



Fair Work
OMBUDSMAN

Pay Guide - Animal Care and Veterinary Services Award

[MA000118]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

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Rates of pay

Adult

Full-time & part-time

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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	\$28.75	N/A	N/A	N/A
Veterinary surgeon - level 1B	N/A	\$30.33	N/A	N/A	N/A
Veterinary surgeon - level 2	N/A	\$32.77	N/A	N/A	N/A
Veterinary surgeon - level 3	N/A	\$36.01	N/A	N/A	N/A
Veterinary surgeon - level 4	N/A	\$40.67	N/A	N/A	N/A
Veterinary nurse - introductory level	\$812.60	\$21.38	\$32.07	\$42.76	\$42.76
Veterinary nurse - level 1	\$834.80	\$21.97	\$32.96	\$43.94	\$43.94
Veterinary nurse - level 2	\$902.10	\$23.74	\$35.61	\$47.48	\$47.48
Veterinary nurse - level 3	\$940.90	\$24.76	\$37.14	\$49.52	\$49.52
Veterinary nurse - level 4	\$1,026.60	\$27.02	\$40.53	\$54.04	\$54.04
Receptionist - introductory level	\$812.60	\$21.38	\$32.07	\$42.76	\$42.76
Receptionist - level 1	\$834.80	\$21.97	\$32.96	\$43.94	\$43.94
Receptionist - level 2	\$902.10	\$23.74	\$35.61	\$47.48	\$47.48
Receptionist - level 3	\$940.90	\$24.76	\$37.14	\$49.52	\$49.52
Receptionist - level 4	\$1,026.60	\$27.02	\$40.53	\$54.04	\$54.04
Animal attendant - introductory level	\$812.60	\$21.38	\$32.07	\$42.76	\$42.76
Animal attendant - level 1	\$834.80	\$21.97	\$32.96	\$43.94	\$43.94
Animal attendant - level 2	\$902.10	\$23.74	\$35.61	\$47.48	\$47.48
Animal attendant - level 3	\$940.90	\$24.76	\$37.14	\$49.52	\$49.52
Animal attendant - level 4	\$1,026.60	\$27.02	\$40.53	\$54.04	\$54.04
Assistants - introductory level	\$812.60	\$21.38	\$32.07	\$42.76	\$42.76
Assistants - level 1	\$834.80	\$21.97	\$32.96	\$43.94	\$43.94
Assistants - level 2	\$902.10	\$23.74	\$35.61	\$47.48	\$47.48
Assistants - level 3	\$940.90	\$24.76	\$37.14	\$49.52	\$49.52
Assistants - level 4	\$1,026.60	\$27.02	\$40.53	\$54.04	\$54.04
Practice manager - level 5	\$1,078.70	\$28.39	\$42.59	\$56.78	\$56.78
Animal care industry inspector - Inspector level 1	N/A	\$28.75	\$43.13	\$57.50	\$57.50
Animal care industry inspector - Inspector level 2	N/A	\$30.33	\$45.50	\$60.66	\$60.66
Animal care industry inspector - Senior inspector level 3	N/A	\$32.77	\$49.16	\$65.54	\$65.54

