



Fair Work  
OMBUDSMAN

## Pay Guide - Fitness Industry Award

**[MA000094]**

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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 01 July 2022.

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 | Saturday | Sunday  | Public holiday |
|----------------|-----------------|-----------------|----------|---------|----------------|
| Level 1        | \$812.60        | \$21.38         | \$26.73  | \$32.07 | \$53.45        |
| Level 2        | \$834.80        | \$21.97         | \$27.46  | \$32.96 | \$54.93        |
| Level 3        | \$893.60        | \$23.52         | \$29.40  | \$35.28 | \$58.80        |
| Level 3A       | \$940.90        | \$24.76         | \$30.95  | \$37.14 | \$61.90        |
| Level 4        | \$979.60        | \$25.78         | \$32.23  | \$38.67 | \$64.45        |
| Level 4A       | \$1,026.60      | \$27.02         | \$33.78  | \$40.53 | \$67.55        |
| Level 5        | \$1,082.10      | \$28.48         | \$35.60  | \$42.72 | \$71.20        |
| Level 6        | \$1,072.70      | \$28.23         | \$35.29  | \$42.35 | \$70.58        |
| Level 7        | \$1,114.50      | \$29.33         | \$36.66  | \$44.00 | \$73.33        |

Table 2 of 2

| Classification | Delayed meal break | Less than 10 hour break between shifts | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|--------------------|--|---|---|-------------------|
| Level 1        | \$42.76            | \$42.76                                | \$32.07                                       | \$42.76                                       | \$42.76           |
| Level 2        | \$43.94            | \$43.94                                | \$32.96                                       | \$43.94                                       | \$43.94           |
| Level 3        | \$47.04            | \$47.04                                | \$35.28                                       | \$47.04                                       | \$47.04           |
| Level 3A       | \$49.52            | \$49.52                                | \$37.14                                       | \$49.52                                       | \$49.52           |
| Level 4        | \$51.56            | \$51.56                                | \$38.67                                       | \$51.56                                       | \$51.56           |
| Level 4A       | \$54.04            | \$54.04                                | \$40.53                                       | \$54.04                                       | \$54.04           |
| Level 5        | \$56.96            | \$56.96                                | \$42.72                                       | \$56.96                                       | \$56.96           |
| Level 6        | \$56.46            | \$56.46                                | \$42.35                                       | \$56.46                                       | \$56.46           |
| Level 7        | \$58.66            | \$58.66                                | \$44.00                                       | \$58.66                                       | \$58.66           |

## Casual

Table 1 of 2

| Classification | Hourly pay rate | Ordinary hours - Saturday, Sunday or public holiday | Delayed meal break - Monday to Friday | Delayed meal break - Saturday, Sunday or public holiday | Less than 10 hour break between shifts - Monday to Friday |
|----------------|-----------------|---|---------------------------------------|---|---|
| Level 1        | \$26.73         | \$27.79   | \$48.11                               | \$49.17   | \$48.11   |
| Level 2        | \$27.46         | \$28.56   | \$49.43                               | \$50.53   | \$49.43   |
| Level 3        | \$29.40         | \$30.58   | \$52.92                               | \$54.10   | \$52.92   |
| Level 3A       | \$30.95         | \$32.19   | \$55.71                               | \$56.95   | \$55.71   |
| Level 4        | \$32.23         | \$33.51   | \$58.01                               | \$59.29   | \$58.01   |
| Level 4A       | \$33.78         | \$35.13   | \$60.80                               | \$62.15   | \$60.80   |
| Level 5        | \$35.60         | \$37.02   | \$64.08                               | \$65.50   | \$64.08   |
| Level 6        | \$35.29         | \$36.70   | \$63.52                               | \$64.93   | \$63.52   |
| Level 7        | \$36.66         | \$38.13   | \$65.99                               | \$67.46   | \$65.99   |

