

Pay Guide

Animal Care and Veterinary Services Award 2010

[MA000118]

Published 17 February 2020

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2015.

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday
Veterinary surgeon - level 1A	N/A	\$23.37	N/A	N/A	N/A
Veterinary surgeon - level 1B	N/A	\$24.66	N/A	N/A	N/A
Veterinary surgeon - level 2	N/A	\$26.64	N/A	N/A	N/A
Veterinary surgeon - level 3	N/A	\$29.27	N/A	N/A	N/A
Veterinary surgeon - level 4	N/A	\$33.06	N/A	N/A	N/A
Veterinary nurse - introductory level	\$656.90	\$17.29	\$25.94	\$34.58	\$34.58
Veterinary nurse - level 1	\$675.90	\$17.79	\$26.69	\$35.58	\$35.58
Veterinary nurse - level 2	\$733.00	\$19.29	\$28.94	\$38.58	\$38.58
Veterinary nurse - level 3	\$764.90	\$20.13	\$30.20	\$40.26	\$40.26
Veterinary nurse - level 4	\$834.60	\$21.96	\$32.94	\$43.92	\$43.92
Receptionist - introductory level	\$656.90	\$17.29	\$25.94	\$34.58	\$34.58
Receptionist - level 1	\$675.90	\$17.79	\$26.69	\$35.58	\$35.58
Receptionist - level 2	\$733.00	\$19.29	\$28.94	\$38.58	\$38.58
Receptionist - level 3	\$764.90	\$20.13	\$30.20	\$40.26	\$40.26
Receptionist - level 4	\$834.60	\$21.96	\$32.94	\$43.92	\$43.92
Animal attendant - introductory level	\$656.90	\$17.29	\$25.94	\$34.58	\$34.58
Animal attendant - level 1	\$675.90	\$17.79	\$26.69	\$35.58	\$35.58
Animal attendant - level 2	\$733.00	\$19.29	\$28.94	\$38.58	\$38.58
Animal attendant - level 3	\$764.90	\$20.13	\$30.20	\$40.26	\$40.26
Animal attendant - level 4	\$834.60	\$21.96	\$32.94	\$43.92	\$43.92
Assistants - introductory level	\$656.90	\$17.29	\$25.94	\$34.58	\$34.58
Assistants - level 1	\$675.90	\$17.79	\$26.69	\$35.58	\$35.58
Assistants - level 2	\$733.00	\$19.29	\$28.94	\$38.58	\$38.58
Assistants - level 3	\$764.90	\$20.13	\$30.20	\$40.26	\$40.26
Assistants - level 4	\$834.60	\$21.96	\$32.94	\$43.92	\$43.92
Practice manager - level 5	\$876.90	\$23.08	\$34.62	\$46.16	\$46.16
Animal care industry inspector - Inspector level 1	N/A	\$23.37	\$35.06	\$46.74	\$46.74
Animal care industry inspector - Inspector level 2	N/A	\$24.66	\$36.99	\$49.32	\$49.32
Animal care industry inspector - Senior inspector level 3	N/A	\$26.64	\$39.96	\$53.28	\$53.28

Table 2 of 3

Classification	Public holiday	Public holiday - veterinary surgeons	Christmas Day - Saturday	Christmas Day - Sunday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours
Veterinary surgeon - level 1A	N/A	\$46.74	\$35.06	\$35.06	N/A	N/A
Veterinary surgeon - level 1B	N/A	\$49.32	\$36.99	\$36.99	N/A	N/A
Veterinary surgeon - level 2	N/A	\$53.28	\$39.96	\$39.96	N/A	N/A
Veterinary surgeon - level 3	N/A	\$58.54	\$43.91	\$43.91	N/A	N/A
Veterinary surgeon - level 4	N/A	\$66.12	\$49.59	\$49.59	N/A	N/A
Veterinary nurse - introductory level	\$43.23	N/A	N/A	N/A	\$25.94	\$34.58
Veterinary nurse - level 1	\$44.48	N/A	N/A	N/A	\$26.69	\$35.58
Veterinary nurse - level 2	\$48.23	N/A	N/A	N/A	\$28.94	\$38.58
Veterinary nurse - level 3	\$50.33	N/A	N/A	N/A	\$30.20	\$40.26
Veterinary nurse - level 4	\$54.90	N/A	N/A	N/A	\$32.94	\$43.92
Receptionist - introductory level	\$43.23	N/A	N/A	N/A	\$25.94	\$34.58
Receptionist - level 1	\$44.48	N/A	N/A	N/A	\$26.69	\$35.58
Receptionist - level 2	\$48.23	N/A	N/A	N/A	\$28.94	\$38.58
Receptionist - level 3	\$50.33	N/A	N/A	N/A	\$30.20	\$40.26
Receptionist - level 4	\$54.90	N/A	N/A	N/A	\$32.94	\$43.92
Animal attendant - introductory level	\$43.23	N/A	N/A	N/A	\$25.94	\$34.58
Animal attendant - level 1	\$44.48	N/A	N/A	N/A	\$26.69	\$35.58
Animal attendant - level 2	\$48.23	N/A	N/A	N/A	\$28.94	\$38.58
Animal attendant - level 3	\$50.33	N/A	N/A	N/A	\$30.20	\$40.26
Animal attendant - level 4	\$54.90	N/A	N/A	N/A	\$32.94	\$43.92
Assistants - introductory level	\$43.23	N/A	N/A	N/A	\$25.94	\$34.58
Assistants - level 1	\$44.48	N/A	N/A	N/A	\$26.69	\$35.58
Assistants - level 2	\$48.23	N/A	N/A	N/A	\$28.94	\$38.58
Assistants - level 3	\$50.33	N/A	N/A	N/A	\$30.20	\$40.26
Assistants - level 4	\$54.90	N/A	N/A	N/A	\$32.94	\$43.92
Practice manager - level 5	\$57.70	N/A	N/A	N/A	\$34.62	\$46.16
Animal care industry inspector - Inspector level 1	\$58.43	N/A	N/A	N/A	\$35.06	\$46.74
Animal care industry inspector - Inspector level 2	\$61.65	N/A	N/A	N/A	\$36.99	\$49.32
Animal care industry inspector - Senior inspector level 3	\$66.60	N/A	N/A	N/A	\$39.96	\$53.28

Table 3 of 3

Classification	Overtime - veterinary surgeons	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary surgeon - level 1A	\$23.37	N/A	N/A	N/A	N/A
Veterinary surgeon - level 1B	\$24.66	N/A	N/A	N/A	N/A
Veterinary surgeon - level 2	\$26.64	N/A	N/A	N/A	N/A
Veterinary surgeon - level 3	\$29.27	N/A	N/A	N/A	N/A
Veterinary surgeon - level 4	\$33.06	N/A	N/A	N/A	N/A
Veterinary nurse - introductory level	N/A	\$19.88	\$19.88	\$22.48	\$25.94
Veterinary nurse - level 1	N/A	\$20.46	\$20.46	\$23.13	\$26.69
Veterinary nurse - level 2	N/A	\$22.18	\$22.18	\$25.08	\$28.94
Veterinary nurse - level 3	N/A	\$23.15	\$23.15	\$26.17	\$30.20
Veterinary nurse - level 4	N/A	\$25.25	\$25.25	\$28.55	\$32.94
Receptionist - introductory level	N/A	\$19.88	\$19.88	\$22.48	\$25.94
Receptionist - level 1	N/A	\$20.46	\$20.46	\$23.13	\$26.69
Receptionist - level 2	N/A	\$22.18	\$22.18	\$25.08	\$28.94
Receptionist - level 3	N/A	\$23.15	\$23.15	\$26.17	\$30.20
Receptionist - level 4	N/A	\$25.25	\$25.25	\$28.55	\$32.94
Animal attendant - introductory level	N/A	\$19.88	\$19.88	\$22.48	\$25.94
Animal attendant - level 1	N/A	\$20.46	\$20.46	\$23.13	\$26.69
Animal attendant - level 2	N/A	\$22.18	\$22.18	\$25.08	\$28.94
Animal attendant - level 3	N/A	\$23.15	\$23.15	\$26.17	\$30.20
Animal attendant - level 4	N/A	\$25.25	\$25.25	\$28.55	\$32.94
Assistants - introductory level	N/A	\$19.88	\$19.88	\$22.48	\$25.94
Assistants - level 1	N/A	\$20.46	\$20.46	\$23.13	\$26.69
Assistants - level 2	N/A	\$22.18	\$22.18	\$25.08	\$28.94
Assistants - level 3	N/A	\$23.15	\$23.15	\$26.17	\$30.20
Assistants - level 4	N/A	\$25.25	\$25.25	\$28.55	\$32.94
Practice manager - level 5	N/A	\$26.54	\$26.54	\$30.00	\$34.62
Animal care industry inspector - Inspector level 1	N/A	\$26.88	\$26.88	\$30.38	\$35.06
Animal care industry inspector - Inspector level 2	N/A	\$28.36	\$28.36	\$32.06	\$36.99
Animal care industry inspector - Senior inspector level 3	N/A	\$30.64	\$30.64	\$34.63	\$39.96

Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday
Veterinary surgeon - level 1A	\$29.21	N/A	N/A	N/A	N/A
Veterinary surgeon - level 1B	\$30.83	N/A	N/A	N/A	N/A
Veterinary surgeon - level 2	\$33.30	N/A	N/A	N/A	N/A
Veterinary surgeon - level 3	\$36.59	N/A	N/A	N/A	N/A
Veterinary surgeon - level 4	\$41.33	N/A	N/A	N/A	N/A
Veterinary nurse - introductory level	\$21.61	\$30.26	\$38.90	\$38.90	\$47.55
Veterinary nurse - level 1	\$22.24	\$31.13	\$40.03	\$40.03	\$48.92
Veterinary nurse - level 2	\$24.11	\$33.76	\$43.40	\$43.40	\$53.05
Veterinary nurse - level 3	\$25.16	\$35.23	\$45.29	\$45.29	\$55.36
Veterinary nurse - level 4	\$27.45	\$38.43	\$49.41	\$49.41	\$60.39
Receptionist - introductory level	\$21.61	\$30.26	\$38.90	\$38.90	\$47.55
Receptionist - level 1	\$22.24	\$31.13	\$40.03	\$40.03	\$48.92
Receptionist - level 2	\$24.11	\$33.76	\$43.40	\$43.40	\$53.05
Receptionist - level 3	\$25.16	\$35.23	\$45.29	\$45.29	\$55.36
Receptionist - level 4	\$27.45	\$38.43	\$49.41	\$49.41	\$60.39
Animal attendant - introductory level	\$21.61	\$30.26	\$38.90	\$38.90	\$47.55
Animal attendant - level 1	\$22.24	\$31.13	\$40.03	\$40.03	\$48.92
Animal attendant - level 2	\$24.11	\$33.76	\$43.40	\$43.40	\$53.05
Animal attendant - level 3	\$25.16	\$35.23	\$45.29	\$45.29	\$55.36
Animal attendant - level 4	\$27.45	\$38.43	\$49.41	\$49.41	\$60.39
Assistants - introductory level	\$21.61	\$30.26	\$38.90	\$38.90	\$47.55
Assistants - level 1	\$22.24	\$31.13	\$40.03	\$40.03	\$48.92
Assistants - level 2	\$24.11	\$33.76	\$43.40	\$43.40	\$53.05
Assistants - level 3	\$25.16	\$35.23	\$45.29	\$45.29	\$55.36
Assistants - level 4	\$27.45	\$38.43	\$49.41	\$49.41	\$60.39
Practice manager - level 5	\$28.85	\$40.39	\$51.93	\$51.93	\$63.47
Animal care industry inspector - Inspector level 1	\$29.21	\$40.90	\$52.58	\$52.58	\$64.27
Animal care industry inspector - Inspector level 2	\$30.83	\$43.16	\$55.49	\$55.49	\$67.82
Animal care industry inspector - Senior inspector level 3	\$33.30	\$46.62	\$59.94	\$59.94	\$73.26

Table 2 of 3

Classification	Public holiday - veterinary surgeons	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - veterinary surgeons
Veterinary surgeon - level 1A	\$52.58	N/A	N/A	\$29.21
Veterinary surgeon - level 1B	\$55.49	N/A	N/A	\$30.83
Veterinary surgeon - level 2	\$59.94	N/A	N/A	\$33.30
Veterinary surgeon - level 3	\$65.86	N/A	N/A	\$36.59
Veterinary surgeon - level 4	\$74.39	N/A	N/A	\$41.33
Veterinary nurse - introductory level	N/A	\$30.26	\$38.90	N/A
Veterinary nurse - level 1	N/A	\$31.13	\$40.03	N/A
Veterinary nurse - level 2	N/A	\$33.76	\$43.40	N/A
Veterinary nurse - level 3	N/A	\$35.23	\$45.29	N/A
Veterinary nurse - level 4	N/A	\$38.43	\$49.41	N/A
Receptionist - introductory level	N/A	\$30.26	\$38.90	N/A
Receptionist - level 1	N/A	\$31.13	\$40.03	N/A
Receptionist - level 2	N/A	\$33.76	\$43.40	N/A
Receptionist - level 3	N/A	\$35.23	\$45.29	N/A
Receptionist - level 4	N/A	\$38.43	\$49.41	N/A
Animal attendant - introductory level	N/A	\$30.26	\$38.90	N/A
Animal attendant - level 1	N/A	\$31.13	\$40.03	N/A
Animal attendant - level 2	N/A	\$33.76	\$43.40	N/A
Animal attendant - level 3	N/A	\$35.23	\$45.29	N/A
Animal attendant - level 4	N/A	\$38.43	\$49.41	N/A
Assistants - introductory level	N/A	\$30.26	\$38.90	N/A
Assistants - level 1	N/A	\$31.13	\$40.03	N/A
Assistants - level 2	N/A	\$33.76	\$43.40	N/A
Assistants - level 3	N/A	\$35.23	\$45.29	N/A
Assistants - level 4	N/A	\$38.43	\$49.41	N/A
Practice manager - level 5	N/A	\$40.39	\$51.93	N/A
Animal care industry inspector - Inspector level 1	N/A	\$40.90	\$52.58	N/A
Animal care industry inspector - Inspector level 2	N/A	\$43.16	\$55.49	N/A
Animal care industry inspector - Senior inspector level 3	N/A	\$46.62	\$59.94	N/A

Table 3 of 3

Classification	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary surgeon - level 1A	N/A	N/A	N/A	N/A
Veterinary surgeon - level 1B	N/A	N/A	N/A	N/A
Veterinary surgeon - level 2	N/A	N/A	N/A	N/A
Veterinary surgeon - level 3	N/A	N/A	N/A	N/A
Veterinary surgeon - level 4	N/A	N/A	N/A	N/A
Veterinary nurse - introductory level	\$24.21	\$24.21	\$26.80	\$30.26
Veterinary nurse - level 1	\$24.91	\$24.91	\$27.57	\$31.13
Veterinary nurse - level 2	\$27.01	\$27.01	\$29.90	\$33.76
Veterinary nurse - level 3	\$28.18	\$28.18	\$31.20	\$35.23
Veterinary nurse - level 4	\$30.74	\$30.74	\$34.04	\$38.43
Receptionist - introductory level	\$24.21	\$24.21	\$26.80	\$30.26
Receptionist - level 1	\$24.91	\$24.91	\$27.57	\$31.13
Receptionist - level 2	\$27.01	\$27.01	\$29.90	\$33.76
Receptionist - level 3	\$28.18	\$28.18	\$31.20	\$35.23
Receptionist - level 4	\$30.74	\$30.74	\$34.04	\$38.43
Animal attendant - introductory level	\$24.21	\$24.21	\$26.80	\$30.26
Animal attendant - level 1	\$24.91	\$24.91	\$27.57	\$31.13
Animal attendant - level 2	\$27.01	\$27.01	\$29.90	\$33.76
Animal attendant - level 3	\$28.18	\$28.18	\$31.20	\$35.23
Animal attendant - level 4	\$30.74	\$30.74	\$34.04	\$38.43
Assistants - introductory level	\$24.21	\$24.21	\$26.80	\$30.26
Assistants - level 1	\$24.91	\$24.91	\$27.57	\$31.13
Assistants - level 2	\$27.01	\$27.01	\$29.90	\$33.76
Assistants - level 3	\$28.18	\$28.18	\$31.20	\$35.23
Assistants - level 4	\$30.74	\$30.74	\$34.04	\$38.43
Practice manager - level 5	\$32.31	\$32.31	\$35.77	\$40.39
Animal care industry inspector - Inspector level 1	\$32.72	\$32.72	\$36.22	\$40.90
Animal care industry inspector - Inspector level 2	\$34.52	\$34.52	\$38.22	\$43.16
Animal care industry inspector - Senior inspector level 3	\$37.30	\$37.30	\$41.29	\$46.62

