



Fair Work
OMBUDSMAN

Pay Guide - Labour Market Assistance Industry Award

[MA000099]

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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 23 May 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

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Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday - 8pm to midnight	Late night - Monday to Friday - midnight to 6am	Saturday	Sunday
Administrative assistant pay point 1	\$874.90	\$23.02	\$27.62	\$31.08	\$40.29	\$46.04
Administrative assistant pay point 2	\$889.70	\$23.41	\$28.09	\$31.60	\$40.97	\$46.82
Administrative assistant pay point 3	\$921.80	\$24.26	\$29.11	\$32.75	\$42.46	\$48.52
Administrative assistant pay point 4	\$951.10	\$25.03	\$30.04	\$33.79	\$43.80	\$50.06
Administrative officer pay point 1	\$1,007.30	\$26.51	\$31.81	\$35.79	\$46.39	\$53.02
Administrative officer pay point 2	\$1,029.90	\$27.10	\$32.52	\$36.59	\$47.43	\$54.20
Administrative officer pay point 3	\$1,052.10	\$27.69	\$33.23	\$37.38	\$48.46	\$55.38
Administrative officer pay point 4	\$1,081.30	\$28.46	\$34.15	\$38.42	\$49.81	\$56.92
Employment services officer grade 1 - pay point 1	\$977.90	\$25.73	\$30.88	\$34.74	\$45.03	\$51.46
Employment services officer grade 1 - pay point 2	\$1,007.30	\$26.51	\$31.81	\$35.79	\$46.39	\$53.02
Employment services officer grade 1 - pay point 3	\$1,029.90	\$27.10	\$32.52	\$36.59	\$47.43	\$54.20
Employment services officer grade 2 - pay point 1	\$1,052.10	\$27.69	\$33.23	\$37.38	\$48.46	\$55.38
Employment services officer grade 2 - pay point 2	\$1,081.30	\$28.46	\$34.15	\$38.42	\$49.81	\$56.92
Employment services officer grade 2 - pay point 3	\$1,110.70	\$29.23	\$35.08	\$39.46	\$51.15	\$58.46
Employment services officer grade 2 - pay point 4	\$1,140.00	\$30.00	\$36.00	\$40.50	\$52.50	\$60.00
Employment services officer grade 2 - pay point 5	\$1,166.80	\$30.71	\$36.85	\$41.46	\$53.74	\$61.42
Employment services co-ordinator - pay point 1	\$1,166.80	\$30.71	\$36.85	\$41.46	\$53.74	\$61.42

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday - 8pm to midnight	Late night - Monday to Friday - midnight to 6am	Saturday	Sunday
Employment services co-ordinator - pay point 2	\$1,196.30	\$31.48	\$37.78	\$42.50	\$55.09	\$62.96
Employment services co-ordinator - pay point 3	\$1,223.10	\$32.19	\$38.63	\$43.46	\$56.33	\$64.38
Employment services co-ordinator - pay point 4	\$1,252.40	\$32.96	\$39.55	\$44.50	\$57.68	\$65.92
Manager grade 1 - pay point 1	\$1,166.80	\$30.71	\$36.85	\$41.46	\$53.74	\$61.42
Manager grade 1 - pay point 2	\$1,196.30	\$31.48	\$37.78	\$42.50	\$55.09	\$62.96
Manager grade 1 - pay point 3	\$1,223.10	\$32.19	\$38.63	\$43.46	\$56.33	\$64.38
Manager grade 1 - pay point 4	\$1,252.40	\$32.96	\$39.55	\$44.50	\$57.68	\$65.92
Manager grade 1 - pay point 5	\$1,281.90	\$33.73	\$40.48	\$45.54	\$59.03	\$67.46
Manager grade 1 - pay point 6	\$1,311.20	\$34.51	\$41.41	\$46.59	\$60.39	\$69.02
Manager grade 2 - pay point 1	\$1,340.50	\$35.28	\$42.34	\$47.63	\$61.74	\$70.56
Manager grade 2 - pay point 2	\$1,370.00	\$36.05	\$43.26	\$48.67	\$63.09	\$72.10
Manager grade 2 - pay point 3	\$1,399.40	\$36.83	\$44.20	\$49.72	\$64.45	\$73.66
Manager grade 2 - pay point 4	\$1,428.60	\$37.59	\$45.11	\$50.75	\$65.78	\$75.18
Manager grade 2 - pay point 5	\$1,458.10	\$38.37	\$46.04	\$51.80	\$67.15	\$76.74

