

Pay Guide - Labour Market Assistance Industry Award

[MA000099]

Published 16 February 2021

Pay rates change from 1 July each year, the rates in this guide apply from 04 May 2020.

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	Evening - Monday to Friday - 8pm to midnight	Late night - Monday to Friday - midnight to 6am	Saturday	Sunday	Public holiday
Administrative assistant pay point 1	\$838.90	\$22.08	\$26.50	\$29.81	\$38.64	\$44.16	\$55.20
Administrative assistant pay point 2	\$853.10	\$22.45	\$26.94	\$30.31	\$39.29	\$44.90	\$56.13
Administrative assistant pay point 3	\$883.80	\$23.26	\$27.91	\$31.40	\$40.71	\$46.52	\$58.15
Administrative assistant pay point 4	\$911.90	\$24.00	\$28.80	\$32.40	\$42.00	\$48.00	\$60.00
Administrative officer pay point 1	\$965.80	\$25.42	\$30.50	\$34.32	\$44.49	\$50.84	\$63.55
Administrative officer pay point 2	\$987.50	\$25.99	\$31.19	\$35.09	\$45.48	\$51.98	\$64.98
Administrative officer pay point 3	\$1,008.70	\$26.54	\$31.85	\$35.83	\$46.45	\$53.08	\$66.35
Administrative officer pay point 4	\$1,036.80	\$27.28	\$32.74	\$36.83	\$47.74	\$54.56	\$68.20
Employment services officer grade 1 - pay point 1	\$937.60	\$24.67	\$29.60	\$33.30	\$43.17	\$49.34	\$61.68
Employment services officer grade 1 - pay point 2	\$965.80	\$25.42	\$30.50	\$34.32	\$44.49	\$50.84	\$63.55
Employment services officer grade 1 - pay point 3	\$987.50	\$25.99	\$31.19	\$35.09	\$45.48	\$51.98	\$64.98
Employment services officer grade 2 - pay point 1	\$1,008.70	\$26.54	\$31.85	\$35.83	\$46.45	\$53.08	\$66.35
Employment services officer grade 2 - pay point 2	\$1,036.80	\$27.28	\$32.74	\$36.83	\$47.74	\$54.56	\$68.20
Employment services officer grade 2 - pay point 3	\$1,065.00	\$28.03	\$33.64	\$37.84	\$49.05	\$56.06	\$70.08
Employment services officer grade 2 - pay point 4	\$1,093.10	\$28.77	\$34.52	\$38.84	\$50.35	\$57.54	\$71.93
Employment services officer grade 2 - pay point 5	\$1,118.70	\$29.44	\$35.33	\$39.74	\$51.52	\$58.88	\$73.60
Employment services co-ordinator - pay point 1	\$1,118.70	\$29.44	\$35.33	\$39.74	\$51.52	\$58.88	\$73.60