Junior - Full-time & part-time - 16 years of age or under

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	\$8.65	\$12.98	\$17.30	\$17.30	\$21.63	\$12.98
Veterinary nurse - level 1	\$8.90	\$13.35	\$17.80	\$17.80	\$22.25	\$13.35
Veterinary nurse - level 2	\$9.65	\$14.48	\$19.30	\$19.30	\$24.13	\$14.48
Veterinary nurse - level 3	\$10.07	\$15.11	\$20.14	\$20.14	\$25.18	\$15.11
Veterinary nurse - level 4	\$10.98	\$16.47	\$21.96	\$21.96	\$27.45	\$16.47
Receptionist - introductory level	\$8.65	\$12.98	\$17.30	\$17.30	\$21.63	\$12.98
Receptionist - level 1	\$8.90	\$13.35	\$17.80	\$17.80	\$22.25	\$13.35
Receptionist - level 2	\$9.65	\$14.48	\$19.30	\$19.30	\$24.13	\$14.48
Receptionist - level 3	\$10.07	\$15.11	\$20.14	\$20.14	\$25.18	\$15.11
Receptionist - level 4	\$10.98	\$16.47	\$21.96	\$21.96	\$27.45	\$16.47
Animal attendant - introductory level	\$8.65	\$12.98	\$17.30	\$17.30	\$21.63	\$12.98
Animal attendant - level 1	\$8.90	\$13.35	\$17.80	\$17.80	\$22.25	\$13.35
Animal attendant - level 2	\$9.65	\$14.48	\$19.30	\$19.30	\$24.13	\$14.48
Animal attendant - level 3	\$10.07	\$15.11	\$20.14	\$20.14	\$25.18	\$15.11
Animal attendant - level 4	\$10.98	\$16.47	\$21.96	\$21.96	\$27.45	\$16.47
Assistants - introductory level	\$8.65	\$12.98	\$17.30	\$17.30	\$21.63	\$12.98
Assistants - level 1	\$8.90	\$13.35	\$17.80	\$17.80	\$22.25	\$13.35
Assistants - level 2	\$9.65	\$14.48	\$19.30	\$19.30	\$24.13	\$14.48
Assistants - level 3	\$10.07	\$15.11	\$20.14	\$20.14	\$25.18	\$15.11
Assistants - level 4	\$10.98	\$16.47	\$21.96	\$21.96	\$27.45	\$16.47
Practice manager - level 5	\$11.54	\$17.31	\$23.08	\$23.08	\$28.85	\$17.31
Animal care industry inspector - Inspector level 1	\$11.69	\$17.54	\$23.38	\$23.38	\$29.23	\$17.54
Animal care industry inspector - Inspector level 2	\$12.33	\$18.50	\$24.66	\$24.66	\$30.83	\$18.50
Animal care industry inspector - Senior inspector level 3	\$13.32	\$19.98	\$26.64	\$26.64	\$33.30	\$19.98

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary nurse - introductory level	\$17.30	\$9.95	\$9.95	\$11.25	\$12.98
Veterinary nurse - level 1	\$17.80	\$10.24	\$10.24	\$11.57	\$13.35
Veterinary nurse - level 2	\$19.30	\$11.10	\$11.10	\$12.55	\$14.48
Veterinary nurse - level 3	\$20.14	\$11.58	\$11.58	\$13.09	\$15.11
Veterinary nurse - level 4	\$21.96	\$12.63	\$12.63	\$14.27	\$16.47
Receptionist - introductory level	\$17.30	\$9.95	\$9.95	\$11.25	\$12.98
Receptionist - level 1	\$17.80	\$10.24	\$10.24	\$11.57	\$13.35
Receptionist - level 2	\$19.30	\$11.10	\$11.10	\$12.55	\$14.48
Receptionist - level 3	\$20.14	\$11.58	\$11.58	\$13.09	\$15.11
Receptionist - level 4	\$21.96	\$12.63	\$12.63	\$14.27	\$16.47
Animal attendant - introductory level	\$17.30	\$9.95	\$9.95	\$11.25	\$12.98
Animal attendant - level 1	\$17.80	\$10.24	\$10.24	\$11.57	\$13.35
Animal attendant - level 2	\$19.30	\$11.10	\$11.10	\$12.55	\$14.48
Animal attendant - level 3	\$20.14	\$11.58	\$11.58	\$13.09	\$15.11
Animal attendant - level 4	\$21.96	\$12.63	\$12.63	\$14.27	\$16.47
Assistants - introductory level	\$17.30	\$9.95	\$9.95	\$11.25	\$12.98
Assistants - level 1	\$17.80	\$10.24	\$10.24	\$11.57	\$13.35
Assistants - level 2	\$19.30	\$11.10	\$11.10	\$12.55	\$14.48
Assistants - level 3	\$20.14	\$11.58	\$11.58	\$13.09	\$15.11
Assistants - level 4	\$21.96	\$12.63	\$12.63	\$14.27	\$16.47
Practice manager - level 5	\$23.08	\$13.27	\$13.27	\$15.00	\$17.31
Animal care industry inspector - Inspector level 1	\$23.38	\$13.44	\$13.44	\$15.20	\$17.54
Animal care industry inspector - Inspector level 2	\$24.66	\$14.18	\$14.18	\$16.03	\$18.50
Animal care industry inspector - Senior inspector level 3	\$26.64	\$15.32	\$15.32	\$17.32	\$19.98

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

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	\$10.37	\$15.56	\$20.74	\$20.74	\$25.93	\$15.56
Veterinary nurse - level 1	\$10.67	\$16.01	\$21.34	\$21.34	\$26.68	\$16.01
Veterinary nurse - level 2	\$11.57	\$17.36	\$23.14	\$23.14	\$28.93	\$17.36
Veterinary nurse - level 3	\$12.08	\$18.12	\$24.16	\$24.16	\$30.20	\$18.12
Veterinary nurse - level 4	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Receptionist - introductory level	\$10.37	\$15.56	\$20.74	\$20.74	\$25.93	\$15.56
Receptionist - level 1	\$10.67	\$16.01	\$21.34	\$21.34	\$26.68	\$16.01
Receptionist - level 2	\$11.57	\$17.36	\$23.14	\$23.14	\$28.93	\$17.36
Receptionist - level 3	\$12.08	\$18.12	\$24.16	\$24.16	\$30.20	\$18.12
Receptionist - level 4	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Animal attendant - introductory level	\$10.37	\$15.56	\$20.74	\$20.74	\$25.93	\$15.56
Animal attendant - level 1	\$10.67	\$16.01	\$21.34	\$21.34	\$26.68	\$16.01
Animal attendant - level 2	\$11.57	\$17.36	\$23.14	\$23.14	\$28.93	\$17.36
Animal attendant - level 3	\$12.08	\$18.12	\$24.16	\$24.16	\$30.20	\$18.12
Animal attendant - level 4	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Assistants - introductory level	\$10.37	\$15.56	\$20.74	\$20.74	\$25.93	\$15.56
Assistants - level 1	\$10.67	\$16.01	\$21.34	\$21.34	\$26.68	\$16.01
Assistants - level 2	\$11.57	\$17.36	\$23.14	\$23.14	\$28.93	\$17.36
Assistants - level 3	\$12.08	\$18.12	\$24.16	\$24.16	\$30.20	\$18.12
Assistants - level 4	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Practice manager - level 5	\$13.85	\$20.78	\$27.70	\$27.70	\$34.63	\$20.78
Animal care industry inspector - Inspector level 1	\$14.02	\$21.03	\$28.04	\$28.04	\$35.05	\$21.03
Animal care industry inspector - Inspector level 2	\$14.80	\$22.20	\$29.60	\$29.60	\$37.00	\$22.20
Animal care industry inspector - Senior inspector level 3	\$15.98	\$23.97	\$31.96	\$31.96	\$39.95	\$23.97

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary nurse - introductory level	\$20.74	\$11.93	\$11.93	\$13.48	\$15.56
Veterinary nurse - level 1	\$21.34	\$12.27	\$12.27	\$13.87	\$16.01
Veterinary nurse - level 2	\$23.14	\$13.31	\$13.31	\$15.04	\$17.36
Veterinary nurse - level 3	\$24.16	\$13.89	\$13.89	\$15.70	\$18.12
Veterinary nurse - level 4	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Receptionist - introductory level	\$20.74	\$11.93	\$11.93	\$13.48	\$15.56
Receptionist - level 1	\$21.34	\$12.27	\$12.27	\$13.87	\$16.01
Receptionist - level 2	\$23.14	\$13.31	\$13.31	\$15.04	\$17.36
Receptionist - level 3	\$24.16	\$13.89	\$13.89	\$15.70	\$18.12
Receptionist - level 4	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Animal attendant - introductory level	\$20.74	\$11.93	\$11.93	\$13.48	\$15.56
Animal attendant - level 1	\$21.34	\$12.27	\$12.27	\$13.87	\$16.01
Animal attendant - level 2	\$23.14	\$13.31	\$13.31	\$15.04	\$17.36
Animal attendant - level 3	\$24.16	\$13.89	\$13.89	\$15.70	\$18.12
Animal attendant - level 4	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Assistants - introductory level	\$20.74	\$11.93	\$11.93	\$13.48	\$15.56
Assistants - level 1	\$21.34	\$12.27	\$12.27	\$13.87	\$16.01
Assistants - level 2	\$23.14	\$13.31	\$13.31	\$15.04	\$17.36
Assistants - level 3	\$24.16	\$13.89	\$13.89	\$15.70	\$18.12
Assistants - level 4	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Practice manager - level 5	\$27.70	\$15.93	\$15.93	\$18.01	\$20.78
Animal care industry inspector - Inspector level 1	\$28.04	\$16.12	\$16.12	\$18.23	\$21.03
Animal care industry inspector - Inspector level 2	\$29.60	\$17.02	\$17.02	\$19.24	\$22.20
Animal care industry inspector - Senior inspector level 3	\$31.96	\$18.38	\$18.38	\$20.77	\$23.97