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break between shifts
Administrative assistant pay point 1	\$57.55	\$34.53	\$46.04	\$46.04	\$46.04
Administrative assistant pay point 2	\$58.53	\$35.12	\$46.82	\$46.82	\$46.82
Administrative assistant pay point 3	\$60.65	\$36.39	\$48.52	\$48.52	\$48.52
Administrative assistant pay point 4	\$62.58	\$37.55	\$50.06	\$50.06	\$50.06
Administrative officer pay point 1	\$66.28	\$39.77	\$53.02	\$53.02	\$53.02
Administrative officer pay point 2	\$67.75	\$40.65	\$54.20	\$54.20	\$54.20
Administrative officer pay point 3	\$69.23	\$41.54	\$55.38	\$55.38	\$55.38
Administrative officer pay point 4	\$71.15	\$42.69	\$56.92	\$56.92	\$56.92
Employment services officer grade 1 - pay point 1	\$64.33	\$38.60	\$51.46	\$51.46	\$51.46

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Less than 10 hour break between shifts
Employment services officer grade 1 - pay point 2	\$66.28	\$39.77	\$53.02	\$53.02	\$53.02
Employment services officer grade 1 - pay point 3	\$67.75	\$40.65	\$54.20	\$54.20	\$54.20
Employment services officer grade 2 - pay point 1	\$69.23	\$41.54	\$55.38	\$55.38	\$55.38
Employment services officer grade 2 - pay point 2	\$71.15	\$42.69	\$56.92	\$56.92	\$56.92
Employment services officer grade 2 - pay point 3	\$73.08	\$43.85	\$58.46	\$58.46	\$58.46
Employment services officer grade 2 - pay point 4	\$75.00	\$45.00	\$60.00	\$60.00	\$60.00
Employment services officer grade 2 - pay point 5	\$76.78	\$46.07	\$61.42	\$61.42	\$61.42
Employment services co-ordinator - pay point 1	\$76.78	\$46.07	\$61.42	\$61.42	\$61.42
Employment services co-ordinator - pay point 2	\$78.70	\$47.22	\$62.96	\$62.96	\$62.96
Employment services co-ordinator - pay point 3	\$80.48	\$48.29	\$64.38	\$64.38	\$64.38
Employment services co-ordinator - pay point 4	\$82.40	\$49.44	\$65.92	\$65.92	\$65.92
Manager grade 1 - pay point 1	\$76.78	\$46.07	\$61.42	\$61.42	\$61.42
Manager grade 1 - pay point 2	\$78.70	\$47.22	\$62.96	\$62.96	\$62.96
Manager grade 1 - pay point 3	\$80.48	\$48.29	\$64.38	\$64.38	\$64.38
Manager grade 1 - pay point 4	\$82.40	\$49.44	\$65.92	\$65.92	\$65.92
Manager grade 1 - pay point 5	\$84.33	\$50.60	\$67.46	\$67.46	\$67.46
Manager grade 1 - pay point 6	\$86.28	\$51.77	\$69.02	\$69.02	\$69.02
Manager grade 2 - pay point 1	\$88.20	\$52.92	\$70.56	\$70.56	\$70.56
Manager grade 2 - pay point 2	\$90.13	\$54.08	\$72.10	\$72.10	\$72.10
Manager grade 2 - pay point 3	\$92.08	\$55.25	\$73.66	\$73.66	\$73.66
Manager grade 2 - pay point 4	\$93.98	\$56.39	\$75.18	\$75.18	\$75.18
Manager grade 2 - pay point 5	\$95.93	\$57.56	\$76.74	\$76.74	\$76.74

