



Fair Work
OMBUDSMAN

Pay Guide - Supported Employment Services Award

[MA000103]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2021.

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

If the Leading hand allowance applies the rates below should not be used, and should be calculated using [PACT](#).

Adult

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	\$772.60	\$20.33	\$30.50	\$40.66	\$35.58	\$50.83	\$23.38
Grade 2	\$794.80	\$20.92	\$31.38	\$41.84	\$36.61	\$52.30	\$24.06
Grade 3	\$825.20	\$21.72	\$32.58	\$43.44	\$38.01	\$54.30	\$24.98
Grade 4	\$853.60	\$22.46	\$33.69	\$44.92	\$39.31	\$56.15	\$25.83
Grade 5	\$899.50	\$23.67	\$35.51	\$47.34	\$41.42	\$59.18	\$27.22
Grade 6	\$981.50	\$25.83	\$38.75	\$51.66	\$45.20	\$64.58	\$29.70
Grade 7	\$1,021.10	\$26.87	\$40.31	\$53.74	\$47.02	\$67.18	\$30.90

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	\$26.43	\$30.50	\$40.66	\$30.50	\$40.66	\$40.66	\$40.66
Grade 2	\$27.20	\$31.38	\$41.84	\$31.38	\$41.84	\$41.84	\$41.84
Grade 3	\$28.24	\$32.58	\$43.44	\$32.58	\$43.44	\$43.44	\$43.44
Grade 4	\$29.20	\$33.69	\$44.92	\$33.69	\$44.92	\$44.92	\$44.92
Grade 5	\$30.77	\$35.51	\$47.34	\$35.51	\$47.34	\$47.34	\$47.34
Grade 6	\$33.58	\$38.75	\$51.66	\$38.75	\$51.66	\$51.66	\$51.66
Grade 7	\$34.93	\$40.31	\$53.74	\$40.31	\$53.74	\$53.74	\$53.74

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
Grade 1	\$25.41	\$38.12	\$50.82	\$44.47	\$29.22	\$33.03
Grade 2	\$26.15	\$39.23	\$52.30	\$45.76	\$30.07	\$34.00
Grade 3	\$27.15	\$40.73	\$54.30	\$47.51	\$31.22	\$35.30
Grade 4	\$28.08	\$42.12	\$56.16	\$49.14	\$32.29	\$36.50
Grade 5	\$29.59	\$44.39	\$59.18	\$51.78	\$34.03	\$38.47
Grade 6	\$32.29	\$48.44	\$64.58	\$56.51	\$37.13	\$41.98
Grade 7	\$33.59	\$50.39	\$67.18	\$58.78	\$38.63	\$43.67

Table 2 of 2

Classification	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	\$35.58	\$45.74	\$35.58	\$45.74	\$45.74	\$45.74
Grade 2	\$36.61	\$47.07	\$36.61	\$47.07	\$47.07	\$47.07
Grade 3	\$38.01	\$48.87	\$38.01	\$48.87	\$48.87	\$48.87
Grade 4	\$39.31	\$50.54	\$39.31	\$50.54	\$50.54	\$50.54
Grade 5	\$41.42	\$53.26	\$41.42	\$53.26	\$53.26	\$53.26
Grade 6	\$45.20	\$58.12	\$45.20	\$58.12	\$58.12	\$58.12
Grade 7	\$47.02	\$60.46	\$47.02	\$60.46	\$60.46	\$60.46

Allowances

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

Allowances	Rate
First aid allowance	\$0.48 per hour up to a maximum of \$18.26 per week
Laundry allowance	\$0.70 per day
* Leading hand allowance - applies to grade 4 and below - in charge of 3-10 employees	\$1.07 per hour
* Leading hand allowance - applies to grade 4 and below - in charge of 11-20 employees	\$1.60 per hour
* Leading hand allowance - applies to grade 4 and below - in charge of more than 20 employees	\$2.03 per hour
Meal allowance - overtime	\$11.65 for the first meal and \$11.65 for the second meal
Special or protective clothing reimbursement	reimbursement for the cost of purchasing special and/or protective clothing
Toilet cleaning allowance	\$2.96 per shift up to a maximum of \$14.53 per week
Vehicle allowance	\$0.80 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.