Table 2 of 2

| Classification | Less than 10 hour break between shifts - Saturday, Sunday or public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|---|---|---|-------------------|
| Level 1        | \$49.17   | \$32.07                                       | \$42.76                                       | \$42.76           |
| Level 2        | \$50.53   | \$32.96                                       | \$43.94                                       | \$43.94           |
| Level 3        | \$54.10   | \$35.28                                       | \$47.04                                       | \$47.04           |
| Level 3A       | \$56.95   | \$37.14                                       | \$49.52                                       | \$49.52           |
| Level 4        | \$59.29   | \$38.67                                       | \$51.56                                       | \$51.56           |
| Level 4A       | \$62.15   | \$40.53                                       | \$54.04                                       | \$54.04           |
| Level 5        | \$65.50   | \$42.72                                       | \$56.96                                       | \$56.96           |
| Level 6        | \$64.93   | \$42.35                                       | \$56.46                                       | \$56.46           |
| Level 7        | \$67.46   | \$44.00                                       | \$58.66                                       | \$58.66           |

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

Table 1 of 2

| Classification | Hourly pay rate | Saturday | Sunday  | Public holiday | Delayed meal break |
|----------------|-----------------|----------|---------|----------------|--------------------|
| Level 1        | \$11.76         | \$14.70  | \$17.64 | \$29.40        | \$23.52            |
| Level 2        | \$12.08         | \$15.10  | \$18.12 | \$30.20        | \$24.16            |
| Level 3        | \$12.94         | \$16.18  | \$19.41 | \$32.35        | \$25.88            |
| Level 3A       | \$13.62         | \$17.03  | \$20.43 | \$34.05        | \$27.24            |
| Level 4        | \$14.18         | \$17.73  | \$21.27 | \$35.45        | \$28.36            |
| Level 4A       | \$14.86         | \$18.58  | \$22.29 | \$37.15        | \$29.72            |
| Level 5        | \$15.66         | \$19.58  | \$23.49 | \$39.15        | \$31.32            |
| Level 6        | \$15.53         | \$19.41  | \$23.30 | \$38.83        | \$31.06            |
| Level 7        | \$16.13         | \$20.16  | \$24.20 | \$40.33        | \$32.26            |

Table 2 of 2

| Classification | Less than 10 hour break between shifts | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|--|---|---|-------------------|
| Level 1        | \$23.52                                | \$17.64                                       | \$23.52                                       | \$23.52           |
| Level 2        | \$24.16                                | \$18.12                                       | \$24.16                                       | \$24.16           |
| Level 3        | \$25.88                                | \$19.41                                       | \$25.88                                       | \$25.88           |
| Level 3A       | \$27.24                                | \$20.43                                       | \$27.24                                       | \$27.24           |
| Level 4        | \$28.36                                | \$21.27                                       | \$28.36                                       | \$28.36           |
| Level 4A       | \$29.72                                | \$22.29                                       | \$29.72                                       | \$29.72           |
| Level 5        | \$31.32                                | \$23.49                                       | \$31.32                                       | \$31.32           |
| Level 6        | \$31.06                                | \$23.30                                       | \$31.06                                       | \$31.06           |
| Level 7        | \$32.26                                | \$24.20                                       | \$32.26                                       | \$32.26           |

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

Table 1 of 2

| Classification | Hourly pay rate | Saturday | Sunday  | Public holiday | Delayed meal break |
|----------------|-----------------|----------|---------|----------------|--------------------|
| Level 1        | \$13.90         | \$17.38  | \$20.85 | \$34.75        | \$27.80            |
| Level 2        | \$14.28         | \$17.85  | \$21.42 | \$35.70        | \$28.56            |
| Level 3        | \$15.29         | \$19.11  | \$22.94 | \$38.23        | \$30.58            |
| Level 3A       | \$16.09         | \$20.11  | \$24.14 | \$40.23        | \$32.18            |
| Level 4        | \$16.76         | \$20.95  | \$25.14 | \$41.90        | \$33.52            |
| Level 4A       | \$17.56         | \$21.95  | \$26.34 | \$43.90        | \$35.12            |
| Level 5        | \$18.51         | \$23.14  | \$27.77 | \$46.28        | \$37.02            |
| Level 6        | \$18.35         | \$22.94  | \$27.53 | \$45.88        | \$36.70            |
| Level 7        | \$19.06         | \$23.83  | \$28.59 | \$47.65        | \$38.12            |