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

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	\$12.10	\$18.15	\$24.20	\$24.20	\$30.25	\$18.15
Veterinary nurse - level 1	\$12.45	\$18.68	\$24.90	\$24.90	\$31.13	\$18.68
Veterinary nurse - level 2	\$13.50	\$20.25	\$27.00	\$27.00	\$33.75	\$20.25
Veterinary nurse - level 3	\$14.09	\$21.14	\$28.18	\$28.18	\$35.23	\$21.14
Veterinary nurse - level 4	\$15.37	\$23.06	\$30.74	\$30.74	\$38.43	\$23.06
Receptionist - introductory level	\$12.10	\$18.15	\$24.20	\$24.20	\$30.25	\$18.15
Receptionist - level 1	\$12.45	\$18.68	\$24.90	\$24.90	\$31.13	\$18.68
Receptionist - level 2	\$13.50	\$20.25	\$27.00	\$27.00	\$33.75	\$20.25
Receptionist - level 3	\$14.09	\$21.14	\$28.18	\$28.18	\$35.23	\$21.14
Receptionist - level 4	\$15.37	\$23.06	\$30.74	\$30.74	\$38.43	\$23.06
Animal attendant - introductory level	\$12.10	\$18.15	\$24.20	\$24.20	\$30.25	\$18.15
Animal attendant - level 1	\$12.45	\$18.68	\$24.90	\$24.90	\$31.13	\$18.68
Animal attendant - level 2	\$13.50	\$20.25	\$27.00	\$27.00	\$33.75	\$20.25
Animal attendant - level 3	\$14.09	\$21.14	\$28.18	\$28.18	\$35.23	\$21.14
Animal attendant - level 4	\$15.37	\$23.06	\$30.74	\$30.74	\$38.43	\$23.06
Assistants - introductory level	\$12.10	\$18.15	\$24.20	\$24.20	\$30.25	\$18.15
Assistants - level 1	\$12.45	\$18.68	\$24.90	\$24.90	\$31.13	\$18.68
Assistants - level 2	\$13.50	\$20.25	\$27.00	\$27.00	\$33.75	\$20.25
Assistants - level 3	\$14.09	\$21.14	\$28.18	\$28.18	\$35.23	\$21.14
Assistants - level 4	\$15.37	\$23.06	\$30.74	\$30.74	\$38.43	\$23.06
Practice manager - level 5	\$16.16	\$24.24	\$32.32	\$32.32	\$40.40	\$24.24
Animal care industry inspector - Inspector level 1	\$16.36	\$24.54	\$32.72	\$32.72	\$40.90	\$24.54
Animal care industry inspector - Inspector level 2	\$17.26	\$25.89	\$34.52	\$34.52	\$43.15	\$25.89
Animal care industry inspector - Senior inspector level 3	\$18.65	\$27.98	\$37.30	\$37.30	\$46.63	\$27.98

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary nurse - introductory level	\$24.20	\$13.92	\$13.92	\$15.73	\$18.15
Veterinary nurse - level 1	\$24.90	\$14.32	\$14.32	\$16.19	\$18.68
Veterinary nurse - level 2	\$27.00	\$15.53	\$15.53	\$17.55	\$20.25
Veterinary nurse - level 3	\$28.18	\$16.20	\$16.20	\$18.32	\$21.14
Veterinary nurse - level 4	\$30.74	\$17.68	\$17.68	\$19.98	\$23.06
Receptionist - introductory level	\$24.20	\$13.92	\$13.92	\$15.73	\$18.15
Receptionist - level 1	\$24.90	\$14.32	\$14.32	\$16.19	\$18.68
Receptionist - level 2	\$27.00	\$15.53	\$15.53	\$17.55	\$20.25
Receptionist - level 3	\$28.18	\$16.20	\$16.20	\$18.32	\$21.14
Receptionist - level 4	\$30.74	\$17.68	\$17.68	\$19.98	\$23.06
Animal attendant - introductory level	\$24.20	\$13.92	\$13.92	\$15.73	\$18.15
Animal attendant - level 1	\$24.90	\$14.32	\$14.32	\$16.19	\$18.68
Animal attendant - level 2	\$27.00	\$15.53	\$15.53	\$17.55	\$20.25
Animal attendant - level 3	\$28.18	\$16.20	\$16.20	\$18.32	\$21.14
Animal attendant - level 4	\$30.74	\$17.68	\$17.68	\$19.98	\$23.06
Assistants - introductory level	\$24.20	\$13.92	\$13.92	\$15.73	\$18.15
Assistants - level 1	\$24.90	\$14.32	\$14.32	\$16.19	\$18.68
Assistants - level 2	\$27.00	\$15.53	\$15.53	\$17.55	\$20.25
Assistants - level 3	\$28.18	\$16.20	\$16.20	\$18.32	\$21.14
Assistants - level 4	\$30.74	\$17.68	\$17.68	\$19.98	\$23.06
Practice manager - level 5	\$32.32	\$18.58	\$18.58	\$21.01	\$24.24
Animal care industry inspector - Inspector level 1	\$32.72	\$18.81	\$18.81	\$21.27	\$24.54
Animal care industry inspector - Inspector level 2	\$34.52	\$19.85	\$19.85	\$22.44	\$25.89
Animal care industry inspector - Senior inspector level 3	\$37.30	\$21.45	\$21.45	\$24.25	\$27.98

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

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	\$13.83	\$20.75	\$27.66	\$27.66	\$34.58	\$20.75
Veterinary nurse - level 1	\$14.23	\$21.35	\$28.46	\$28.46	\$35.58	\$21.35
Veterinary nurse - level 2	\$15.43	\$23.15	\$30.86	\$30.86	\$38.58	\$23.15
Veterinary nurse - level 3	\$16.10	\$24.15	\$32.20	\$32.20	\$40.25	\$24.15
Veterinary nurse - level 4	\$17.57	\$26.36	\$35.14	\$35.14	\$43.93	\$26.36
Receptionist - introductory level	\$13.83	\$20.75	\$27.66	\$27.66	\$34.58	\$20.75
Receptionist - level 1	\$14.23	\$21.35	\$28.46	\$28.46	\$35.58	\$21.35
Receptionist - level 2	\$15.43	\$23.15	\$30.86	\$30.86	\$38.58	\$23.15
Receptionist - level 3	\$16.10	\$24.15	\$32.20	\$32.20	\$40.25	\$24.15
Receptionist - level 4	\$17.57	\$26.36	\$35.14	\$35.14	\$43.93	\$26.36
Animal attendant - introductory level	\$13.83	\$20.75	\$27.66	\$27.66	\$34.58	\$20.75
Animal attendant - level 1	\$14.23	\$21.35	\$28.46	\$28.46	\$35.58	\$21.35
Animal attendant - level 2	\$15.43	\$23.15	\$30.86	\$30.86	\$38.58	\$23.15
Animal attendant - level 3	\$16.10	\$24.15	\$32.20	\$32.20	\$40.25	\$24.15
Animal attendant - level 4	\$17.57	\$26.36	\$35.14	\$35.14	\$43.93	\$26.36
Assistants - introductory level	\$13.83	\$20.75	\$27.66	\$27.66	\$34.58	\$20.75
Assistants - level 1	\$14.23	\$21.35	\$28.46	\$28.46	\$35.58	\$21.35
Assistants - level 2	\$15.43	\$23.15	\$30.86	\$30.86	\$38.58	\$23.15
Assistants - level 3	\$16.10	\$24.15	\$32.20	\$32.20	\$40.25	\$24.15
Assistants - level 4	\$17.57	\$26.36	\$35.14	\$35.14	\$43.93	\$26.36
Practice manager - level 5	\$18.46	\$27.69	\$36.92	\$36.92	\$46.15	\$27.69
Animal care industry inspector - Inspector level 1	\$18.70	\$28.05	\$37.40	\$37.40	\$46.75	\$28.05
Animal care industry inspector - Inspector level 2	\$19.73	\$29.60	\$39.46	\$39.46	\$49.33	\$29.60
Animal care industry inspector - Senior inspector level 3	\$21.31	\$31.97	\$42.62	\$42.62	\$53.28	\$31.97