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
Administrative assistant pay point 1	\$28.78	\$33.38	\$36.83	\$46.04	\$51.80	\$71.94
Administrative assistant pay point 2	\$29.26	\$33.94	\$37.46	\$46.82	\$52.67	\$73.16
Administrative assistant pay point 3	\$30.33	\$35.18	\$38.82	\$48.52	\$54.59	\$75.81
Administrative assistant pay point 4	\$31.29	\$36.29	\$40.05	\$50.06	\$56.32	\$78.22
Administrative officer pay point 1	\$33.14	\$38.44	\$42.42	\$53.02	\$59.65	\$82.84
Administrative officer pay point 2	\$33.88	\$39.30	\$43.36	\$54.20	\$60.98	\$84.69
Administrative officer pay point 3	\$34.61	\$40.15	\$44.30	\$55.38	\$62.30	\$86.53
Administrative officer pay point 4	\$35.58	\$41.27	\$45.54	\$56.92	\$64.04	\$88.94
Employment services officer grade 1 - pay point 1	\$32.16	\$37.31	\$41.17	\$51.46	\$57.89	\$80.41
Employment services officer grade 1 - pay point 2	\$33.14	\$38.44	\$42.42	\$53.02	\$59.65	\$82.84
Employment services officer grade 1 - pay point 3	\$33.88	\$39.30	\$43.36	\$54.20	\$60.98	\$84.69
Employment services officer grade 2 - pay point 1	\$34.61	\$40.15	\$44.30	\$55.38	\$62.30	\$86.53
Employment services officer grade 2 - pay point 2	\$35.58	\$41.27	\$45.54	\$56.92	\$64.04	\$88.94
Employment services officer grade 2 - pay point 3	\$36.54	\$42.38	\$46.77	\$58.46	\$65.77	\$91.34
Employment services officer grade 2 - pay point 4	\$37.50	\$43.50	\$48.00	\$60.00	\$67.50	\$93.75
Employment services officer grade 2 - pay point 5	\$38.39	\$44.53	\$49.14	\$61.42	\$69.10	\$95.97
Employment services co-ordinator - pay point 1	\$38.39	\$44.53	\$49.14	\$61.42	\$69.10	\$95.97
Employment services co-ordinator - pay point 2	\$39.35	\$45.65	\$50.37	\$62.96	\$70.83	\$98.38
Employment services co-ordinator - pay point 3	\$40.24	\$46.68	\$51.50	\$64.38	\$72.43	\$100.59

Classification	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 4	\$41.20	\$47.79	\$52.74	\$65.92	\$74.16	\$103.00
Manager grade 1 - pay point 1	\$38.39	\$44.53	\$49.14	\$61.42	\$69.10	\$95.97
Manager grade 1 - pay point 2	\$39.35	\$45.65	\$50.37	\$62.96	\$70.83	\$98.38
Manager grade 1 - pay point 3	\$40.24	\$46.68	\$51.50	\$64.38	\$72.43	\$100.59
Manager grade 1 - pay point 4	\$41.20	\$47.79	\$52.74	\$65.92	\$74.16	\$103.00
Manager grade 1 - pay point 5	\$42.16	\$48.91	\$53.97	\$67.46	\$75.89	\$105.41
Manager grade 1 - pay point 6	\$43.14	\$50.04	\$55.22	\$69.02	\$77.65	\$107.84
Manager grade 2 - pay point 1	\$44.10	\$51.16	\$56.45	\$70.56	\$79.38	\$110.25
Manager grade 2 - pay point 2	\$45.06	\$52.27	\$57.68	\$72.10	\$81.11	\$112.66
Manager grade 2 - pay point 3	\$46.04	\$53.40	\$58.93	\$73.66	\$82.87	\$115.09
Manager grade 2 - pay point 4	\$46.99	\$54.51	\$60.14	\$75.18	\$84.58	\$117.47
Manager grade 2 - pay point 5	\$47.96	\$55.64	\$61.39	\$76.74	\$86.33	\$119.91