Table 2 of 3

Classification	Public holiday	Christmas Day - Saturday	Christmas Day - Sunday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - veterinary surgeons
Veterinary surgeon - level 1A	\$57.50	\$43.13	\$43.13	N/A	N/A	\$28.75
Veterinary surgeon - level 1B	\$60.66	\$45.50	\$45.50	N/A	N/A	\$30.33
Veterinary surgeon - level 2	\$65.54	\$49.16	\$49.16	N/A	N/A	\$32.77
Veterinary surgeon - level 3	\$72.02	\$54.02	\$54.02	N/A	N/A	\$36.01
Veterinary surgeon - level 4	\$81.34	\$61.01	\$61.01	N/A	N/A	\$40.67
Veterinary nurse - introductory level	\$53.45	N/A	N/A	\$32.07	\$42.76	N/A
Veterinary nurse - level 1	\$54.93	N/A	N/A	\$32.96	\$43.94	N/A
Veterinary nurse - level 2	\$59.35	N/A	N/A	\$35.61	\$47.48	N/A
Veterinary nurse - level 3	\$61.90	N/A	N/A	\$37.14	\$49.52	N/A
Veterinary nurse - level 4	\$67.55	N/A	N/A	\$40.53	\$54.04	N/A
Receptionist - introductory level	\$53.45	N/A	N/A	\$32.07	\$42.76	N/A
Receptionist - level 1	\$54.93	N/A	N/A	\$32.96	\$43.94	N/A
Receptionist - level 2	\$59.35	N/A	N/A	\$35.61	\$47.48	N/A
Receptionist - level 3	\$61.90	N/A	N/A	\$37.14	\$49.52	N/A
Receptionist - level 4	\$67.55	N/A	N/A	\$40.53	\$54.04	N/A
Animal attendant - introductory level	\$53.45	N/A	N/A	\$32.07	\$42.76	N/A
Animal attendant - level 1	\$54.93	N/A	N/A	\$32.96	\$43.94	N/A
Animal attendant - level 2	\$59.35	N/A	N/A	\$35.61	\$47.48	N/A
Animal attendant - level 3	\$61.90	N/A	N/A	\$37.14	\$49.52	N/A
Animal attendant - level 4	\$67.55	N/A	N/A	\$40.53	\$54.04	N/A
Assistants - introductory level	\$53.45	N/A	N/A	\$32.07	\$42.76	N/A
Assistants - level 1	\$54.93	N/A	N/A	\$32.96	\$43.94	N/A
Assistants - level 2	\$59.35	N/A	N/A	\$35.61	\$47.48	N/A
Assistants - level 3	\$61.90	N/A	N/A	\$37.14	\$49.52	N/A
Assistants - level 4	\$67.55	N/A	N/A	\$40.53	\$54.04	N/A
Practice manager - level 5	\$70.98	N/A	N/A	\$42.59	\$56.78	N/A
Animal care industry inspector - Inspector level 1	\$71.88	N/A	N/A	\$43.13	\$57.50	N/A
Animal care industry inspector - Inspector level 2	\$75.83	N/A	N/A	\$45.50	\$60.66	N/A
Animal care industry inspector - Senior inspector level 3	\$81.93	N/A	N/A	\$49.16	\$65.54	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	\$24.59	\$24.59	\$27.79	\$32.07
Veterinary nurse - level 1	\$25.27	\$25.27	\$28.56	\$32.96
Veterinary nurse - level 2	\$27.30	\$27.30	\$30.86	\$35.61
Veterinary nurse - level 3	\$28.47	\$28.47	\$32.19	\$37.14
Veterinary nurse - level 4	\$31.07	\$31.07	\$35.13	\$40.53
Receptionist - introductory level	\$24.59	\$24.59	\$27.79	\$32.07
Receptionist - level 1	\$25.27	\$25.27	\$28.56	\$32.96
Receptionist - level 2	\$27.30	\$27.30	\$30.86	\$35.61
Receptionist - level 3	\$28.47	\$28.47	\$32.19	\$37.14
Receptionist - level 4	\$31.07	\$31.07	\$35.13	\$40.53
Animal attendant - introductory level	\$24.59	\$24.59	\$27.79	\$32.07
Animal attendant - level 1	\$25.27	\$25.27	\$28.56	\$32.96
Animal attendant - level 2	\$27.30	\$27.30	\$30.86	\$35.61
Animal attendant - level 3	\$28.47	\$28.47	\$32.19	\$37.14
Animal attendant - level 4	\$31.07	\$31.07	\$35.13	\$40.53
Assistants - introductory level	\$24.59	\$24.59	\$27.79	\$32.07
Assistants - level 1	\$25.27	\$25.27	\$28.56	\$32.96
Assistants - level 2	\$27.30	\$27.30	\$30.86	\$35.61
Assistants - level 3	\$28.47	\$28.47	\$32.19	\$37.14
Assistants - level 4	\$31.07	\$31.07	\$35.13	\$40.53
Practice manager - level 5	\$32.65	\$32.65	\$36.91	\$42.59
Animal care industry inspector - Inspector level 1	\$33.06	\$33.06	\$37.38	\$43.13
Animal care industry inspector - Inspector level 2	\$34.88	\$34.88	\$39.43	\$45.50
Animal care industry inspector - Senior inspector level 3	\$37.69	\$37.69	\$42.60	\$49.16