Table 2 of 2

| Classification | Less than 10 hour break between shifts | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|--|---|---|-------------------|
| Level 1        | \$27.80                                | \$20.85                                       | \$27.80                                       | \$27.80           |
| Level 2        | \$28.56                                | \$21.42                                       | \$28.56                                       | \$28.56           |
| Level 3        | \$30.58                                | \$22.94                                       | \$30.58                                       | \$30.58           |
| Level 3A       | \$32.18                                | \$24.14                                       | \$32.18                                       | \$32.18           |
| Level 4        | \$33.52                                | \$25.14                                       | \$33.52                                       | \$33.52           |
| Level 4A       | \$35.12                                | \$26.34                                       | \$35.12                                       | \$35.12           |
| Level 5        | \$37.02                                | \$27.77                                       | \$37.02                                       | \$37.02           |
| Level 6        | \$36.70                                | \$27.53                                       | \$36.70                                       | \$36.70           |
| Level 7        | \$38.12                                | \$28.59                                       | \$38.12                                       | \$38.12           |

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

Table 1 of 2

| Classification | Hourly pay rate | Saturday | Sunday  | Public holiday | Delayed meal break |
|----------------|-----------------|----------|---------|----------------|--------------------|
| Level 1        | \$16.04         | \$20.05  | \$24.06 | \$40.10        | \$32.08            |
| Level 2        | \$16.48         | \$20.60  | \$24.72 | \$41.20        | \$32.96            |
| Level 3        | \$17.64         | \$22.05  | \$26.46 | \$44.10        | \$35.28            |
| Level 3A       | \$18.57         | \$23.21  | \$27.86 | \$46.43        | \$37.14            |
| Level 4        | \$19.34         | \$24.18  | \$29.01 | \$48.35        | \$38.68            |
| Level 4A       | \$20.27         | \$25.34  | \$30.41 | \$50.68        | \$40.54            |
| Level 5        | \$21.36         | \$26.70  | \$32.04 | \$53.40        | \$42.72            |
| Level 6        | \$21.17         | \$26.46  | \$31.76 | \$52.93        | \$42.34            |
| Level 7        | \$22.00         | \$27.50  | \$33.00 | \$55.00        | \$44.00            |

Table 2 of 2

| Classification | Less than 10 hour break between shifts | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|--|---|---|-------------------|
| Level 1        | \$32.08                                | \$24.06                                       | \$32.08                                       | \$32.08           |
| Level 2        | \$32.96                                | \$24.72                                       | \$32.96                                       | \$32.96           |
| Level 3        | \$35.28                                | \$26.46                                       | \$35.28                                       | \$35.28           |
| Level 3A       | \$37.14                                | \$27.86                                       | \$37.14                                       | \$37.14           |
| Level 4        | \$38.68                                | \$29.01                                       | \$38.68                                       | \$38.68           |
| Level 4A       | \$40.54                                | \$30.41                                       | \$40.54                                       | \$40.54           |
| Level 5        | \$42.72                                | \$32.04                                       | \$42.72                                       | \$42.72           |
| Level 6        | \$42.34                                | \$31.76                                       | \$42.34                                       | \$42.34           |
| Level 7        | \$44.00                                | \$33.00                                       | \$44.00                                       | \$44.00           |

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

Table 1 of 2

| Classification | Hourly pay rate | Saturday | Sunday  | Public holiday | Delayed meal break |
|----------------|-----------------|----------|---------|----------------|--------------------|
| Level 1        | \$18.17         | \$22.71  | \$27.26 | \$45.43        | \$36.34            |
| Level 2        | \$18.67         | \$23.34  | \$28.01 | \$46.68        | \$37.34            |
| Level 3        | \$19.99         | \$24.99  | \$29.99 | \$49.98        | \$39.98            |
| Level 3A       | \$21.05         | \$26.31  | \$31.58 | \$52.63        | \$42.10            |
| Level 4        | \$21.91         | \$27.39  | \$32.87 | \$54.78        | \$43.82            |
| Level 4A       | \$22.97         | \$28.71  | \$34.46 | \$57.43        | \$45.94            |
| Level 5        | \$24.21         | \$30.26  | \$36.32 | \$60.53        | \$48.42            |
| Level 6        | \$24.00         | \$30.00  | \$36.00 | \$60.00        | \$48.00            |
| Level 7        | \$24.93         | \$31.16  | \$37.40 | \$62.33        | \$49.86            |