Table 2 of 2

Classification	Overtime outside the spread of hours - Monday to Saturday - first 2 hours	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	Less than 10 hour break between shifts
Administrative assistant pay point 1	\$43.16	\$57.55	\$43.16	\$57.55	\$57.55	\$57.55
Administrative assistant pay point 2	\$43.89	\$58.53	\$43.89	\$58.53	\$58.53	\$58.53
Administrative assistant pay point 3	\$45.49	\$60.65	\$45.49	\$60.65	\$60.65	\$60.65
Administrative assistant pay point 4	\$46.93	\$62.58	\$46.93	\$62.58	\$62.58	\$62.58
Administrative officer pay point 1	\$49.71	\$66.28	\$49.71	\$66.28	\$66.28	\$66.28
Administrative officer pay point 2	\$50.81	\$67.75	\$50.81	\$67.75	\$67.75	\$67.75
Administrative officer pay point 3	\$51.92	\$69.23	\$51.92	\$69.23	\$69.23	\$69.23
Administrative officer pay point 4	\$53.36	\$71.15	\$53.36	\$71.15	\$71.15	\$71.15
Employment services officer grade 1 - pay point 1	\$48.24	\$64.33	\$48.24	\$64.33	\$64.33	\$64.33
Employment services officer grade 1 - pay point 2	\$49.71	\$66.28	\$49.71	\$66.28	\$66.28	\$66.28

Classification	Overtime outside the spread of hours - Monday to Saturday - first 2 hours	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	Less than 10 hour break between shifts
Employment services officer grade 1 - pay point 3	\$50.81	\$67.75	\$50.81	\$67.75	\$67.75	\$67.75
Employment services officer grade 2 - pay point 1	\$51.92	\$69.23	\$51.92	\$69.23	\$69.23	\$69.23
Employment services officer grade 2 - pay point 2	\$53.36	\$71.15	\$53.36	\$71.15	\$71.15	\$71.15
Employment services officer grade 2 - pay point 3	\$54.81	\$73.08	\$54.81	\$73.08	\$73.08	\$73.08
Employment services officer grade 2 - pay point 4	\$56.25	\$75.00	\$56.25	\$75.00	\$75.00	\$75.00
Employment services officer grade 2 - pay point 5	\$57.58	\$76.78	\$57.58	\$76.78	\$76.78	\$76.78
Employment services co-ordinator - pay point 1	\$57.58	\$76.78	\$57.58	\$76.78	\$76.78	\$76.78
Employment services co-ordinator - pay point 2	\$59.03	\$78.70	\$59.03	\$78.70	\$78.70	\$78.70
Employment services co-ordinator - pay point 3	\$60.36	\$80.48	\$60.36	\$80.48	\$80.48	\$80.48
Employment services co-ordinator - pay point 4	\$61.80	\$82.40	\$61.80	\$82.40	\$82.40	\$82.40
Manager grade 1 - pay point 1	\$57.58	\$76.78	\$57.58	\$76.78	\$76.78	\$76.78
Manager grade 1 - pay point 2	\$59.03	\$78.70	\$59.03	\$78.70	\$78.70	\$78.70
Manager grade 1 - pay point 3	\$60.36	\$80.48	\$60.36	\$80.48	\$80.48	\$80.48
Manager grade 1 - pay point 4	\$61.80	\$82.40	\$61.80	\$82.40	\$82.40	\$82.40
Manager grade 1 - pay point 5	\$63.24	\$84.33	\$63.24	\$84.33	\$84.33	\$84.33
Manager grade 1 - pay point 6	\$64.71	\$86.28	\$64.71	\$86.28	\$86.28	\$86.28
Manager grade 2 - pay point 1	\$66.15	\$88.20	\$66.15	\$88.20	\$88.20	\$88.20
Manager grade 2 - pay point 2	\$67.59	\$90.13	\$67.59	\$90.13	\$90.13	\$90.13
Manager grade 2 - pay point 3	\$69.06	\$92.08	\$69.06	\$92.08	\$92.08	\$92.08
Manager grade 2 - pay point 4	\$70.48	\$93.98	\$70.48	\$93.98	\$93.98	\$93.98
Manager grade 2 - pay point 5	\$71.94	\$95.93	\$71.94	\$95.93	\$95.93	\$95.93

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	\$45.16	\$52.39	\$57.80	\$72.25	\$81.29	\$99.35	\$81.29
Sessional employee - no loading	\$33.88	\$39.30	\$43.36	\$54.20	\$60.98	\$74.53	\$60.98

Allowances

Allowances	Rate
Excursions allowance - overnight stay	\$69.04 per night spent away from home on excursion
First aid allowance	\$0.39 per hour up to a maximum of \$14.86 per week
Meal allowance	\$16.28 per meal
Transport reimbursement - travel in connection to work - not using own vehicle	reimbursement for all reasonable travelling expenses
Transport reimbursement - travel in connection to work - 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	\$0.80 per km

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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.

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