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary nurse - introductory level	\$27.66	\$15.90	\$15.90	\$17.98	\$20.75
Veterinary nurse - level 1	\$28.46	\$16.36	\$16.36	\$18.50	\$21.35
Veterinary nurse - level 2	\$30.86	\$17.74	\$17.74	\$20.06	\$23.15
Veterinary nurse - level 3	\$32.20	\$18.52	\$18.52	\$20.93	\$24.15
Veterinary nurse - level 4	\$35.14	\$20.21	\$20.21	\$22.84	\$26.36
Receptionist - introductory level	\$27.66	\$15.90	\$15.90	\$17.98	\$20.75
Receptionist - level 1	\$28.46	\$16.36	\$16.36	\$18.50	\$21.35
Receptionist - level 2	\$30.86	\$17.74	\$17.74	\$20.06	\$23.15
Receptionist - level 3	\$32.20	\$18.52	\$18.52	\$20.93	\$24.15
Receptionist - level 4	\$35.14	\$20.21	\$20.21	\$22.84	\$26.36
Animal attendant - introductory level	\$27.66	\$15.90	\$15.90	\$17.98	\$20.75
Animal attendant - level 1	\$28.46	\$16.36	\$16.36	\$18.50	\$21.35
Animal attendant - level 2	\$30.86	\$17.74	\$17.74	\$20.06	\$23.15
Animal attendant - level 3	\$32.20	\$18.52	\$18.52	\$20.93	\$24.15
Animal attendant - level 4	\$35.14	\$20.21	\$20.21	\$22.84	\$26.36
Assistants - introductory level	\$27.66	\$15.90	\$15.90	\$17.98	\$20.75
Assistants - level 1	\$28.46	\$16.36	\$16.36	\$18.50	\$21.35
Assistants - level 2	\$30.86	\$17.74	\$17.74	\$20.06	\$23.15
Assistants - level 3	\$32.20	\$18.52	\$18.52	\$20.93	\$24.15
Assistants - level 4	\$35.14	\$20.21	\$20.21	\$22.84	\$26.36
Practice manager - level 5	\$36.92	\$21.23	\$21.23	\$24.00	\$27.69
Animal care industry inspector - Inspector level 1	\$37.40	\$21.51	\$21.51	\$24.31	\$28.05
Animal care industry inspector - Inspector level 2	\$39.46	\$22.69	\$22.69	\$25.65	\$29.60
Animal care industry inspector - Senior inspector level 3	\$42.62	\$24.51	\$24.51	\$27.70	\$31.97

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

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	\$15.56	\$23.34	\$31.12	\$31.12	\$38.90	\$23.34
Veterinary nurse - level 1	\$16.01	\$24.02	\$32.02	\$32.02	\$40.03	\$24.02
Veterinary nurse - level 2	\$17.36	\$26.04	\$34.72	\$34.72	\$43.40	\$26.04
Veterinary nurse - level 3	\$18.12	\$27.18	\$36.24	\$36.24	\$45.30	\$27.18
Veterinary nurse - level 4	\$19.76	\$29.64	\$39.52	\$39.52	\$49.40	\$29.64
Receptionist - introductory level	\$15.56	\$23.34	\$31.12	\$31.12	\$38.90	\$23.34
Receptionist - level 1	\$16.01	\$24.02	\$32.02	\$32.02	\$40.03	\$24.02
Receptionist - level 2	\$17.36	\$26.04	\$34.72	\$34.72	\$43.40	\$26.04
Receptionist - level 3	\$18.12	\$27.18	\$36.24	\$36.24	\$45.30	\$27.18
Receptionist - level 4	\$19.76	\$29.64	\$39.52	\$39.52	\$49.40	\$29.64
Animal attendant - introductory level	\$15.56	\$23.34	\$31.12	\$31.12	\$38.90	\$23.34
Animal attendant - level 1	\$16.01	\$24.02	\$32.02	\$32.02	\$40.03	\$24.02
Animal attendant - level 2	\$17.36	\$26.04	\$34.72	\$34.72	\$43.40	\$26.04
Animal attendant - level 3	\$18.12	\$27.18	\$36.24	\$36.24	\$45.30	\$27.18
Animal attendant - level 4	\$19.76	\$29.64	\$39.52	\$39.52	\$49.40	\$29.64
Assistants - introductory level	\$15.56	\$23.34	\$31.12	\$31.12	\$38.90	\$23.34
Assistants - level 1	\$16.01	\$24.02	\$32.02	\$32.02	\$40.03	\$24.02
Assistants - level 2	\$17.36	\$26.04	\$34.72	\$34.72	\$43.40	\$26.04
Assistants - level 3	\$18.12	\$27.18	\$36.24	\$36.24	\$45.30	\$27.18
Assistants - level 4	\$19.76	\$29.64	\$39.52	\$39.52	\$49.40	\$29.64
Practice manager - level 5	\$20.77	\$31.16	\$41.54	\$41.54	\$51.93	\$31.16
Animal care industry inspector - Inspector level 1	\$21.03	\$31.55	\$42.06	\$42.06	\$52.58	\$31.55
Animal care industry inspector - Inspector level 2	\$22.19	\$33.29	\$44.38	\$44.38	\$55.48	\$33.29
Animal care industry inspector - Senior inspector level 3	\$23.98	\$35.97	\$47.96	\$47.96	\$59.95	\$35.97

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary nurse - introductory level	\$31.12	\$17.89	\$17.89	\$20.23	\$23.34
Veterinary nurse - level 1	\$32.02	\$18.41	\$18.41	\$20.81	\$24.02
Veterinary nurse - level 2	\$34.72	\$19.96	\$19.96	\$22.57	\$26.04
Veterinary nurse - level 3	\$36.24	\$20.84	\$20.84	\$23.56	\$27.18
Veterinary nurse - level 4	\$39.52	\$22.72	\$22.72	\$25.69	\$29.64
Receptionist - introductory level	\$31.12	\$17.89	\$17.89	\$20.23	\$23.34
Receptionist - level 1	\$32.02	\$18.41	\$18.41	\$20.81	\$24.02
Receptionist - level 2	\$34.72	\$19.96	\$19.96	\$22.57	\$26.04
Receptionist - level 3	\$36.24	\$20.84	\$20.84	\$23.56	\$27.18
Receptionist - level 4	\$39.52	\$22.72	\$22.72	\$25.69	\$29.64
Animal attendant - introductory level	\$31.12	\$17.89	\$17.89	\$20.23	\$23.34
Animal attendant - level 1	\$32.02	\$18.41	\$18.41	\$20.81	\$24.02
Animal attendant - level 2	\$34.72	\$19.96	\$19.96	\$22.57	\$26.04
Animal attendant - level 3	\$36.24	\$20.84	\$20.84	\$23.56	\$27.18
Animal attendant - level 4	\$39.52	\$22.72	\$22.72	\$25.69	\$29.64
Assistants - introductory level	\$31.12	\$17.89	\$17.89	\$20.23	\$23.34
Assistants - level 1	\$32.02	\$18.41	\$18.41	\$20.81	\$24.02
Assistants - level 2	\$34.72	\$19.96	\$19.96	\$22.57	\$26.04
Assistants - level 3	\$36.24	\$20.84	\$20.84	\$23.56	\$27.18
Assistants - level 4	\$39.52	\$22.72	\$22.72	\$25.69	\$29.64
Practice manager - level 5	\$41.54	\$23.89	\$23.89	\$27.00	\$31.16
Animal care industry inspector - Inspector level 1	\$42.06	\$24.18	\$24.18	\$27.34	\$31.55
Animal care industry inspector - Inspector level 2	\$44.38	\$25.52	\$25.52	\$28.85	\$33.29
Animal care industry inspector - Senior inspector level 3	\$47.96	\$27.58	\$27.58	\$31.17	\$35.97