Table 2 of 2

| Classification | Less than 10 hour break between shifts | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|--|---|---|-------------------|
| Level 1        | \$36.34                                | \$27.26                                       | \$36.34                                       | \$36.34           |
| Level 2        | \$37.34                                | \$28.01                                       | \$37.34                                       | \$37.34           |
| Level 3        | \$39.98                                | \$29.99                                       | \$39.98                                       | \$39.98           |
| Level 3A       | \$42.10                                | \$31.58                                       | \$42.10                                       | \$42.10           |
| Level 4        | \$43.82                                | \$32.87                                       | \$43.82                                       | \$43.82           |
| Level 4A       | \$45.94                                | \$34.46                                       | \$45.94                                       | \$45.94           |
| Level 5        | \$48.42                                | \$36.32                                       | \$48.42                                       | \$48.42           |
| Level 6        | \$48.00                                | \$36.00                                       | \$48.00                                       | \$48.00           |
| Level 7        | \$49.86                                | \$37.40                                       | \$49.86                                       | \$49.86           |

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

Table 1 of 2

| Classification | Hourly pay rate | Ordinary hours - Saturday, Sunday or public holiday | Delayed meal break - Monday to Friday | Delayed meal break - Saturday, Sunday or public holiday | Less than 10 hour break between shifts - Monday to Friday |
|----------------|-----------------|---|---------------------------------------|---|---|
| Level 1        | \$14.70         | \$15.29   | \$26.46                               | \$27.05   | \$26.46   |
| Level 2        | \$15.10         | \$15.70   | \$27.18                               | \$27.78   | \$27.18   |
| Level 3        | \$16.18         | \$16.82   | \$29.12                               | \$29.76   | \$29.12   |
| Level 3A       | \$17.03         | \$17.71   | \$30.65                               | \$31.33   | \$30.65   |
| Level 4        | \$17.73         | \$18.43   | \$31.91                               | \$32.61   | \$31.91   |
| Level 4A       | \$18.58         | \$19.32   | \$33.44                               | \$34.18   | \$33.44   |
| Level 5        | \$19.58         | \$20.36   | \$35.24                               | \$36.02   | \$35.24   |
| Level 6        | \$19.41         | \$20.19   | \$34.94                               | \$35.72   | \$34.94   |
| Level 7        | \$20.16         | \$20.97   | \$36.29                               | \$37.10   | \$36.29   |

Table 2 of 2

| Classification | Less than 10 hour break between shifts - Saturday, Sunday or public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|---|---|---|-------------------|
| Level 1        | \$27.05   | \$17.64                                       | \$23.52                                       | \$23.52           |
| Level 2        | \$27.78   | \$18.12                                       | \$24.16                                       | \$24.16           |
| Level 3        | \$29.76   | \$19.41                                       | \$25.88                                       | \$25.88           |
| Level 3A       | \$31.33   | \$20.43                                       | \$27.24                                       | \$27.24           |
| Level 4        | \$32.61   | \$21.27                                       | \$28.36                                       | \$28.36           |
| Level 4A       | \$34.18   | \$22.29                                       | \$29.72                                       | \$29.72           |
| Level 5        | \$36.02   | \$23.49                                       | \$31.32                                       | \$31.32           |
| Level 6        | \$35.72   | \$23.30                                       | \$31.06                                       | \$31.06           |
| Level 7        | \$37.10   | \$24.20                                       | \$32.26                                       | \$32.26           |