Casual

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 - veterinary surgeons
Veterinary surgeon - level 1A	\$35.94	N/A	N/A	N/A	\$64.69	\$35.94
Veterinary surgeon - level 1B	\$37.91	N/A	N/A	N/A	\$68.24	\$37.91
Veterinary surgeon - level 2	\$40.96	N/A	N/A	N/A	\$73.73	\$40.96
Veterinary surgeon - level 3	\$45.01	N/A	N/A	N/A	\$81.02	\$45.01
Veterinary surgeon - level 4	\$50.84	N/A	N/A	N/A	\$91.51	\$50.84
Veterinary nurse - introductory level	\$26.73	\$37.42	\$48.11	\$48.11	\$58.80	N/A
Veterinary nurse - level 1	\$27.46	\$38.45	\$49.43	\$49.43	\$60.42	N/A
Veterinary nurse - level 2	\$29.68	\$41.55	\$53.42	\$53.42	\$65.29	N/A
Veterinary nurse - level 3	\$30.95	\$43.33	\$55.71	\$55.71	\$68.09	N/A
Veterinary nurse - level 4	\$33.78	\$47.29	\$60.80	\$60.80	\$74.31	N/A
Receptionist - introductory level	\$26.73	\$37.42	\$48.11	\$48.11	\$58.80	N/A
Receptionist - level 1	\$27.46	\$38.45	\$49.43	\$49.43	\$60.42	N/A
Receptionist - level 2	\$29.68	\$41.55	\$53.42	\$53.42	\$65.29	N/A
Receptionist - level 3	\$30.95	\$43.33	\$55.71	\$55.71	\$68.09	N/A
Receptionist - level 4	\$33.78	\$47.29	\$60.80	\$60.80	\$74.31	N/A
Animal attendant - introductory level	\$26.73	\$37.42	\$48.11	\$48.11	\$58.80	N/A
Animal attendant - level 1	\$27.46	\$38.45	\$49.43	\$49.43	\$60.42	N/A
Animal attendant - level 2	\$29.68	\$41.55	\$53.42	\$53.42	\$65.29	N/A
Animal attendant - level 3	\$30.95	\$43.33	\$55.71	\$55.71	\$68.09	N/A
Animal attendant - level 4	\$33.78	\$47.29	\$60.80	\$60.80	\$74.31	N/A
Assistants - introductory level	\$26.73	\$37.42	\$48.11	\$48.11	\$58.80	N/A
Assistants - level 1	\$27.46	\$38.45	\$49.43	\$49.43	\$60.42	N/A
Assistants - level 2	\$29.68	\$41.55	\$53.42	\$53.42	\$65.29	N/A
Assistants - level 3	\$30.95	\$43.33	\$55.71	\$55.71	\$68.09	N/A
Assistants - level 4	\$33.78	\$47.29	\$60.80	\$60.80	\$74.31	N/A
Practice manager - level 5	\$35.49	\$49.68	\$63.88	\$63.88	\$78.07	N/A
Animal care industry inspector - Inspector level 1	\$35.94	\$50.31	\$64.69	\$64.69	\$79.06	N/A
Animal care industry inspector - Inspector level 2	\$37.91	\$53.08	\$68.24	\$68.24	\$83.41	N/A
Animal care industry inspector - Senior inspector level 3	\$40.96	\$57.35	\$73.73	\$73.73	\$90.12	N/A