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday - 8pm to midnight	Late night - Monday to Friday - midnight to 6am	Saturday	Sunday	Public holiday
Employment services co-ordinator - pay point 2	\$1,147.00	\$30.18	\$36.22	\$40.74	\$52.82	\$60.36	\$75.45
Employment services co-ordinator - pay point 3	\$1,172.80	\$30.86	\$37.03	\$41.66	\$54.01	\$61.72	\$77.15
Employment services co-ordinator - pay point 4	\$1,200.90	\$31.60	\$37.92	\$42.66	\$55.30	\$63.20	\$79.00
Manager grade 1 - pay point 1	\$1,118.70	\$29.44	\$35.33	\$39.74	\$51.52	\$58.88	\$73.60
Manager grade 1 - pay point 2	\$1,147.00	\$30.18	\$36.22	\$40.74	\$52.82	\$60.36	\$75.45
Manager grade 1 - pay point 3	\$1,172.80	\$30.86	\$37.03	\$41.66	\$54.01	\$61.72	\$77.15
Manager grade 1 - pay point 4	\$1,200.90	\$31.60	\$37.92	\$42.66	\$55.30	\$63.20	\$79.00
Manager grade 1 - pay point 5	\$1,229.10	\$32.34	\$38.81	\$43.66	\$56.60	\$64.68	\$80.85
Manager grade 1 - pay point 6	\$1,257.20	\$33.08	\$39.70	\$44.66	\$57.89	\$66.16	\$82.70
Manager grade 2 - pay point 1	\$1,285.30	\$33.82	\$40.58	\$45.66	\$59.19	\$67.64	\$84.55
Manager grade 2 - pay point 2	\$1,313.60	\$34.57	\$41.48	\$46.67	\$60.50	\$69.14	\$86.43
Manager grade 2 - pay point 3	\$1,341.80	\$35.31	\$42.37	\$47.67	\$61.79	\$70.62	\$88.28
Manager grade 2 - pay point 4	\$1,369.80	\$36.05	\$43.26	\$48.67	\$63.09	\$72.10	\$90.13
Manager grade 2 - pay point 5	\$1,398.00	\$36.79	\$44.15	\$49.67	\$64.38	\$73.58	\$91.98

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break between shifts
Administrative assistant pay point 1	\$33.12	\$44.16	\$44.16	\$77.28	\$44.16
Administrative assistant pay point 2	\$33.68	\$44.90	\$44.90	\$78.58	\$44.90
Administrative assistant pay point 3	\$34.89	\$46.52	\$46.52	\$81.41	\$46.52
Administrative assistant pay point 4	\$36.00	\$48.00	\$48.00	\$84.00	\$48.00
Administrative officer pay point 1	\$38.13	\$50.84	\$50.84	\$88.97	\$50.84
Administrative officer pay point 2	\$38.99	\$51.98	\$51.98	\$90.97	\$51.98
Administrative officer pay point 3	\$39.81	\$53.08	\$53.08	\$92.89	\$53.08
Administrative officer pay point 4	\$40.92	\$54.56	\$54.56	\$95.48	\$54.56
Employment services officer grade 1 - pay point 1	\$37.01	\$49.34	\$49.34	\$86.35	\$49.34
Employment services officer grade 1 - pay point 2	\$38.13	\$50.84	\$50.84	\$88.97	\$50.84

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break between shifts
Employment services officer grade 1 - pay point 3	\$38.99	\$51.98	\$51.98	\$90.97	\$51.98
Employment services officer grade 2 - pay point 1	\$39.81	\$53.08	\$53.08	\$92.89	\$53.08
Employment services officer grade 2 - pay point 2	\$40.92	\$54.56	\$54.56	\$95.48	\$54.56
Employment services officer grade 2 - pay point 3	\$42.05	\$56.06	\$56.06	\$98.11	\$56.06
Employment services officer grade 2 - pay point 4	\$43.16	\$57.54	\$57.54	\$100.70	\$57.54
Employment services officer grade 2 - pay point 5	\$44.16	\$58.88	\$58.88	\$103.04	\$58.88
Employment services co-ordinator - pay point 1	\$44.16	\$58.88	\$58.88	\$103.04	\$58.88
Employment services co-ordinator - pay point 2	\$45.27	\$60.36	\$60.36	\$105.63	\$60.36
Employment services co-ordinator - pay point 3	\$46.29	\$61.72	\$61.72	\$108.01	\$61.72
Employment services co-ordinator - pay point 4	\$47.40	\$63.20	\$63.20	\$110.60	\$63.20
Manager grade 1 - pay point 1	\$44.16	\$58.88	\$58.88	\$103.04	\$58.88
Manager grade 1 - pay point 2	\$45.27	\$60.36	\$60.36	\$105.63	\$60.36
Manager grade 1 - pay point 3	\$46.29	\$61.72	\$61.72	\$108.01	\$61.72
Manager grade 1 - pay point 4	\$47.40	\$63.20	\$63.20	\$110.60	\$63.20
Manager grade 1 - pay point 5	\$48.51	\$64.68	\$64.68	\$113.19	\$64.68
Manager grade 1 - pay point 6	\$49.62	\$66.16	\$66.16	\$115.78	\$66.16
Manager grade 2 - pay point 1	\$50.73	\$67.64	\$67.64	\$118.37	\$67.64
Manager grade 2 - pay point 2	\$51.86	\$69.14	\$69.14	\$121.00	\$69.14
Manager grade 2 - pay point 3	\$52.97	\$70.62	\$70.62	\$123.59	\$70.62
Manager grade 2 - pay point 4	\$54.08	\$72.10	\$72.10	\$126.18	\$72.10
Manager grade 2 - pay point 5	\$55.19	\$73.58	\$73.58	\$128.77	\$73.58