## Junior - Casual - 17 years of age

Table 1 of 2

| Classification | Hourly pay rate | Ordinary hours - Saturday, Sunday or public holiday | Delayed meal break - Monday to Friday | Delayed meal break - Saturday, Sunday or public holiday | Less than 10 hour break between shifts - Monday to Friday |
|----------------|-----------------|---|---------------------------------------|---|---|
| Level 1        | \$17.38         | \$18.07   | \$31.28                               | \$31.97   | \$31.28   |
| Level 2        | \$17.85         | \$18.56   | \$32.13                               | \$32.84   | \$32.13   |
| Level 3        | \$19.11         | \$19.88   | \$34.40                               | \$35.17   | \$34.40   |
| Level 3A       | \$20.11         | \$20.92   | \$36.20                               | \$37.01   | \$36.20   |
| Level 4        | \$20.95         | \$21.79   | \$37.71                               | \$38.55   | \$37.71   |
| Level 4A       | \$21.95         | \$22.83   | \$39.51                               | \$40.39   | \$39.51   |
| Level 5        | \$23.14         | \$24.06   | \$41.65                               | \$42.57   | \$41.65   |
| Level 6        | \$22.94         | \$23.86   | \$41.29                               | \$42.21   | \$41.29   |
| Level 7        | \$23.83         | \$24.78   | \$42.89                               | \$43.84   | \$42.89   |

Table 2 of 2

| Classification | Less than 10 hour break between shifts - Saturday, Sunday or public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|---|---|---|-------------------|
| Level 1        | \$31.97   | \$20.85                                       | \$27.80                                       | \$27.80           |
| Level 2        | \$32.84   | \$21.42                                       | \$28.56                                       | \$28.56           |
| Level 3        | \$35.17   | \$22.94                                       | \$30.58                                       | \$30.58           |
| Level 3A       | \$37.01   | \$24.14                                       | \$32.18                                       | \$32.18           |
| Level 4        | \$38.55   | \$25.14                                       | \$33.52                                       | \$33.52           |
| Level 4A       | \$40.39   | \$26.34                                       | \$35.12                                       | \$35.12           |
| Level 5        | \$42.57   | \$27.77                                       | \$37.02                                       | \$37.02           |
| Level 6        | \$42.21   | \$27.53                                       | \$36.70                                       | \$36.70           |
| Level 7        | \$43.84   | \$28.59                                       | \$38.12                                       | \$38.12           |

## Junior - Casual - 18 years of age

Table 1 of 2

| Classification | Hourly pay rate | Ordinary hours - Saturday, Sunday or public holiday | Delayed meal break - Monday to Friday | Delayed meal break - Saturday, Sunday or public holiday | Less than 10 hour break between shifts - Monday to Friday |
|----------------|-----------------|---|---------------------------------------|---|---|
| Level 1        | \$20.05         | \$20.85   | \$36.09                               | \$36.89   | \$36.09   |
| Level 2        | \$20.60         | \$21.42   | \$37.08                               | \$37.90   | \$37.08   |
| Level 3        | \$22.05         | \$22.93   | \$39.69                               | \$40.57   | \$39.69   |
| Level 3A       | \$23.21         | \$24.14   | \$41.78                               | \$42.71   | \$41.78   |
| Level 4        | \$24.18         | \$25.14   | \$43.52                               | \$44.48   | \$43.52   |
| Level 4A       | \$25.34         | \$26.35   | \$45.61                               | \$46.62   | \$45.61   |
| Level 5        | \$26.70         | \$27.77   | \$48.06                               | \$49.13   | \$48.06   |
| Level 6        | \$26.46         | \$27.52   | \$47.63                               | \$48.69   | \$47.63   |
| Level 7        | \$27.50         | \$28.60   | \$49.50                               | \$50.60   | \$49.50   |

Table 2 of 2

| Classification | Less than 10 hour break between shifts - Saturday, Sunday or public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|---|---|---|-------------------|
| Level 1        | \$36.89   | \$24.06                                       | \$32.08                                       | \$32.08           |
| Level 2        | \$37.90   | \$24.72                                       | \$32.96                                       | \$32.96           |
| Level 3        | \$40.57   | \$26.46                                       | \$35.28                                       | \$35.28           |
| Level 3A       | \$42.71   | \$27.86                                       | \$37.14                                       | \$37.14           |
| Level 4        | \$44.48   | \$29.01                                       | \$38.68                                       | \$38.68           |
| Level 4A       | \$46.62   | \$30.41                                       | \$40.54                                       | \$40.54           |
| Level 5        | \$49.13   | \$32.04                                       | \$42.72                                       | \$42.72           |
| Level 6        | \$48.69   | \$31.76                                       | \$42.34                                       | \$42.34           |
| Level 7        | \$50.60   | \$33.00                                       | \$44.00                                       | \$44.00           |