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 3 hours	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 surgeon - level 1A	N/A	N/A	N/A	N/A	N/A	N/A
Veterinary surgeon - level 1B	N/A	N/A	N/A	N/A	N/A	N/A
Veterinary surgeon - level 2	N/A	N/A	N/A	N/A	N/A	N/A
Veterinary surgeon - level 3	N/A	N/A	N/A	N/A	N/A	N/A
Veterinary surgeon - level 4	N/A	N/A	N/A	N/A	N/A	N/A
Veterinary nurse - introductory level	\$37.42	\$48.11	\$29.93	\$29.93	\$33.14	\$37.42
Veterinary nurse - level 1	\$38.45	\$49.43	\$30.76	\$30.76	\$34.05	\$38.45
Veterinary nurse - level 2	\$41.55	\$53.42	\$33.24	\$33.24	\$36.80	\$41.55
Veterinary nurse - level 3	\$43.33	\$55.71	\$34.66	\$34.66	\$38.38	\$43.33
Veterinary nurse - level 4	\$47.29	\$60.80	\$37.83	\$37.83	\$41.88	\$47.29
Receptionist - introductory level	\$37.42	\$48.11	\$29.93	\$29.93	\$33.14	\$37.42
Receptionist - level 1	\$38.45	\$49.43	\$30.76	\$30.76	\$34.05	\$38.45
Receptionist - level 2	\$41.55	\$53.42	\$33.24	\$33.24	\$36.80	\$41.55
Receptionist - level 3	\$43.33	\$55.71	\$34.66	\$34.66	\$38.38	\$43.33
Receptionist - level 4	\$47.29	\$60.80	\$37.83	\$37.83	\$41.88	\$47.29
Animal attendant - introductory level	\$37.42	\$48.11	\$29.93	\$29.93	\$33.14	\$37.42
Animal attendant - level 1	\$38.45	\$49.43	\$30.76	\$30.76	\$34.05	\$38.45
Animal attendant - level 2	\$41.55	\$53.42	\$33.24	\$33.24	\$36.80	\$41.55
Animal attendant - level 3	\$43.33	\$55.71	\$34.66	\$34.66	\$38.38	\$43.33
Animal attendant - level 4	\$47.29	\$60.80	\$37.83	\$37.83	\$41.88	\$47.29
Assistants - introductory level	\$37.42	\$48.11	\$29.93	\$29.93	\$33.14	\$37.42
Assistants - level 1	\$38.45	\$49.43	\$30.76	\$30.76	\$34.05	\$38.45
Assistants - level 2	\$41.55	\$53.42	\$33.24	\$33.24	\$36.80	\$41.55
Assistants - level 3	\$43.33	\$55.71	\$34.66	\$34.66	\$38.38	\$43.33
Assistants - level 4	\$47.29	\$60.80	\$37.83	\$37.83	\$41.88	\$47.29
Practice manager - level 5	\$49.68	\$63.88	\$39.75	\$39.75	\$44.00	\$49.68
Animal care industry inspector - Inspector level 1	\$50.31	\$64.69	\$40.25	\$40.25	\$44.56	\$50.31
Animal care industry inspector - Inspector level 2	\$53.08	\$68.24	\$42.46	\$42.46	\$47.01	\$53.08
Animal care industry inspector - Senior inspector level 3	\$57.35	\$73.73	\$45.88	\$45.88	\$50.79	\$57.35