Casual

Table 1 of 2

Classification	Hourly pay rate	Evening - Monday to Friday - 8pm to midnight	Late night - Monday to Friday - midnight to 6am	Saturday	Sunday	Public holiday	Overtime outside the spread of hours - Monday to Saturday - first 2 hours
Administrative assistant pay point 1	\$27.60	\$32.02	\$35.33	\$44.16	\$49.68	\$60.72	\$33.12
Administrative assistant pay point 2	\$28.06	\$32.55	\$35.92	\$44.90	\$50.51	\$61.74	\$33.68
Administrative assistant pay point 3	\$29.08	\$33.73	\$37.22	\$46.52	\$52.34	\$63.97	\$34.89
Administrative assistant pay point 4	\$30.00	\$34.80	\$38.40	\$48.00	\$54.00	\$66.00	\$36.00
Administrative officer pay point 1	\$31.78	\$36.86	\$40.67	\$50.84	\$57.20	\$69.91	\$38.13
Administrative officer pay point 2	\$32.49	\$37.69	\$41.58	\$51.98	\$58.48	\$71.47	\$38.99
Administrative officer pay point 3	\$33.18	\$38.48	\$42.46	\$53.08	\$59.72	\$72.99	\$39.81
Administrative officer pay point 4	\$34.10	\$39.56	\$43.65	\$54.56	\$61.38	\$75.02	\$40.92
Employment services officer grade 1 - pay point 1	\$30.84	\$35.77	\$39.47	\$49.34	\$55.51	\$67.84	\$37.01
Employment services officer grade 1 - pay point 2	\$31.78	\$36.86	\$40.67	\$50.84	\$57.20	\$69.91	\$38.13
Employment services officer grade 1 - pay point 3	\$32.49	\$37.69	\$41.58	\$51.98	\$58.48	\$71.47	\$38.99
Employment services officer grade 2 - pay point 1	\$33.18	\$38.48	\$42.46	\$53.08	\$59.72	\$72.99	\$39.81
Employment services officer grade 2 - pay point 2	\$34.10	\$39.56	\$43.65	\$54.56	\$61.38	\$75.02	\$40.92
Employment services officer grade 2 - pay point 3	\$35.04	\$40.64	\$44.85	\$56.06	\$63.07	\$77.08	\$42.05
Employment services officer grade 2 - pay point 4	\$35.96	\$41.72	\$46.03	\$57.54	\$64.73	\$79.12	\$43.16
Employment services officer grade 2 - pay point 5	\$36.80	\$42.69	\$47.10	\$58.88	\$66.24	\$80.96	\$44.16
Employment services co-ordinator - pay point 1	\$36.80	\$42.69	\$47.10	\$58.88	\$66.24	\$80.96	\$44.16
Employment services co-ordinator - pay point 2	\$37.73	\$43.76	\$48.29	\$60.36	\$67.91	\$83.00	\$45.27
Employment services co-ordinator - pay point 3	\$38.58	\$44.75	\$49.38	\$61.72	\$69.44	\$84.87	\$46.29

