

Pay Guide - Miscellaneous Award

[MA000104]

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Pay rates change from 1 July each year, the rates in this guide apply from 20 November 2020.

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

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$753.80	\$19.84	\$23.81	\$23.81	\$29.76	\$49.60	\$29.76	\$39.68
Level 2	\$805.10	\$21.19	\$25.43	\$25.43	\$31.79	\$52.98	\$31.79	\$42.38
Level 3	\$877.60	\$23.09	\$27.71	\$27.71	\$34.64	\$57.73	\$34.64	\$46.18
Level 4	\$957.60	\$25.20	\$30.24	\$30.24	\$37.80	\$63.00	\$37.80	\$50.40

Casual

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$24.80	\$28.77	\$28.77	\$34.72	\$49.60	\$29.76	\$39.68
Level 2	\$26.49	\$30.73	\$30.73	\$37.08	\$52.98	\$31.79	\$42.38
Level 3	\$28.86	\$33.48	\$33.48	\$40.41	\$57.73	\$34.64	\$46.18
Level 4	\$31.50	\$36.54	\$36.54	\$44.10	\$63.00	\$37.80	\$50.40

Junior - Full-time & part-time - Under 16 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$7.30	\$8.76	\$8.76	\$10.95	\$18.25	\$10.95	\$14.60
Level 2	\$7.80	\$9.36	\$9.36	\$11.70	\$19.50	\$11.70	\$15.60
Level 3	\$8.50	\$10.20	\$10.20	\$12.75	\$21.25	\$12.75	\$17.00
Level 4	\$9.27	\$11.12	\$11.12	\$13.91	\$23.18	\$13.91	\$18.54

Junior - Full-time & part-time - 16 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$9.38	\$11.26	\$11.26	\$14.07	\$23.45	\$14.07	\$18.76
Level 2	\$10.02	\$12.02	\$12.02	\$15.03	\$25.05	\$15.03	\$20.04
Level 3	\$10.92	\$13.10	\$13.10	\$16.38	\$27.30	\$16.38	\$21.84
Level 4	\$11.92	\$14.30	\$14.30	\$17.88	\$29.80	\$17.88	\$23.84

Junior - Full-time & part-time - 17 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$11.47	\$13.76	\$13.76	\$17.21	\$28.68	\$17.21	\$22.94
Level 2	\$12.25	\$14.70	\$14.70	\$18.38	\$30.63	\$18.38	\$24.50
Level 3	\$13.35	\$16.02	\$16.02	\$20.03	\$33.38	\$20.03	\$26.70
Level 4	\$14.57	\$17.48	\$17.48	\$21.86	\$36.43	\$21.86	\$29.14

Junior - Full-time & part-time - 18 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$13.55	\$16.26	\$16.26	\$20.33	\$33.88	\$20.33	\$27.10
Level 2	\$14.47	\$17.36	\$17.36	\$21.71	\$36.18	\$21.71	\$28.94
Level 3	\$15.77	\$18.92	\$18.92	\$23.66	\$39.43	\$23.66	\$31.54
Level 4	\$17.21	\$20.65	\$20.65	\$25.82	\$43.03	\$25.82	\$34.42

Junior - Full-time & part-time - 19 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$16.37	\$19.64	\$19.64	\$24.56	\$40.93	\$24.56	\$32.74
Level 2	\$17.48	\$20.98	\$20.98	\$26.22	\$43.70	\$26.22	\$34.96
Level 3	\$19.05	\$22.86	\$22.86	\$28.58	\$47.63	\$28.58	\$38.10
Level 4	\$20.79	\$24.95	\$24.95	\$31.19	\$51.98	\$31.19	\$41.58

Junior - Full-time & part-time - 20 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$19.38	\$23.26	\$23.26	\$29.07	\$48.45	\$29.07	\$38.76
Level 2	\$20.70	\$24.84	\$24.84	\$31.05	\$51.75	\$31.05	\$41.40
Level 3	\$22.56	\$27.07	\$27.07	\$33.84	\$56.40	\$33.84	\$45.12
Level 4	\$24.62	\$29.54	\$29.54	\$36.93	\$61.55	\$36.93	\$49.24

Junior - Casual - Under 16 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$9.13	\$10.59	\$10.59	\$12.78	\$18.25	\$10.95	\$14.60
Level 2	\$9.75	\$11.31	\$11.31	\$13.65	\$19.50	\$11.70	\$15.60
Level 3	\$10.63	\$12.33	\$12.33	\$14.88	\$21.25	\$12.75	\$17.00
Level 4	\$11.59	\$13.44	\$13.44	\$16.22	\$23.18	\$13.91	\$18.54

Junior - Casual - 16 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$11.73	\$13.60	\$13.60	\$16.42	\$23.45	\$14.07	\$18.76
Level 2	\$12.53	\$14.53	\$14.53	\$17.54	\$25.05	\$15.03	\$20.04
Level 3	\$13.65	\$15.83	\$15.83	\$19.11	\$27.30	\$16.38	\$21.84
Level 4	\$14.90	\$17.28	\$17.28	\$20.86	\$29.80	\$17.88	\$23.84