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	\$10.69	\$16.04	\$21.38	\$21.38	\$26.73	\$16.04
Veterinary nurse - level 1	\$10.99	\$16.49	\$21.98	\$21.98	\$27.48	\$16.49
Veterinary nurse - level 2	\$11.87	\$17.81	\$23.74	\$23.74	\$29.68	\$17.81
Veterinary nurse - level 3	\$12.38	\$18.57	\$24.76	\$24.76	\$30.95	\$18.57
Veterinary nurse - level 4	\$13.51	\$20.27	\$27.02	\$27.02	\$33.78	\$20.27
Receptionist - introductory level	\$10.69	\$16.04	\$21.38	\$21.38	\$26.73	\$16.04
Receptionist - level 1	\$10.99	\$16.49	\$21.98	\$21.98	\$27.48	\$16.49
Receptionist - level 2	\$11.87	\$17.81	\$23.74	\$23.74	\$29.68	\$17.81
Receptionist - level 3	\$12.38	\$18.57	\$24.76	\$24.76	\$30.95	\$18.57
Receptionist - level 4	\$13.51	\$20.27	\$27.02	\$27.02	\$33.78	\$20.27
Animal attendant - introductory level	\$10.69	\$16.04	\$21.38	\$21.38	\$26.73	\$16.04
Animal attendant - level 1	\$10.99	\$16.49	\$21.98	\$21.98	\$27.48	\$16.49
Animal attendant - level 2	\$11.87	\$17.81	\$23.74	\$23.74	\$29.68	\$17.81
Animal attendant - level 3	\$12.38	\$18.57	\$24.76	\$24.76	\$30.95	\$18.57
Animal attendant - level 4	\$13.51	\$20.27	\$27.02	\$27.02	\$33.78	\$20.27
Assistants - introductory level	\$10.69	\$16.04	\$21.38	\$21.38	\$26.73	\$16.04
Assistants - level 1	\$10.99	\$16.49	\$21.98	\$21.98	\$27.48	\$16.49
Assistants - level 2	\$11.87	\$17.81	\$23.74	\$23.74	\$29.68	\$17.81
Assistants - level 3	\$12.38	\$18.57	\$24.76	\$24.76	\$30.95	\$18.57
Assistants - level 4	\$13.51	\$20.27	\$27.02	\$27.02	\$33.78	\$20.27
Practice manager - level 5	\$14.20	\$21.30	\$28.40	\$28.40	\$35.50	\$21.30
Animal care industry inspector - Inspector level 1	\$14.38	\$21.57	\$28.76	\$28.76	\$35.95	\$21.57
Animal care industry inspector - Inspector level 2	\$15.17	\$22.76	\$30.34	\$30.34	\$37.93	\$22.76
Animal care industry inspector - Senior inspector level 3	\$16.39	\$24.59	\$32.78	\$32.78	\$40.98	\$24.59

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	\$21.38	\$12.29	\$12.29	\$13.90	\$16.04
Veterinary nurse - level 1	\$21.98	\$12.64	\$12.64	\$14.29	\$16.49
Veterinary nurse - level 2	\$23.74	\$13.65	\$13.65	\$15.43	\$17.81
Veterinary nurse - level 3	\$24.76	\$14.24	\$14.24	\$16.09	\$18.57
Veterinary nurse - level 4	\$27.02	\$15.54	\$15.54	\$17.56	\$20.27
Receptionist - introductory level	\$21.38	\$12.29	\$12.29	\$13.90	\$16.04
Receptionist - level 1	\$21.98	\$12.64	\$12.64	\$14.29	\$16.49
Receptionist - level 2	\$23.74	\$13.65	\$13.65	\$15.43	\$17.81
Receptionist - level 3	\$24.76	\$14.24	\$14.24	\$16.09	\$18.57
Receptionist - level 4	\$27.02	\$15.54	\$15.54	\$17.56	\$20.27
Animal attendant - introductory level	\$21.38	\$12.29	\$12.29	\$13.90	\$16.04
Animal attendant - level 1	\$21.98	\$12.64	\$12.64	\$14.29	\$16.49
Animal attendant - level 2	\$23.74	\$13.65	\$13.65	\$15.43	\$17.81
Animal attendant - level 3	\$24.76	\$14.24	\$14.24	\$16.09	\$18.57
Animal attendant - level 4	\$27.02	\$15.54	\$15.54	\$17.56	\$20.27
Assistants - introductory level	\$21.38	\$12.29	\$12.29	\$13.90	\$16.04
Assistants - level 1	\$21.98	\$12.64	\$12.64	\$14.29	\$16.49
Assistants - level 2	\$23.74	\$13.65	\$13.65	\$15.43	\$17.81
Assistants - level 3	\$24.76	\$14.24	\$14.24	\$16.09	\$18.57
Assistants - level 4	\$27.02	\$15.54	\$15.54	\$17.56	\$20.27
Practice manager - level 5	\$28.40	\$16.33	\$16.33	\$18.46	\$21.30
Animal care industry inspector - Inspector level 1	\$28.76	\$16.54	\$16.54	\$18.69	\$21.57
Animal care industry inspector - Inspector level 2	\$30.34	\$17.45	\$17.45	\$19.72	\$22.76
Animal care industry inspector - Senior inspector level 3	\$32.78	\$18.85	\$18.85	\$21.31	\$24.59

