

Pay Guide - Real Estate Industry Award 2010

[MA000106]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2014.

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

Classification	Weekly pay rate	Hourly pay rate	Overtime - work on day off or half day - first 2 hours	Overtime - work on day off or half day - after 2 hours	Public holiday	Public holiday - Queensland before 1/1/2015
Property sales associate - first 6 months experience	\$640.90	\$16.87	\$25.31	\$33.74	\$33.74	\$42.18
Property sales associate - after 6 months experience	\$663.30	\$17.46	\$26.19	\$34.92	\$34.92	\$43.65
Property sales representative	\$679.50	\$17.88	\$26.82	\$35.76	\$35.76	\$44.70
Property sales supervisor	\$781.60	\$20.57	\$30.86	\$41.14	\$41.14	\$51.43
Property management associate	\$685.20	\$18.03	\$27.05	\$36.06	\$36.06	\$45.08
Property management representative	\$724.00	\$19.05	\$28.58	\$38.10	\$38.10	\$47.63
Property management supervisor	\$831.30	\$21.88	\$32.82	\$43.76	\$43.76	\$54.70
Strata/Community title management associate	\$685.20	\$18.03	\$27.05	\$36.06	\$36.06	\$45.08
Strata/Community title management representative	\$724.00	\$19.05	\$28.58	\$38.10	\$38.10	\$47.63
Strata/Community title management supervisor	\$831.30	\$21.88	\$32.82	\$43.76	\$43.76	\$54.70

Casual

Classification	Hourly pay rate	Public holiday	Public holiday - Queensland - before 1/1/2015
Property sales associate - first 6 months experience	\$21.09	\$42.18	\$52.73
Property sales associate - after 6 months experience	\$21.83	\$43.66	\$54.58
Property sales representative	\$22.35	\$44.70	\$55.88
Property sales supervisor	\$25.71	\$51.42	\$64.28
Property management associate	\$22.54	\$45.08	\$56.35
Property management representative	\$23.81	\$47.62	\$59.53
Property management supervisor	\$27.35	\$54.70	\$68.38
Strata/Community title management associate	\$22.54	\$45.08	\$56.35
Strata/Community title management representative	\$23.81	\$47.62	\$59.53
Strata/Community title management supervisor	\$27.35	\$54.70	\$68.38

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

Classification	Weekly pay rate	Hourly pay rate	Overtime - work on day off or half day - first 2 hours	Overtime - work on day off or half day - after 2 hours	Public holiday	Public holiday - Queensland - before 1/1/2015
Property sales associate - first 6 months experience	\$384.54	\$10.12	\$15.18	\$20.24	\$20.24	\$25.30
Property sales associate - after 6 months experience	\$397.98	\$10.47	\$15.71	\$20.94	\$20.94	\$26.18
Property sales representative	\$407.70	\$10.73	\$16.10	\$21.46	\$21.46	\$26.83
Property sales supervisor	\$468.96	\$12.34	\$18.51	\$24.68	\$24.68	\$30.85
Property management associate	\$411.12	\$10.82	\$16.23	\$21.64	\$21.64	\$27.05
Property management representative	\$434.40	\$11.43	\$17.15	\$22.86	\$22.86	\$28.58
Property management supervisor	\$498.78	\$13.13	\$19.70	\$26.26	\$26.26	\$32.83
Strata/Community title management associate	\$411.12	\$10.82	\$16.23	\$21.64	\$21.64	\$27.05
Strata/Community title management representative	\$434.40	\$11.43	\$17.15	\$22.86	\$22.86	\$28.58
Strata/Community title management supervisor	\$498.78	\$13.13	\$19.70	\$26.26	\$26.26	\$32.83

