

# Pay Guide - Supported Employment Services Award 2010

[MA000103]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2017.

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

### Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday - between 6am and 6pm | Sunday - between 6am and 6pm - not catering employees | Sunday - between 6am and 6pm - catering employees | Public holiday | Afternoon shift - finishes after 6pm and at or before midnight Monday to Friday |
|----------------|-----------------|-----------------|--------------------------------|---|---|----------------|---|
| Grade 1        | \$694.90        | \$18.29         | \$27.44                        | \$36.58   | \$32.01   | \$45.73        | \$21.03   |
| Grade 2        | \$714.90        | \$18.81         | \$28.22                        | \$37.62   | \$32.92   | \$47.03        | \$21.63   |
| Grade 3        | \$742.30        | \$19.53         | \$29.30                        | \$39.06   | \$34.18   | \$48.83        | \$22.46   |
| Grade 4        | \$767.80        | \$20.21         | \$30.32                        | \$40.42   | \$35.37   | \$50.53        | \$23.24   |
| Grade 5        | \$809.10        | \$21.29         | \$31.94                        | \$42.58   | \$37.26   | \$53.23        | \$24.48   |
| Grade 6        | \$882.80        | \$23.23         | \$34.85                        | \$46.46   | \$40.65   | \$58.08        | \$26.71   |
| Grade 7        | \$918.50        | \$24.17         | \$36.26                        | \$48.34   | \$42.30   | \$60.43        | \$27.80   |

Table 2 of 2

| Classification | Night shift - finishes after midnight and at or before 8am Monday to Friday | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after first 2 hours | Overtime - Saturday before 12 noon - first 2 hours | Overtime - Saturday before 12 noon - after first 2 hours | Overtime - Saturday after midday | Overtime - Sunday |
|----------------|---|---|---|--|--|----------------------------------|-------------------|
| Grade 1        | \$23.78   | \$27.44                                     | \$36.58   | \$27.44  | \$36.58  | \$36.58                          | \$36.58           |
| Grade 2        | \$24.45   | \$28.22                                     | \$37.62   | \$28.22  | \$37.62  | \$37.62                          | \$37.62           |
| Grade 3        | \$25.39   | \$29.30                                     | \$39.06   | \$29.30  | \$39.06  | \$39.06                          | \$39.06           |
| Grade 4        | \$26.27   | \$30.32                                     | \$40.42   | \$30.32  | \$40.42  | \$40.42                          | \$40.42           |
| Grade 5        | \$27.68   | \$31.94                                     | \$42.58   | \$31.94  | \$42.58  | \$42.58                          | \$42.58           |
| Grade 6        | \$30.20   | \$34.85                                     | \$46.46   | \$34.85  | \$46.46  | \$46.46                          | \$46.46           |
| Grade 7        | \$31.42   | \$36.26                                     | \$48.34   | \$36.26  | \$48.34  | \$48.34                          | \$48.34           |

## Casual

Table 1 of 2

| Classification | Hourly pay rate | Saturday - between 6am and 6pm | Sunday - between 6am and 6pm - not catering employees | Sunday - between 6am and 6pm - catering employees | Afternoon shift - finishes after 6pm and at or before midnight Monday to Friday | Night shift - finishes after midnight and at or before 8am Monday to Friday | Overtime - Monday to Friday - first 2 hours |
|----------------|-----------------|--------------------------------|---|---|---|---|---|
| Grade 1        | \$22.86         | \$34.29                        | \$45.72   | \$40.01   | \$26.29   | \$29.72   | \$34.29                                     |
| Grade 2        | \$23.51         | \$35.27                        | \$47.02   | \$41.14   | \$27.04   | \$30.56   | \$35.27                                     |
| Grade 3        | \$24.41         | \$36.62                        | \$48.82   | \$42.72   | \$28.07   | \$31.73   | \$36.62                                     |
| Grade 4        | \$25.26         | \$37.89                        | \$50.52   | \$44.21   | \$29.05   | \$32.84   | \$37.89                                     |
| Grade 5        | \$26.61         | \$39.92                        | \$53.22   | \$46.57   | \$30.60   | \$34.59   | \$39.92                                     |
| Grade 6        | \$29.04         | \$43.56                        | \$58.08   | \$50.82   | \$33.40   | \$37.75   | \$43.56                                     |
| Grade 7        | \$30.21         | \$45.32                        | \$60.42   | \$52.87   | \$34.74   | \$39.27   | \$45.32                                     |

Table 2 of 2

| Classification | Overtime - Monday to Friday - after first 2 hours | Overtime - Saturday before 12 noon - first 2 hours | Overtime - Saturday before 12 noon - after first 2 hours | Overtime - Saturday after midday | Overtime - Sunday |
|----------------|---|--|--|----------------------------------|-------------------|
| Grade 1        | \$45.72   | \$34.29  | \$45.72  | \$45.72                          | \$45.72           |
| Grade 2        | \$47.02   | \$35.27  | \$47.02  | \$47.02                          | \$47.02           |
| Grade 3        | \$48.82   | \$36.62  | \$48.82  | \$48.82                          | \$48.82           |
| Grade 4        | \$50.52   | \$37.89  | \$50.52  | \$50.52                          | \$50.52           |
| Grade 5        | \$53.22   | \$39.92  | \$53.22  | \$53.22                          | \$53.22           |
| Grade 6        | \$58.08   | \$43.56  | \$58.08  | \$58.08                          | \$58.08           |
| Grade 7        | \$60.42   | \$45.32  | \$60.42  | \$60.42                          | \$60.42           |

## Allowances

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

| Allowances  | Rate  |
|---|---|
| First aid allowance   | \$0.43 per hour up to a maximum of \$16.42 per week                         |
| Laundry allowance   | \$0.70 per day  |
| * Leading hand allowance - applies to grade 4 and below - in charge of 3-10 employees         | \$0.96 per hour   |
| * Leading hand allowance - applies to grade 4 and below - in charge of 11-20 employees        | \$1.44 per hour   |
| * Leading hand allowance - applies to grade 4 and below - in charge of more than 20 employees | \$1.83 per hour   |
| Meal allowance  | \$10.67 for the first meal and \$10.67 for the second meal                  |
| Special or protective clothing reimbursement  | reimbursement for the cost of purchasing special and/or protective clothing |
| Toilet cleaning allowance   | \$2.66 per shift up to a maximum of \$13.07 per week                        |
| 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 our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.