## Junior - Casual - 19 years of age

Table 1 of 2

| Classification | Hourly pay rate | Ordinary hours - Saturday, Sunday or public holiday | Delayed meal break - Monday to Friday | Delayed meal break - Saturday, Sunday or public holiday | Less than 10 hour break between shifts - Monday to Friday |
|----------------|-----------------|---|---------------------------------------|---|---|
| Level 1        | \$22.71         | \$23.62   | \$40.88                               | \$41.79   | \$40.88   |
| Level 2        | \$23.34         | \$24.27   | \$42.01                               | \$42.94   | \$42.01   |
| Level 3        | \$24.99         | \$25.99   | \$44.98                               | \$45.98   | \$44.98   |
| Level 3A       | \$26.31         | \$27.37   | \$47.36                               | \$48.42   | \$47.36   |
| Level 4        | \$27.39         | \$28.48   | \$49.30                               | \$50.39   | \$49.30   |
| Level 4A       | \$28.71         | \$29.86   | \$51.68                               | \$52.83   | \$51.68   |
| Level 5        | \$30.26         | \$31.47   | \$54.47                               | \$55.68   | \$54.47   |
| Level 6        | \$30.00         | \$31.20   | \$54.00                               | \$55.20   | \$54.00   |
| Level 7        | \$31.16         | \$32.41   | \$56.09                               | \$57.34   | \$56.09   |

Table 2 of 2

| Classification | Less than 10 hour break between shifts - Saturday, Sunday or public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|---|---|---|-------------------|
| Level 1        | \$41.79   | \$27.26                                       | \$36.34                                       | \$36.34           |
| Level 2        | \$42.94   | \$28.01                                       | \$37.34                                       | \$37.34           |
| Level 3        | \$45.98   | \$29.99                                       | \$39.98                                       | \$39.98           |
| Level 3A       | \$48.42   | \$31.58                                       | \$42.10                                       | \$42.10           |
| Level 4        | \$50.39   | \$32.87                                       | \$43.82                                       | \$43.82           |
| Level 4A       | \$52.83   | \$34.46                                       | \$45.94                                       | \$45.94           |
| Level 5        | \$55.68   | \$36.32                                       | \$48.42                                       | \$48.42           |
| Level 6        | \$55.20   | \$36.00                                       | \$48.00                                       | \$48.00           |
| Level 7        | \$57.34   | \$37.40                                       | \$49.86                                       | \$49.86           |

## Allowances

| Allowances   | Rate  |
|--|---|
| Broken shift allowance   | \$15.19 per day and an additional \$1.98 per day for excess fares       |
| Fares reimbursement - travel for work  | reimbursement for the cost of all necessary fares                       |
| First aid allowance  | \$2.86 per day  |
| Laundry reimbursement  | reimbursement for the reasonable cost of cleaning the required clothing |
| Leading hand allowance - level 4A or below in charge of 1 to 5 employees       | \$26.81 per week  |
| Leading hand allowance - level 4A or below in charge of 6 to 10 employees      | \$36.64 per week  |
| Leading hand allowance - level 4A or below in charge of more than 10 employees | \$49.15 per week  |
| Meal allowance - overtime  | \$12.70 per meal  |
| Sleepover allowance  | 3 hours payment at the employee's minimum hourly rate of pay            |
| Special clothing reimbursement   | reimbursement for the reasonable cost of purchasing required clothing   |
| Vehicle allowance - car  | \$0.91 per km   |
| Vehicle allowance - motorcycle   | \$0.30 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](#) 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](#) at [www.fairwork.gov.au/awards](http://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](#) by visiting [www.fairwork.gov.au/contact-us](http://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](#) at [www.fairwork.gov.au/emailupdates](http://www.fairwork.gov.au/emailupdates) to receive alerts when pay rates and entitlements change in this pay guide.