Junior - Casual - 16 years of age or under

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	\$10.81	\$15.14	\$19.46	\$19.46	\$23.79	\$15.14
Veterinary nurse - level 1	\$11.13	\$15.58	\$20.03	\$20.03	\$24.48	\$15.58
Veterinary nurse - level 2	\$12.06	\$16.89	\$21.71	\$21.71	\$26.54	\$16.89
Veterinary nurse - level 3	\$12.59	\$17.62	\$22.66	\$22.66	\$27.69	\$17.62
Veterinary nurse - level 4	\$13.73	\$19.22	\$24.71	\$24.71	\$30.20	\$19.22
Receptionist - introductory level	\$10.81	\$15.14	\$19.46	\$19.46	\$23.79	\$15.14
Receptionist - level 1	\$11.13	\$15.58	\$20.03	\$20.03	\$24.48	\$15.58
Receptionist - level 2	\$12.06	\$16.89	\$21.71	\$21.71	\$26.54	\$16.89
Receptionist - level 3	\$12.59	\$17.62	\$22.66	\$22.66	\$27.69	\$17.62
Receptionist - level 4	\$13.73	\$19.22	\$24.71	\$24.71	\$30.20	\$19.22
Animal attendant - introductory level	\$10.81	\$15.14	\$19.46	\$19.46	\$23.79	\$15.14
Animal attendant - level 1	\$11.13	\$15.58	\$20.03	\$20.03	\$24.48	\$15.58
Animal attendant - level 2	\$12.06	\$16.89	\$21.71	\$21.71	\$26.54	\$16.89
Animal attendant - level 3	\$12.59	\$17.62	\$22.66	\$22.66	\$27.69	\$17.62
Animal attendant - level 4	\$13.73	\$19.22	\$24.71	\$24.71	\$30.20	\$19.22
Assistants - introductory level	\$10.81	\$15.14	\$19.46	\$19.46	\$23.79	\$15.14
Assistants - level 1	\$11.13	\$15.58	\$20.03	\$20.03	\$24.48	\$15.58
Assistants - level 2	\$12.06	\$16.89	\$21.71	\$21.71	\$26.54	\$16.89
Assistants - level 3	\$12.59	\$17.62	\$22.66	\$22.66	\$27.69	\$17.62
Assistants - level 4	\$13.73	\$19.22	\$24.71	\$24.71	\$30.20	\$19.22
Practice manager - level 5	\$14.43	\$20.20	\$25.97	\$25.97	\$31.74	\$20.20
Animal care industry inspector - Inspector level 1	\$14.61	\$20.46	\$26.30	\$26.30	\$32.15	\$20.46
Animal care industry inspector - Inspector level 2	\$15.41	\$21.58	\$27.74	\$27.74	\$33.91	\$21.58
Animal care industry inspector - Senior inspector level 3	\$16.65	\$23.31	\$29.97	\$29.97	\$36.63	\$23.31

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary nurse - introductory level	\$19.46	\$12.11	\$12.11	\$13.41	\$15.14
Veterinary nurse - level 1	\$20.03	\$12.46	\$12.46	\$13.80	\$15.58
Veterinary nurse - level 2	\$21.71	\$13.51	\$13.51	\$14.96	\$16.89
Veterinary nurse - level 3	\$22.66	\$14.10	\$14.10	\$15.61	\$17.62
Veterinary nurse - level 4	\$24.71	\$15.37	\$15.37	\$17.02	\$19.22
Receptionist - introductory level	\$19.46	\$12.11	\$12.11	\$13.41	\$15.14
Receptionist - level 1	\$20.03	\$12.46	\$12.46	\$13.80	\$15.58
Receptionist - level 2	\$21.71	\$13.51	\$13.51	\$14.96	\$16.89
Receptionist - level 3	\$22.66	\$14.10	\$14.10	\$15.61	\$17.62
Receptionist - level 4	\$24.71	\$15.37	\$15.37	\$17.02	\$19.22
Animal attendant - introductory level	\$19.46	\$12.11	\$12.11	\$13.41	\$15.14
Animal attendant - level 1	\$20.03	\$12.46	\$12.46	\$13.80	\$15.58
Animal attendant - level 2	\$21.71	\$13.51	\$13.51	\$14.96	\$16.89
Animal attendant - level 3	\$22.66	\$14.10	\$14.10	\$15.61	\$17.62
Animal attendant - level 4	\$24.71	\$15.37	\$15.37	\$17.02	\$19.22
Assistants - introductory level	\$19.46	\$12.11	\$12.11	\$13.41	\$15.14
Assistants - level 1	\$20.03	\$12.46	\$12.46	\$13.80	\$15.58
Assistants - level 2	\$21.71	\$13.51	\$13.51	\$14.96	\$16.89
Assistants - level 3	\$22.66	\$14.10	\$14.10	\$15.61	\$17.62
Assistants - level 4	\$24.71	\$15.37	\$15.37	\$17.02	\$19.22
Practice manager - level 5	\$25.97	\$16.16	\$16.16	\$17.89	\$20.20
Animal care industry inspector - Inspector level 1	\$26.30	\$16.37	\$16.37	\$18.12	\$20.46
Animal care industry inspector - Inspector level 2	\$27.74	\$17.26	\$17.26	\$19.11	\$21.58
Animal care industry inspector - Senior inspector level 3	\$29.97	\$18.65	\$18.65	\$20.65	\$23.31

Junior - Casual - 17 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	\$12.96	\$18.15	\$23.33	\$23.33	\$28.52	\$18.15
Veterinary nurse - level 1	\$13.34	\$18.67	\$24.01	\$24.01	\$29.34	\$18.67
Veterinary nurse - level 2	\$14.46	\$20.25	\$26.03	\$26.03	\$31.82	\$20.25
Veterinary nurse - level 3	\$15.10	\$21.14	\$27.18	\$27.18	\$33.22	\$21.14
Veterinary nurse - level 4	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Receptionist - introductory level	\$12.96	\$18.15	\$23.33	\$23.33	\$28.52	\$18.15
Receptionist - level 1	\$13.34	\$18.67	\$24.01	\$24.01	\$29.34	\$18.67
Receptionist - level 2	\$14.46	\$20.25	\$26.03	\$26.03	\$31.82	\$20.25
Receptionist - level 3	\$15.10	\$21.14	\$27.18	\$27.18	\$33.22	\$21.14
Receptionist - level 4	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Animal attendant - introductory level	\$12.96	\$18.15	\$23.33	\$23.33	\$28.52	\$18.15
Animal attendant - level 1	\$13.34	\$18.67	\$24.01	\$24.01	\$29.34	\$18.67
Animal attendant - level 2	\$14.46	\$20.25	\$26.03	\$26.03	\$31.82	\$20.25
Animal attendant - level 3	\$15.10	\$21.14	\$27.18	\$27.18	\$33.22	\$21.14
Animal attendant - level 4	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Assistants - introductory level	\$12.96	\$18.15	\$23.33	\$23.33	\$28.52	\$18.15
Assistants - level 1	\$13.34	\$18.67	\$24.01	\$24.01	\$29.34	\$18.67
Assistants - level 2	\$14.46	\$20.25	\$26.03	\$26.03	\$31.82	\$20.25
Assistants - level 3	\$15.10	\$21.14	\$27.18	\$27.18	\$33.22	\$21.14
Assistants - level 4	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Practice manager - level 5	\$17.31	\$24.24	\$31.16	\$31.16	\$38.09	\$24.24
Animal care industry inspector - Inspector level 1	\$17.53	\$24.54	\$31.55	\$31.55	\$38.56	\$24.54
Animal care industry inspector - Inspector level 2	\$18.50	\$25.90	\$33.30	\$33.30	\$40.70	\$25.90
Animal care industry inspector - Senior inspector level 3	\$19.98	\$27.97	\$35.96	\$35.96	\$43.95	\$27.97

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary nurse - introductory level	\$23.33	\$14.52	\$14.52	\$16.07	\$18.15
Veterinary nurse - level 1	\$24.01	\$14.94	\$14.94	\$16.54	\$18.67
Veterinary nurse - level 2	\$26.03	\$16.20	\$16.20	\$17.93	\$20.25
Veterinary nurse - level 3	\$27.18	\$16.91	\$16.91	\$18.72	\$21.14
Veterinary nurse - level 4	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Receptionist - introductory level	\$23.33	\$14.52	\$14.52	\$16.07	\$18.15
Receptionist - level 1	\$24.01	\$14.94	\$14.94	\$16.54	\$18.67
Receptionist - level 2	\$26.03	\$16.20	\$16.20	\$17.93	\$20.25
Receptionist - level 3	\$27.18	\$16.91	\$16.91	\$18.72	\$21.14
Receptionist - level 4	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Animal attendant - introductory level	\$23.33	\$14.52	\$14.52	\$16.07	\$18.15
Animal attendant - level 1	\$24.01	\$14.94	\$14.94	\$16.54	\$18.67
Animal attendant - level 2	\$26.03	\$16.20	\$16.20	\$17.93	\$20.25
Animal attendant - level 3	\$27.18	\$16.91	\$16.91	\$18.72	\$21.14
Animal attendant - level 4	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Assistants - introductory level	\$23.33	\$14.52	\$14.52	\$16.07	\$18.15
Assistants - level 1	\$24.01	\$14.94	\$14.94	\$16.54	\$18.67
Assistants - level 2	\$26.03	\$16.20	\$16.20	\$17.93	\$20.25
Assistants - level 3	\$27.18	\$16.91	\$16.91	\$18.72	\$21.14
Assistants - level 4	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Practice manager - level 5	\$31.16	\$19.39	\$19.39	\$21.47	\$24.24
Animal care industry inspector - Inspector level 1	\$31.55	\$19.63	\$19.63	\$21.73	\$24.54
Animal care industry inspector - Inspector level 2	\$33.30	\$20.72	\$20.72	\$22.94	\$25.90
Animal care industry inspector - Senior inspector level 3	\$35.96	\$22.37	\$22.37	\$24.77	\$27.97