Junior - Casual - 17 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$14.34	\$16.63	\$16.63	\$20.07	\$28.68	\$17.21	\$22.94
Level 2	\$15.31	\$17.76	\$17.76	\$21.44	\$30.63	\$18.38	\$24.50
Level 3	\$16.69	\$19.36	\$19.36	\$23.36	\$33.38	\$20.03	\$26.70
Level 4	\$18.21	\$21.13	\$21.13	\$25.50	\$36.43	\$21.86	\$29.14

Junior - Casual - 18 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$16.94	\$19.65	\$19.65	\$23.71	\$33.88	\$20.33	\$27.10
Level 2	\$18.09	\$20.98	\$20.98	\$25.32	\$36.18	\$21.71	\$28.94
Level 3	\$19.71	\$22.87	\$22.87	\$27.60	\$39.43	\$23.66	\$31.54
Level 4	\$21.51	\$24.95	\$24.95	\$30.12	\$43.03	\$25.82	\$34.42

Junior - Casual - 19 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$20.46	\$23.74	\$23.74	\$28.65	\$40.93	\$24.56	\$32.74
Level 2	\$21.85	\$25.35	\$25.35	\$30.59	\$43.70	\$26.22	\$34.96
Level 3	\$23.81	\$27.62	\$27.62	\$33.34	\$47.63	\$28.58	\$38.10
Level 4	\$25.99	\$30.15	\$30.15	\$36.38	\$51.98	\$31.19	\$41.58

Junior - Casual - 20 years

Classification	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Level 1	\$24.23	\$28.10	\$28.10	\$33.92	\$48.45	\$29.07	\$38.76
Level 2	\$25.88	\$30.02	\$30.02	\$36.23	\$51.75	\$31.05	\$41.40
Level 3	\$28.20	\$32.71	\$32.71	\$39.48	\$56.40	\$33.84	\$45.12
Level 4	\$30.78	\$35.70	\$35.70	\$43.09	\$61.55	\$36.93	\$49.24

Apprentice

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Apprentice 1st year	\$482.68	\$12.70	\$15.24	\$15.24	\$19.05	\$31.75	\$19.05	\$25.40
Apprentice 2nd year	\$570.44	\$15.01	\$18.01	\$18.01	\$22.52	\$37.53	\$22.52	\$30.02
Apprentice 3rd year	\$702.08	\$18.48	\$22.18	\$22.18	\$27.72	\$46.20	\$27.72	\$36.96
Apprentice 4th year	\$833.72	\$21.94	\$26.33	\$26.33	\$32.91	\$54.85	\$32.91	\$43.88

Adult apprentice - Started before 1 Jan 2014

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Apprentice 1st year	\$482.68	\$12.70	\$15.24	\$15.24	\$19.05	\$31.75	\$19.05	\$25.40
Apprentice 2nd year	\$570.44	\$15.01	\$18.01	\$18.01	\$22.52	\$37.53	\$22.52	\$30.02
Apprentice 3rd year	\$702.08	\$18.48	\$22.18	\$22.18	\$27.72	\$46.20	\$27.72	\$36.96
Apprentice 4th year	\$833.72	\$21.94	\$26.33	\$26.33	\$32.91	\$54.85	\$32.91	\$43.88

Adult apprentice - Started after 1 Jan 2014

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - between 7pm & 7am	Saturday	Sunday	Public holidays	Overtime - first 3 hours	Overtime - after 3 hours
Apprentice 1st year	\$702.08	\$18.48	\$22.18	\$22.18	\$27.72	\$46.20	\$27.72	\$36.96
Apprentice 2nd year	\$753.80	\$19.84	\$23.81	\$23.81	\$29.76	\$49.60	\$29.76	\$39.68
Apprentice 3rd year	\$753.80	\$19.84	\$23.81	\$23.81	\$29.76	\$49.60	\$29.76	\$39.68
Apprentice 4th year	\$833.72	\$21.94	\$26.33	\$26.33	\$32.91	\$54.85	\$32.91	\$43.88

Allowances

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Clothing reimbursement	reimbursement for the cost of required clothing
Expenses reimbursement	reimbursement for reasonable expenses incurred
First aid allowance	\$0.46 per hour up to a maximum of \$17.55 per week
Leading hand allowance - in charge of 3-10 employees	\$1.02 per hour up to a maximum of \$38.61 per week
Leading hand allowance - in charge of 11-20 employees	\$1.50 per hour up to a maximum of \$57.04 per week
Leading hand allowance - in charge of more than 20 employees	\$1.92 per hour up to a maximum of \$72.84 per week
Meal allowance - overtime	\$19.27 for a meal and \$17.47 for a subsequent meal
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.