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	\$12.83	\$19.25	\$25.66	\$25.66	\$32.08	\$19.25
Veterinary nurse - level 1	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Veterinary nurse - level 2	\$14.24	\$21.36	\$28.48	\$28.48	\$35.60	\$21.36
Veterinary nurse - level 3	\$14.86	\$22.29	\$29.72	\$29.72	\$37.15	\$22.29
Veterinary nurse - level 4	\$16.21	\$24.32	\$32.42	\$32.42	\$40.53	\$24.32
Receptionist - introductory level	\$12.83	\$19.25	\$25.66	\$25.66	\$32.08	\$19.25
Receptionist - level 1	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Receptionist - level 2	\$14.24	\$21.36	\$28.48	\$28.48	\$35.60	\$21.36
Receptionist - level 3	\$14.86	\$22.29	\$29.72	\$29.72	\$37.15	\$22.29
Receptionist - level 4	\$16.21	\$24.32	\$32.42	\$32.42	\$40.53	\$24.32
Animal attendant - introductory level	\$12.83	\$19.25	\$25.66	\$25.66	\$32.08	\$19.25
Animal attendant - level 1	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Animal attendant - level 2	\$14.24	\$21.36	\$28.48	\$28.48	\$35.60	\$21.36
Animal attendant - level 3	\$14.86	\$22.29	\$29.72	\$29.72	\$37.15	\$22.29
Animal attendant - level 4	\$16.21	\$24.32	\$32.42	\$32.42	\$40.53	\$24.32
Assistants - introductory level	\$12.83	\$19.25	\$25.66	\$25.66	\$32.08	\$19.25
Assistants - level 1	\$13.18	\$19.77	\$26.36	\$26.36	\$32.95	\$19.77
Assistants - level 2	\$14.24	\$21.36	\$28.48	\$28.48	\$35.60	\$21.36
Assistants - level 3	\$14.86	\$22.29	\$29.72	\$29.72	\$37.15	\$22.29
Assistants - level 4	\$16.21	\$24.32	\$32.42	\$32.42	\$40.53	\$24.32
Practice manager - level 5	\$17.03	\$25.55	\$34.06	\$34.06	\$42.58	\$25.55
Animal care industry inspector - Inspector level 1	\$17.25	\$25.88	\$34.50	\$34.50	\$43.13	\$25.88
Animal care industry inspector - Inspector level 2	\$18.20	\$27.30	\$36.40	\$36.40	\$45.50	\$27.30
Animal care industry inspector - Senior inspector level 3	\$19.66	\$29.49	\$39.32	\$39.32	\$49.15	\$29.49