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

Classification	Weekly pay rate	Hourly pay rate	Overtime - work on day off or half day - first 2 hours	Overtime - work on day off or half day - after 2 hours	Public holiday	Public holiday - Queensland - before 1/1/2015
Property sales associate - first 6 months experience	\$448.63	\$11.81	\$17.72	\$23.62	\$23.62	\$29.53
Property sales associate - after 6 months experience	\$464.31	\$12.22	\$18.33	\$24.44	\$24.44	\$30.55
Property sales representative	\$475.65	\$12.52	\$18.78	\$25.04	\$25.04	\$31.30
Property sales supervisor	\$547.12	\$14.40	\$21.60	\$28.80	\$28.80	\$36.00
Property management associate	\$479.64	\$12.62	\$18.93	\$25.24	\$25.24	\$31.55
Property management representative	\$506.80	\$13.34	\$20.01	\$26.68	\$26.68	\$33.35
Property management supervisor	\$581.91	\$15.31	\$22.97	\$30.62	\$30.62	\$38.28
Strata/Community title management associate	\$479.64	\$12.62	\$18.93	\$25.24	\$25.24	\$31.55
Strata/Community title management representative	\$506.80	\$13.34	\$20.01	\$26.68	\$26.68	\$33.35
Strata/Community title management supervisor	\$581.91	\$15.31	\$22.97	\$30.62	\$30.62	\$38.28

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

Classification	Weekly pay rate	Hourly pay rate	Overtime - work on day off or half day - first 2 hours	Overtime - work on day off or half day - after 2 hours	Public holiday	Public holiday - Queensland - before 1/1/2015
Property sales associate - first 6 months experience	\$512.72	\$13.49	\$20.24	\$26.98	\$26.98	\$33.73
Property sales associate - after 6 months experience	\$530.64	\$13.96	\$20.94	\$27.92	\$27.92	\$34.90
Property sales representative	\$543.60	\$14.31	\$21.47	\$28.62	\$28.62	\$35.78
Property sales supervisor	\$625.28	\$16.45	\$24.68	\$32.90	\$32.90	\$41.13
Property management associate	\$548.16	\$14.43	\$21.65	\$28.86	\$28.86	\$36.08
Property management representative	\$579.20	\$15.24	\$22.86	\$30.48	\$30.48	\$38.10
Property management supervisor	\$665.04	\$17.50	\$26.25	\$35.00	\$35.00	\$43.75
Strata/Community title management associate	\$548.16	\$14.43	\$21.65	\$28.86	\$28.86	\$36.08
Strata/Community title management representative	\$579.20	\$15.24	\$22.86	\$30.48	\$30.48	\$38.10
Strata/Community title management supervisor	\$665.04	\$17.50	\$26.25	\$35.00	\$35.00	\$43.75

Junior - Casual - 18 years and under

Classification	Hourly pay rate	Public holiday	Public holiday - Queensland - before 1/1/2015
Property sales associate - first 6 months experience	\$12.65	\$25.30	\$31.63
Property sales associate - after 6 months experience	\$13.09	\$26.18	\$32.73
Property sales representative	\$13.41	\$26.82	\$33.53
Property sales supervisor	\$15.43	\$30.86	\$38.58
Property management associate	\$13.53	\$27.06	\$33.83
Property management representative	\$14.29	\$28.58	\$35.73
Property management supervisor	\$16.41	\$32.82	\$41.03
Strata/Community title management associate	\$13.53	\$27.06	\$33.83
Strata/Community title management representative	\$14.29	\$28.58	\$35.73
Strata/Community title management supervisor	\$16.41	\$32.82	\$41.03

Junior - Casual - 19 years

Classification	Hourly pay rate	Public holiday	Public holiday - Queensland - before 1/1/2015
Property sales associate - first 6 months experience	\$14.76	\$29.52	\$36.90
Property sales associate - after 6 months experience	\$15.28	\$30.56	\$38.20
Property sales representative	\$15.65	\$31.30	\$39.13
Property sales supervisor	\$18.00	\$36.00	\$45.00
Property management associate	\$15.78	\$31.56	\$39.45
Property management representative	\$16.68	\$33.36	\$41.70
Property management supervisor	\$19.14	\$38.28	\$47.85
Strata/Community title management associate	\$15.78	\$31.56	\$39.45
Strata/Community title management representative	\$16.68	\$33.36	\$41.70
Strata/Community title management supervisor	\$19.14	\$38.28	\$47.85