Classification	Hourly pay rate	Evening - Monday to Friday - 8pm to midnight	Late night - Monday to Friday - midnight to 6am	Saturday	Sunday	Public holiday	Overtime outside the spread of hours - Monday to Saturday - first 2 hours
Employment services co-ordinator - pay point 4	\$39.50	\$45.82	\$50.56	\$63.20	\$71.10	\$86.90	\$47.40
Manager grade 1 - pay point 1	\$36.80	\$42.69	\$47.10	\$58.88	\$66.24	\$80.96	\$44.16
Manager grade 1 - pay point 2	\$37.73	\$43.76	\$48.29	\$60.36	\$67.91	\$83.00	\$45.27
Manager grade 1 - pay point 3	\$38.58	\$44.75	\$49.38	\$61.72	\$69.44	\$84.87	\$46.29
Manager grade 1 - pay point 4	\$39.50	\$45.82	\$50.56	\$63.20	\$71.10	\$86.90	\$47.40
Manager grade 1 - pay point 5	\$40.43	\$46.89	\$51.74	\$64.68	\$72.77	\$88.94	\$48.51
Manager grade 1 - pay point 6	\$41.35	\$47.97	\$52.93	\$66.16	\$74.43	\$90.97	\$49.62
Manager grade 2 - pay point 1	\$42.28	\$49.04	\$54.11	\$67.64	\$76.10	\$93.01	\$50.73
Manager grade 2 - pay point 2	\$43.21	\$50.13	\$55.31	\$69.14	\$77.78	\$95.07	\$51.86
Manager grade 2 - pay point 3	\$44.14	\$51.20	\$56.50	\$70.62	\$79.45	\$97.10	\$52.97
Manager grade 2 - pay point 4	\$45.06	\$52.27	\$57.68	\$72.10	\$81.11	\$99.14	\$54.08
Manager grade 2 - pay point 5	\$45.99	\$53.35	\$58.86	\$73.58	\$82.78	\$101.17	\$55.19

Table 2 of 2

Classification	Overtime outside the spread of hours - Monday to Saturday - after 2 hours	Overtime - more than 38 hours per week or 10 hours per day - first 2 hours	Overtime - more than 38 hours per week or 10 hours per day - after first 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break between shifts
Administrative assistant pay point 1	\$44.16	\$38.64	\$49.68	\$49.68	\$77.28	\$49.68
Administrative assistant pay point 2	\$44.90	\$39.29	\$50.51	\$50.51	\$78.58	\$50.51
Administrative assistant pay point 3	\$46.52	\$40.71	\$52.34	\$52.34	\$81.41	\$52.34
Administrative assistant pay point 4	\$48.00	\$42.00	\$54.00	\$54.00	\$84.00	\$54.00
Administrative officer pay point 1	\$50.84	\$44.49	\$57.20	\$57.20	\$88.97	\$57.20
Administrative officer pay point 2	\$51.98	\$45.48	\$58.48	\$58.48	\$90.97	\$58.48
Administrative officer pay point 3	\$53.08	\$46.45	\$59.72	\$59.72	\$92.89	\$59.72
Administrative officer pay point 4	\$54.56	\$47.74	\$61.38	\$61.38	\$95.48	\$61.38
Employment services officer grade 1 - pay point 1	\$49.34	\$43.17	\$55.51	\$55.51	\$86.35	\$55.51
Employment services officer grade 1 - pay point 2	\$50.84	\$44.49	\$57.20	\$57.20	\$88.97	\$57.20
Employment services officer grade 1 - pay point 3	\$51.98	\$45.48	\$58.48	\$58.48	\$90.97	\$58.48

