



Fair Work  
OMBUDSMAN

## Pay Guide - Pest Control Industry Award

**[MA000097]**

Published 11 January 2022

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 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

## Adult

### Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 1	\$726.90	\$19.13	\$28.70	\$38.26	\$47.83	\$22.00
Level 2	\$744.80	\$19.60	\$29.40	\$39.20	\$49.00	\$22.54
Level 3	\$768.30	\$20.22	\$30.33	\$40.44	\$50.55	\$23.25
Level 4	\$784.30	\$20.64	\$30.96	\$41.28	\$51.60	\$23.74
Level 5	\$845.00	\$22.24	\$33.36	\$44.48	\$55.60	\$25.58

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - first 2 hours	Overtime - after 2 hours	Less than 10 hour break between shifts	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$22.96	\$23.91	\$28.70	\$38.26	\$38.26	\$38.26
Level 2	\$23.52	\$24.50	\$29.40	\$39.20	\$39.20	\$39.20
Level 3	\$24.26	\$25.28	\$30.33	\$40.44	\$40.44	\$40.44
Level 4	\$24.77	\$25.80	\$30.96	\$41.28	\$41.28	\$41.28
Level 5	\$26.69	\$27.80	\$33.36	\$44.48	\$44.48	\$44.48

## Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 1	\$23.91	\$33.48	\$43.04	\$52.61	\$26.78
Level 2	\$24.50	\$34.30	\$44.10	\$53.90	\$27.44
Level 3	\$25.28	\$35.39	\$45.50	\$55.61	\$28.31
Level 4	\$25.80	\$36.12	\$46.44	\$56.76	\$28.90
Level 5	\$27.80	\$38.92	\$50.04	\$61.16	\$31.14

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - first 2 hours	Overtime - after 2 hours
Level 1	\$27.74	\$28.70	\$33.48	\$43.04
Level 2	\$28.42	\$29.40	\$34.30	\$44.10
Level 3	\$29.32	\$30.33	\$35.39	\$45.50
Level 4	\$29.93	\$30.96	\$36.12	\$46.44
Level 5	\$32.25	\$33.36	\$38.92	\$50.04

## Allowances

Allowances	Rate
Country work - lodging allowance	\$91.26 per night
Country work - travel time allowance	payment at the minimum hourly rate for each hour of travel to and from country work
Country work - meal allowance	\$8.72 per meal
First aid allowance	\$0.43 per hour up to a maximum of \$16.29 per week
First aid kit reimbursement	reimbursement for the cost of maintaining a first aid kit
Fumigation depot allowance	\$7.15 for each day such work is performed
Verminous/decomposed human body allowance	\$91.89 on each occasion
Leading hand allowance - Leading hand - in charge of 2-10 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	\$0.81 per hour up to a maximum of \$30.66 per week
Leading hand allowance - Leading hand - in charge of 11-21 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	\$1.21 per hour up to a maximum of \$45.87 per week
Leading hand allowance - Leading hand - in charge of more than 21 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	\$1.64 per hour up to a maximum of \$62.31 per week
Meal allowance - overtime	\$14.10 per meal
Vehicle allowance	\$0.78 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.