Junior - Casual - 20 years

Classification	Hourly pay rate	Public holiday	Public holiday - Queensland - before 1/1/2015
Property sales associate - first 6 months experience	\$16.86	\$33.72	\$42.15
Property sales associate - after 6 months experience	\$17.45	\$34.90	\$43.63
Property sales representative	\$17.89	\$35.78	\$44.73
Property sales supervisor	\$20.56	\$41.12	\$51.40
Property management associate	\$18.04	\$36.08	\$45.10
Property management representative	\$19.05	\$38.10	\$47.63
Property management supervisor	\$21.88	\$43.76	\$54.70
Strata/Community title management associate	\$18.04	\$36.08	\$45.10
Strata/Community title management representative	\$19.05	\$38.10	\$47.63
Strata/Community title management supervisor	\$21.88	\$43.76	\$54.70

Allowances

Allowances	Rate
Expenses reimbursement	reimbursement for work-related expenses
Mobile phone reimbursement - written agreement regarding mobile phone costs	reimbursement for the agreed costs of using a mobile telephone for business purposes
Mobile phone reimbursement - no written agreement regarding mobile phone costs	reimbursement for all costs of ownership, network access, maintenance and payment of all work-related charges for a mobile telephone
Stand-by and call-out allowance - strata / community title management or property management classifications only	a method of payment agreed in writing between the employee and employer for due compensation for the employee being on stand-by and/or call-out

Motor vehicle allowance

Where an employee is required to use their own motor vehicle in the course of their employment, they can be reimbursed by:

- Payment of a standing charge plus an amount per kilometre travelled in performing their duties, or
- Payment of a lump sum, or
- \$0.78 per kilometre to a maximum of 400km per week

Engine capacity	Type of payment	Per week	Per day
Vehicle up to 5 years of age			
Up to and including 1600cc	Standing charge	\$79.60	\$15.92
	Per kilometre	\$0.13	\$0.13
	Lump sum	\$146.15	\$29.23
1601cc up to and including 2600cc	Standing charge	\$109.10	\$21.82
	Per kilometre	\$0.15	\$0.15
	Lump sum	\$187.91	\$37.58
Over 2600cc	Standing charge	\$113.52	\$22.70
	Per kilometre	\$0.17	\$0.17
	Lump sum	\$203.57	\$40.71

Engine capacity	Type of payment	Per week	Per day
Vehicle over 5 years of age			
Up to and including 1600cc	Standing charge	\$40.45	\$8.09
	Per kilometre	\$0.13	\$0.13
	Lump sum	\$109.61	\$21.92
1601cc up to and including 2600cc	Standing charge	\$60.55	\$12.11
	Per kilometre	\$0.15	\$0.15
	Lump sum	\$140.92	\$28.18
Over 2600cc	Standing charge	\$66.03	\$13.21
	Per kilometre	\$0.19	\$0.19
	Lump sum	\$167.03	\$33.41

Motor vehicle allowance transitional provisions prior to 1 January 2015	
Operational employees in ACT, NT, TAS, VIC & WA	No motor vehicle allowance payable
Property sales classifications in QLD	No motor vehicle allowance payable
Property management, Strata and community title management classifications or Commercial leasing employees in SA	No motor vehicle allowance payable
Property management or Strata and community title management classification in QLD	\$0.74 per kilometre until the employer and employee agree in writing on a method of payment for reimbursement for the costs of using the employee's own vehicle
Property sales classifications in SA - other than Property sales trainees	\$3.68 per hour or \$140 per week, or alternatively for property sales associates, \$0.78 per kilometre to a maximum of 400km per week
Property sales classifications in SA - Property sales trainees	\$2.89 per hour or \$110 per week

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.