Classification	Overtime outside the spread of hours - Monday to Saturday - after 2 hours	Overtime - more than 38 hours per week or 10 hours per day - first 2 hours	Overtime - more than 38 hours per week or 10 hours per day - after first 2 hours	Overtime - Sunday	Overtime - Public holiday	Less than 10 hour break between shifts
Employment services officer grade 2 - pay point 1	\$53.08	\$46.45	\$59.72	\$59.72	\$92.89	\$59.72
Employment services officer grade 2 - pay point 2	\$54.56	\$47.74	\$61.38	\$61.38	\$95.48	\$61.38
Employment services officer grade 2 - pay point 3	\$56.06	\$49.05	\$63.07	\$63.07	\$98.11	\$63.07
Employment services officer grade 2 - pay point 4	\$57.54	\$50.35	\$64.73	\$64.73	\$100.70	\$64.73
Employment services officer grade 2 - pay point 5	\$58.88	\$51.52	\$66.24	\$66.24	\$103.04	\$66.24
Employment services co-ordinator - pay point 1	\$58.88	\$51.52	\$66.24	\$66.24	\$103.04	\$66.24
Employment services co-ordinator - pay point 2	\$60.36	\$52.82	\$67.91	\$67.91	\$105.63	\$67.91
Employment services co-ordinator - pay point 3	\$61.72	\$54.01	\$69.44	\$69.44	\$108.01	\$69.44
Employment services co-ordinator - pay point 4	\$63.20	\$55.30	\$71.10	\$71.10	\$110.60	\$71.10
Manager grade 1 - pay point 1	\$58.88	\$51.52	\$66.24	\$66.24	\$103.04	\$66.24
Manager grade 1 - pay point 2	\$60.36	\$52.82	\$67.91	\$67.91	\$105.63	\$67.91
Manager grade 1 - pay point 3	\$61.72	\$54.01	\$69.44	\$69.44	\$108.01	\$69.44
Manager grade 1 - pay point 4	\$63.20	\$55.30	\$71.10	\$71.10	\$110.60	\$71.10
Manager grade 1 - pay point 5	\$64.68	\$56.60	\$72.77	\$72.77	\$113.19	\$72.77
Manager grade 1 - pay point 6	\$66.16	\$57.89	\$74.43	\$74.43	\$115.78	\$74.43
Manager grade 2 - pay point 1	\$67.64	\$59.19	\$76.10	\$76.10	\$118.37	\$76.10
Manager grade 2 - pay point 2	\$69.14	\$60.50	\$77.78	\$77.78	\$121.00	\$77.78
Manager grade 2 - pay point 3	\$70.62	\$61.79	\$79.45	\$79.45	\$123.59	\$79.45
Manager grade 2 - pay point 4	\$72.10	\$63.09	\$81.11	\$81.11	\$126.18	\$81.11
Manager grade 2 - pay point 5	\$73.58	\$64.38	\$82.78	\$82.78	\$128.77	\$82.78

Sessional

Classification	Hourly pay rate	Evening - Monday to Friday - 8pm to midnight	Late night - Monday to Friday - midnight to 6am	Saturday	Sunday	Public holiday	Less than 10 hour break between shifts
Sessional employee - incorporating loading for preparation and associated non-teaching / training tasks	\$43.31	\$50.24	\$55.43	\$69.29	\$77.95	\$95.27	\$77.95
Sessional employee - no loading	\$32.49	\$37.69	\$41.58	\$51.98	\$58.48	\$71.47	\$58.48

Allowances

Allowances	Rate
Excursions allowance - overnight stay	\$66.20 per night spent away from home on excursion
First aid allowance	\$0.38 per hour up to a maximum of \$14.25 per week
Meal allowance	\$15.70 per meal
Transport reimbursement - travel in connection to work - not using own vehicle	reimbursement for all reasonable travelling expenses
Transport reimbursement - called on duty at night or outside normal hours or on a non-working day	reimbursement for fares when travelling between home and the place of work
Travel reimbursement - staying away from home	reimbursement for the cost of reasonable board, lodging and meals
Vehicle registration reimbursement	reimbursement of the excess amount for the registration fee
Vehicle insurance reimbursement	reimbursement of the excess amount for the insurance premium
Vehicle allowance	\$0.78 per km

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.