Junior - Casual - 18 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	\$15.13	\$21.18	\$27.23	\$27.23	\$33.28	\$21.18
Veterinary nurse - level 1	\$15.56	\$21.79	\$28.01	\$28.01	\$34.24	\$21.79
Veterinary nurse - level 2	\$16.88	\$23.63	\$30.38	\$30.38	\$37.13	\$23.63
Veterinary nurse - level 3	\$17.61	\$24.66	\$31.70	\$31.70	\$38.75	\$24.66
Veterinary nurse - level 4	\$19.21	\$26.90	\$34.58	\$34.58	\$42.27	\$26.90
Receptionist - introductory level	\$15.13	\$21.18	\$27.23	\$27.23	\$33.28	\$21.18
Receptionist - level 1	\$15.56	\$21.79	\$28.01	\$28.01	\$34.24	\$21.79
Receptionist - level 2	\$16.88	\$23.63	\$30.38	\$30.38	\$37.13	\$23.63
Receptionist - level 3	\$17.61	\$24.66	\$31.70	\$31.70	\$38.75	\$24.66
Receptionist - level 4	\$19.21	\$26.90	\$34.58	\$34.58	\$42.27	\$26.90
Animal attendant - introductory level	\$15.13	\$21.18	\$27.23	\$27.23	\$33.28	\$21.18
Animal attendant - level 1	\$15.56	\$21.79	\$28.01	\$28.01	\$34.24	\$21.79
Animal attendant - level 2	\$16.88	\$23.63	\$30.38	\$30.38	\$37.13	\$23.63
Animal attendant - level 3	\$17.61	\$24.66	\$31.70	\$31.70	\$38.75	\$24.66
Animal attendant - level 4	\$19.21	\$26.90	\$34.58	\$34.58	\$42.27	\$26.90
Assistants - introductory level	\$15.13	\$21.18	\$27.23	\$27.23	\$33.28	\$21.18
Assistants - level 1	\$15.56	\$21.79	\$28.01	\$28.01	\$34.24	\$21.79
Assistants - level 2	\$16.88	\$23.63	\$30.38	\$30.38	\$37.13	\$23.63
Assistants - level 3	\$17.61	\$24.66	\$31.70	\$31.70	\$38.75	\$24.66
Assistants - level 4	\$19.21	\$26.90	\$34.58	\$34.58	\$42.27	\$26.90
Practice manager - level 5	\$20.20	\$28.28	\$36.36	\$36.36	\$44.44	\$28.28
Animal care industry inspector - Inspector level 1	\$20.45	\$28.63	\$36.81	\$36.81	\$44.99	\$28.63
Animal care industry inspector - Inspector level 2	\$21.58	\$30.21	\$38.84	\$38.84	\$47.47	\$30.21
Animal care industry inspector - Senior inspector level 3	\$23.31	\$32.64	\$41.96	\$41.96	\$51.29	\$32.64

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary nurse - introductory level	\$27.23	\$16.94	\$16.94	\$18.76	\$21.18
Veterinary nurse - level 1	\$28.01	\$17.43	\$17.43	\$19.30	\$21.79
Veterinary nurse - level 2	\$30.38	\$18.90	\$18.90	\$20.93	\$23.63
Veterinary nurse - level 3	\$31.70	\$19.73	\$19.73	\$21.84	\$24.66
Veterinary nurse - level 4	\$34.58	\$21.52	\$21.52	\$23.82	\$26.90
Receptionist - introductory level	\$27.23	\$16.94	\$16.94	\$18.76	\$21.18
Receptionist - level 1	\$28.01	\$17.43	\$17.43	\$19.30	\$21.79
Receptionist - level 2	\$30.38	\$18.90	\$18.90	\$20.93	\$23.63
Receptionist - level 3	\$31.70	\$19.73	\$19.73	\$21.84	\$24.66
Receptionist - level 4	\$34.58	\$21.52	\$21.52	\$23.82	\$26.90
Animal attendant - introductory level	\$27.23	\$16.94	\$16.94	\$18.76	\$21.18
Animal attendant - level 1	\$28.01	\$17.43	\$17.43	\$19.30	\$21.79
Animal attendant - level 2	\$30.38	\$18.90	\$18.90	\$20.93	\$23.63
Animal attendant - level 3	\$31.70	\$19.73	\$19.73	\$21.84	\$24.66
Animal attendant - level 4	\$34.58	\$21.52	\$21.52	\$23.82	\$26.90
Assistants - introductory level	\$27.23	\$16.94	\$16.94	\$18.76	\$21.18
Assistants - level 1	\$28.01	\$17.43	\$17.43	\$19.30	\$21.79
Assistants - level 2	\$30.38	\$18.90	\$18.90	\$20.93	\$23.63
Assistants - level 3	\$31.70	\$19.73	\$19.73	\$21.84	\$24.66
Assistants - level 4	\$34.58	\$21.52	\$21.52	\$23.82	\$26.90
Practice manager - level 5	\$36.36	\$22.62	\$22.62	\$25.05	\$28.28
Animal care industry inspector - Inspector level 1	\$36.81	\$22.90	\$22.90	\$25.36	\$28.63
Animal care industry inspector - Inspector level 2	\$38.84	\$24.16	\$24.16	\$26.75	\$30.21
Animal care industry inspector - Senior inspector level 3	\$41.96	\$26.11	\$26.11	\$28.91	\$32.64

Junior - Casual - 19 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	\$17.29	\$24.20	\$31.12	\$31.12	\$38.03	\$24.20
Veterinary nurse - level 1	\$17.79	\$24.90	\$32.02	\$32.02	\$39.13	\$24.90
Veterinary nurse - level 2	\$19.29	\$27.00	\$34.72	\$34.72	\$42.43	\$27.00
Veterinary nurse - level 3	\$20.13	\$28.18	\$36.23	\$36.23	\$44.28	\$28.18
Veterinary nurse - level 4	\$21.96	\$30.75	\$39.53	\$39.53	\$48.32	\$30.75
Receptionist - introductory level	\$17.29	\$24.20	\$31.12	\$31.12	\$38.03	\$24.20
Receptionist - level 1	\$17.79	\$24.90	\$32.02	\$32.02	\$39.13	\$24.90
Receptionist - level 2	\$19.29	\$27.00	\$34.72	\$34.72	\$42.43	\$27.00
Receptionist - level 3	\$20.13	\$28.18	\$36.23	\$36.23	\$44.28	\$28.18
Receptionist - level 4	\$21.96	\$30.75	\$39.53	\$39.53	\$48.32	\$30.75
Animal attendant - introductory level	\$17.29	\$24.20	\$31.12	\$31.12	\$38.03	\$24.20
Animal attendant - level 1	\$17.79	\$24.90	\$32.02	\$32.02	\$39.13	\$24.90
Animal attendant - level 2	\$19.29	\$27.00	\$34.72	\$34.72	\$42.43	\$27.00
Animal attendant - level 3	\$20.13	\$28.18	\$36.23	\$36.23	\$44.28	\$28.18
Animal attendant - level 4	\$21.96	\$30.75	\$39.53	\$39.53	\$48.32	\$30.75
Assistants - introductory level	\$17.29	\$24.20	\$31.12	\$31.12	\$38.03	\$24.20
Assistants - level 1	\$17.79	\$24.90	\$32.02	\$32.02	\$39.13	\$24.90
Assistants - level 2	\$19.29	\$27.00	\$34.72	\$34.72	\$42.43	\$27.00
Assistants - level 3	\$20.13	\$28.18	\$36.23	\$36.23	\$44.28	\$28.18
Assistants - level 4	\$21.96	\$30.75	\$39.53	\$39.53	\$48.32	\$30.75
Practice manager - level 5	\$23.08	\$32.31	\$41.54	\$41.54	\$50.77	\$32.31
Animal care industry inspector - Inspector level 1	\$23.38	\$32.73	\$42.08	\$42.08	\$51.43	\$32.73
Animal care industry inspector - Inspector level 2	\$24.66	\$34.53	\$44.39	\$44.39	\$54.26	\$34.53
Animal care industry inspector - Senior inspector level 3	\$26.64	\$37.29	\$47.95	\$47.95	\$58.60	\$37.29

