\$39.65	\$51.92	\$61.36
Level 5	\$30.56	\$40.11	\$30.56	\$40.11	\$40.11	\$52.53	\$62.08
Level 6	\$31.26	\$41.03	\$31.26	\$41.03	\$41.03	\$53.74	\$63.51
Level 7	\$33.31	\$43.72	\$33.31	\$43.72	\$43.72	\$57.26	\$67.67
Level 8	\$34.82	\$45.70	\$34.82	\$45.70	\$45.70	\$59.84	\$70.72
Level 9	\$35.14	\$46.12	\$35.14	\$46.12	\$46.12	\$60.39	\$71.37

Casual - 20 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Sunday - shiftwork	Public holiday (not Good Friday or Christmas Day)	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$28.08	\$39.31	\$50.54	\$50.54	\$61.77	\$32.01	\$34.81
Level 2	\$28.71	\$40.20	\$51.68	\$51.68	\$63.17	\$32.73	\$35.60
Level 3	\$29.03	\$40.64	\$52.25	\$52.25	\$63.86	\$33.09	\$35.99
Level 4	\$29.50	\$41.30	\$53.10	\$53.10	\$64.90	\$33.63	\$36.58
Level 5	\$29.84	\$41.77	\$53.71	\$53.71	\$65.64	\$34.01	\$37.00
Level 6	\$30.54	\$42.75	\$54.97	\$54.97	\$67.18	\$34.81	\$37.87
Level 6	\$30.54	\$42.75	\$54.97	\$54.97	\$67.18	\$34.81	\$37.87
Level 7	\$32.53	\$45.54	\$58.55	\$58.55	\$71.56	\$37.08	\$40.33
Level 8	\$34.00	\$47.60	\$61.20	\$61.20	\$74.80	\$38.76	\$42.16
Level 9	\$34.31	\$48.04	\$61.76	\$61.76	\$75.49	\$39.12	\$42.55

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Public holiday - Good Friday and Christmas Day
Level 1	\$35.94	\$47.17	\$35.94	\$47.17	\$47.17	\$61.77	\$73.00
Level 2	\$36.75	\$48.24	\$36.75	\$48.24	\$48.24	\$63.17	\$74.65
Level 3	\$37.15	\$48.76	\$37.15	\$48.76	\$48.76	\$63.86	\$75.47
Level 4	\$37.76	\$49.56	\$37.76	\$49.56	\$49.56	\$64.90	\$76.70
Level 5	\$38.19	\$50.13	\$38.19	\$50.13	\$50.13	\$65.64	\$77.58
Level 6	\$39.09	\$51.30	\$39.09	\$51.30	\$51.30	\$67.18	\$79.40
Level 6	\$39.09	\$51.30	\$39.09	\$51.30	\$51.30	\$67.18	\$79.40
Level 7	\$41.63	\$54.64	\$41.63	\$54.64	\$54.64	\$71.56	\$84.57
Level 8	\$43.52	\$57.12	\$43.52	\$57.12	\$57.12	\$74.80	\$88.40
Level 9	\$43.92	\$57.65	\$43.92	\$57.65	\$57.65	\$75.49	\$89.21

Allowances

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

Allowances	Rate
Boat allowance	\$0.97 per hour up to a maximum of \$36.81 per week
First aid allowance	\$4.18 per day
* Industry allowance (already included in the rate tables above)	\$2.42 per hour
Leading hand allowance - in charge of 4-8 employees	\$0.59 per hour up to a maximum of \$22.59 per week
Leading hand allowance - in charge of 9-15 employees	\$0.88 per hour up to a maximum of \$33.46 per week
Leading hand allowance - in charge of more than 15 employees	\$1.21 per hour up to a maximum of \$46.01 per week
Meal allowance	\$16.24 per meal
Transport allowance	\$8.28 per day
Transport after overtime - reasonable means of transport unavailable	employer provides transport home or payment at minimum rate calculated hourly

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.

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](http://www.fairwork.gov.au/awards) 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](http://www.fairwork.gov.au/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](http://www.fairwork.gov.au/emailupdates) at www.fairwork.gov.au/emailupdates to receive alerts when pay rates and entitlements change in this pay guide.