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	\$25.66	\$14.75	\$14.75	\$16.68	\$19.25
Veterinary nurse - level 1	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Veterinary nurse - level 2	\$28.48	\$16.38	\$16.38	\$18.51	\$21.36
Veterinary nurse - level 3	\$29.72	\$17.09	\$17.09	\$19.32	\$22.29
Veterinary nurse - level 4	\$32.42	\$18.64	\$18.64	\$21.07	\$24.32
Receptionist - introductory level	\$25.66	\$14.75	\$14.75	\$16.68	\$19.25
Receptionist - level 1	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Receptionist - level 2	\$28.48	\$16.38	\$16.38	\$18.51	\$21.36
Receptionist - level 3	\$29.72	\$17.09	\$17.09	\$19.32	\$22.29
Receptionist - level 4	\$32.42	\$18.64	\$18.64	\$21.07	\$24.32
Animal attendant - introductory level	\$25.66	\$14.75	\$14.75	\$16.68	\$19.25
Animal attendant - level 1	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Animal attendant - level 2	\$28.48	\$16.38	\$16.38	\$18.51	\$21.36
Animal attendant - level 3	\$29.72	\$17.09	\$17.09	\$19.32	\$22.29
Animal attendant - level 4	\$32.42	\$18.64	\$18.64	\$21.07	\$24.32
Assistants - introductory level	\$25.66	\$14.75	\$14.75	\$16.68	\$19.25
Assistants - level 1	\$26.36	\$15.16	\$15.16	\$17.13	\$19.77
Assistants - level 2	\$28.48	\$16.38	\$16.38	\$18.51	\$21.36
Assistants - level 3	\$29.72	\$17.09	\$17.09	\$19.32	\$22.29
Assistants - level 4	\$32.42	\$18.64	\$18.64	\$21.07	\$24.32
Practice manager - level 5	\$34.06	\$19.58	\$19.58	\$22.14	\$25.55
Animal care industry inspector - Inspector level 1	\$34.50	\$19.84	\$19.84	\$22.43	\$25.88
Animal care industry inspector - Inspector level 2	\$36.40	\$20.93	\$20.93	\$23.66	\$27.30
Animal care industry inspector - Senior inspector level 3	\$39.32	\$22.61	\$22.61	\$25.56	\$29.49

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	\$14.97	\$22.46	\$29.94	\$29.94	\$37.43	\$22.46
Veterinary nurse - level 1	\$15.38	\$23.07	\$30.76	\$30.76	\$38.45	\$23.07
Veterinary nurse - level 2	\$16.62	\$24.93	\$33.24	\$33.24	\$41.55	\$24.93
Veterinary nurse - level 3	\$17.33	\$26.00	\$34.66	\$34.66	\$43.33	\$26.00
Veterinary nurse - level 4	\$18.91	\$28.37	\$37.82	\$37.82	\$47.28	\$28.37
Receptionist - introductory level	\$14.97	\$22.46	\$29.94	\$29.94	\$37.43	\$22.46
Receptionist - level 1	\$15.38	\$23.07	\$30.76	\$30.76	\$38.45	\$23.07
Receptionist - level 2	\$16.62	\$24.93	\$33.24	\$33.24	\$41.55	\$24.93
Receptionist - level 3	\$17.33	\$26.00	\$34.66	\$34.66	\$43.33	\$26.00
Receptionist - level 4	\$18.91	\$28.37	\$37.82	\$37.82	\$47.28	\$28.37
Animal attendant - introductory level	\$14.97	\$22.46	\$29.94	\$29.94	\$37.43	\$22.46
Animal attendant - level 1	\$15.38	\$23.07	\$30.76	\$30.76	\$38.45	\$23.07
Animal attendant - level 2	\$16.62	\$24.93	\$33.24	\$33.24	\$41.55	\$24.93
Animal attendant - level 3	\$17.33	\$26.00	\$34.66	\$34.66	\$43.33	\$26.00
Animal attendant - level 4	\$18.91	\$28.37	\$37.82	\$37.82	\$47.28	\$28.37
Assistants - introductory level	\$14.97	\$22.46	\$29.94	\$29.94	\$37.43	\$22.46
Assistants - level 1	\$15.38	\$23.07	\$30.76	\$30.76	\$38.45	\$23.07
Assistants - level 2	\$16.62	\$24.93	\$33.24	\$33.24	\$41.55	\$24.93
Assistants - level 3	\$17.33	\$26.00	\$34.66	\$34.66	\$43.33	\$26.00
Assistants - level 4	\$18.91	\$28.37	\$37.82	\$37.82	\$47.28	\$28.37
Practice manager - level 5	\$19.87	\$29.81	\$39.74	\$39.74	\$49.68	\$29.81
Animal care industry inspector - Inspector level 1	\$20.13	\$30.20	\$40.26	\$40.26	\$50.33	\$30.20
Animal care industry inspector - Inspector level 2	\$21.23	\$31.85	\$42.46	\$42.46	\$53.08	\$31.85
Animal care industry inspector - Senior inspector level 3	\$22.94	\$34.41	\$45.88	\$45.88	\$57.35	\$34.41