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary nurse - introductory level	\$31.12	\$19.36	\$19.36	\$21.44	\$24.20
Veterinary nurse - level 1	\$32.02	\$19.92	\$19.92	\$22.06	\$24.90
Veterinary nurse - level 2	\$34.72	\$21.60	\$21.60	\$23.92	\$27.00
Veterinary nurse - level 3	\$36.23	\$22.54	\$22.54	\$24.96	\$28.18
Veterinary nurse - level 4	\$39.53	\$24.60	\$24.60	\$27.23	\$30.75
Receptionist - introductory level	\$31.12	\$19.36	\$19.36	\$21.44	\$24.20
Receptionist - level 1	\$32.02	\$19.92	\$19.92	\$22.06	\$24.90
Receptionist - level 2	\$34.72	\$21.60	\$21.60	\$23.92	\$27.00
Receptionist - level 3	\$36.23	\$22.54	\$22.54	\$24.96	\$28.18
Receptionist - level 4	\$39.53	\$24.60	\$24.60	\$27.23	\$30.75
Animal attendant - introductory level	\$31.12	\$19.36	\$19.36	\$21.44	\$24.20
Animal attendant - level 1	\$32.02	\$19.92	\$19.92	\$22.06	\$24.90
Animal attendant - level 2	\$34.72	\$21.60	\$21.60	\$23.92	\$27.00
Animal attendant - level 3	\$36.23	\$22.54	\$22.54	\$24.96	\$28.18
Animal attendant - level 4	\$39.53	\$24.60	\$24.60	\$27.23	\$30.75
Assistants - introductory level	\$31.12	\$19.36	\$19.36	\$21.44	\$24.20
Assistants - level 1	\$32.02	\$19.92	\$19.92	\$22.06	\$24.90
Assistants - level 2	\$34.72	\$21.60	\$21.60	\$23.92	\$27.00
Assistants - level 3	\$36.23	\$22.54	\$22.54	\$24.96	\$28.18
Assistants - level 4	\$39.53	\$24.60	\$24.60	\$27.23	\$30.75
Practice manager - level 5	\$41.54	\$25.84	\$25.84	\$28.61	\$32.31
Animal care industry inspector - Inspector level 1	\$42.08	\$26.18	\$26.18	\$28.99	\$32.73
Animal care industry inspector - Inspector level 2	\$44.39	\$27.62	\$27.62	\$30.58	\$34.53
Animal care industry inspector - Senior inspector level 3	\$47.95	\$29.83	\$29.83	\$33.03	\$37.29

Junior - Casual - 20 years of age

Table 1 of 2

Classification	Hourly pay rate	Saturday - between 1pm & 9pm - first 3 hours	Saturday - between 1pm & 9pm - after 3 hours	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours
Veterinary nurse - introductory level	\$19.45	\$27.23	\$35.01	\$35.01	\$42.79	\$27.23
Veterinary nurse - level 1	\$20.01	\$28.02	\$36.02	\$36.02	\$44.03	\$28.02
Veterinary nurse - level 2	\$21.70	\$30.38	\$39.06	\$39.06	\$47.74	\$30.38
Veterinary nurse - level 3	\$22.65	\$31.71	\$40.77	\$40.77	\$49.83	\$31.71
Veterinary nurse - level 4	\$24.70	\$34.58	\$44.46	\$44.46	\$54.34	\$34.58
Receptionist - introductory level	\$19.45	\$27.23	\$35.01	\$35.01	\$42.79	\$27.23
Receptionist - level 1	\$20.01	\$28.02	\$36.02	\$36.02	\$44.03	\$28.02
Receptionist - level 2	\$21.70	\$30.38	\$39.06	\$39.06	\$47.74	\$30.38
Receptionist - level 3	\$22.65	\$31.71	\$40.77	\$40.77	\$49.83	\$31.71
Receptionist - level 4	\$24.70	\$34.58	\$44.46	\$44.46	\$54.34	\$34.58
Animal attendant - introductory level	\$19.45	\$27.23	\$35.01	\$35.01	\$42.79	\$27.23
Animal attendant - level 1	\$20.01	\$28.02	\$36.02	\$36.02	\$44.03	\$28.02
Animal attendant - level 2	\$21.70	\$30.38	\$39.06	\$39.06	\$47.74	\$30.38
Animal attendant - level 3	\$22.65	\$31.71	\$40.77	\$40.77	\$49.83	\$31.71
Animal attendant - level 4	\$24.70	\$34.58	\$44.46	\$44.46	\$54.34	\$34.58
Assistants - introductory level	\$19.45	\$27.23	\$35.01	\$35.01	\$42.79	\$27.23
Assistants - level 1	\$20.01	\$28.02	\$36.02	\$36.02	\$44.03	\$28.02
Assistants - level 2	\$21.70	\$30.38	\$39.06	\$39.06	\$47.74	\$30.38
Assistants - level 3	\$22.65	\$31.71	\$40.77	\$40.77	\$49.83	\$31.71
Assistants - level 4	\$24.70	\$34.58	\$44.46	\$44.46	\$54.34	\$34.58
Practice manager - level 5	\$25.96	\$36.35	\$46.73	\$46.73	\$57.12	\$36.35
Animal care industry inspector - Inspector level 1	\$26.29	\$36.80	\$47.32	\$47.32	\$57.83	\$36.80
Animal care industry inspector - Inspector level 2	\$27.74	\$38.83	\$49.93	\$49.93	\$61.02	\$38.83
Animal care industry inspector - Senior inspector level 3	\$29.98	\$41.97	\$53.96	\$53.96	\$65.95	\$41.97

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours	Shiftwork - starting at or before 6.30am	Shiftwork - finishes after 8pm	Shiftwork - majority of hours between midnight and 8am	Shiftwork - Saturday
Veterinary nurse - introductory level	\$35.01	\$21.78	\$21.78	\$24.12	\$27.23
Veterinary nurse - level 1	\$36.02	\$22.41	\$22.41	\$24.82	\$28.02
Veterinary nurse - level 2	\$39.06	\$24.30	\$24.30	\$26.91	\$30.38
Veterinary nurse - level 3	\$40.77	\$25.37	\$25.37	\$28.09	\$31.71
Veterinary nurse - level 4	\$44.46	\$27.66	\$27.66	\$30.63	\$34.58
Receptionist - introductory level	\$35.01	\$21.78	\$21.78	\$24.12	\$27.23
Receptionist - level 1	\$36.02	\$22.41	\$22.41	\$24.82	\$28.02
Receptionist - level 2	\$39.06	\$24.30	\$24.30	\$26.91	\$30.38
Receptionist - level 3	\$40.77	\$25.37	\$25.37	\$28.09	\$31.71
Receptionist - level 4	\$44.46	\$27.66	\$27.66	\$30.63	\$34.58
Animal attendant - introductory level	\$35.01	\$21.78	\$21.78	\$24.12	\$27.23
Animal attendant - level 1	\$36.02	\$22.41	\$22.41	\$24.82	\$28.02
Animal attendant - level 2	\$39.06	\$24.30	\$24.30	\$26.91	\$30.38
Animal attendant - level 3	\$40.77	\$25.37	\$25.37	\$28.09	\$31.71
Animal attendant - level 4	\$44.46	\$27.66	\$27.66	\$30.63	\$34.58
Assistants - introductory level	\$35.01	\$21.78	\$21.78	\$24.12	\$27.23
Assistants - level 1	\$36.02	\$22.41	\$22.41	\$24.82	\$28.02
Assistants - level 2	\$39.06	\$24.30	\$24.30	\$26.91	\$30.38
Assistants - level 3	\$40.77	\$25.37	\$25.37	\$28.09	\$31.71
Assistants - level 4	\$44.46	\$27.66	\$27.66	\$30.63	\$34.58
Practice manager - level 5	\$46.73	\$29.08	\$29.08	\$32.19	\$36.35
Animal care industry inspector - Inspector level 1	\$47.32	\$29.44	\$29.44	\$32.60	\$36.80
Animal care industry inspector - Inspector level 2	\$49.93	\$31.07	\$31.07	\$34.39	\$38.83
Animal care industry inspector - Senior inspector level 3	\$53.96	\$33.57	\$33.57	\$37.17	\$41.97

Allowances

Allowances	Rate
Broken shift allowance - does not apply to veterinary surgeons	\$12.24 per shift
Communications systems equipment reimbursement - veterinary surgeons only	reimbursement for the cost of purchasing a communication system
Communications system running costs allowance - veterinary surgeons only	an allowance to cover the running cost
First aid allowance - does not apply to veterinary surgeons	\$0.39 per hour up to a maximum of \$14.99 per week
Meal allowance - overtime - does not apply to veterinary surgeons	\$11.01 for the first meal and \$9.46 for an extra meal after every 4 hours
On call duty allowance - veterinary surgeons only	\$38.70 for each period of on call duty
On call allowance - Monday to Friday - does not apply to veterinary surgeons	\$15.83 for each 24 hour period or part thereof when rostered on call
On call allowance - Saturday - does not apply to veterinary surgeons	\$23.79 for each 24 hour period or part thereof when rostered on call
On call allowance - Sunday, public holiday or unrostered day - does not apply to veterinary surgeons	\$27.69 for each 24 hour period or part thereof when rostered on call
Uniform allowance	an allowance of the cost of the uniform
Laundry allowance	\$6.51 per week
Vehicle allowance – motorcycle	\$0.26 per km
Vehicle allowance – motor vehicle	\$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.