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	\$29.94	\$17.22	\$17.22	\$19.46	\$22.46
Veterinary nurse - level 1	\$30.76	\$17.69	\$17.69	\$19.99	\$23.07
Veterinary nurse - level 2	\$33.24	\$19.11	\$19.11	\$21.61	\$24.93
Veterinary nurse - level 3	\$34.66	\$19.93	\$19.93	\$22.53	\$26.00
Veterinary nurse - level 4	\$37.82	\$21.75	\$21.75	\$24.58	\$28.37
Receptionist - introductory level	\$29.94	\$17.22	\$17.22	\$19.46	\$22.46
Receptionist - level 1	\$30.76	\$17.69	\$17.69	\$19.99	\$23.07
Receptionist - level 2	\$33.24	\$19.11	\$19.11	\$21.61	\$24.93
Receptionist - level 3	\$34.66	\$19.93	\$19.93	\$22.53	\$26.00
Receptionist - level 4	\$37.82	\$21.75	\$21.75	\$24.58	\$28.37
Animal attendant - introductory level	\$29.94	\$17.22	\$17.22	\$19.46	\$22.46
Animal attendant - level 1	\$30.76	\$17.69	\$17.69	\$19.99	\$23.07
Animal attendant - level 2	\$33.24	\$19.11	\$19.11	\$21.61	\$24.93
Animal attendant - level 3	\$34.66	\$19.93	\$19.93	\$22.53	\$26.00
Animal attendant - level 4	\$37.82	\$21.75	\$21.75	\$24.58	\$28.37
Assistants - introductory level	\$29.94	\$17.22	\$17.22	\$19.46	\$22.46
Assistants - level 1	\$30.76	\$17.69	\$17.69	\$19.99	\$23.07
Assistants - level 2	\$33.24	\$19.11	\$19.11	\$21.61	\$24.93
Assistants - level 3	\$34.66	\$19.93	\$19.93	\$22.53	\$26.00
Assistants - level 4	\$37.82	\$21.75	\$21.75	\$24.58	\$28.37
Practice manager - level 5	\$39.74	\$22.85	\$22.85	\$25.83	\$29.81
Animal care industry inspector - Inspector level 1	\$40.26	\$23.15	\$23.15	\$26.17	\$30.20
Animal care industry inspector - Inspector level 2	\$42.46	\$24.41	\$24.41	\$27.60	\$31.85
Animal care industry inspector - Senior inspector level 3	\$45.88	\$26.38	\$26.38	\$29.82	\$34.41

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	\$17.10	\$25.65	\$34.20	\$34.20	\$42.75	\$25.65
Veterinary nurse - level 1	\$17.58	\$26.37	\$35.16	\$35.16	\$43.95	\$26.37
Veterinary nurse - level 2	\$18.99	\$28.49	\$37.98	\$37.98	\$47.48	\$28.49
Veterinary nurse - level 3	\$19.81	\$29.72	\$39.62	\$39.62	\$49.53	\$29.72
Veterinary nurse - level 4	\$21.62	\$32.43	\$43.24	\$43.24	\$54.05	\$32.43
Receptionist - introductory level	\$17.10	\$25.65	\$34.20	\$34.20	\$42.75	\$25.65
Receptionist - level 1	\$17.58	\$26.37	\$35.16	\$35.16	\$43.95	\$26.37
Receptionist - level 2	\$18.99	\$28.49	\$37.98	\$37.98	\$47.48	\$28.49
Receptionist - level 3	\$19.81	\$29.72	\$39.62	\$39.62	\$49.53	\$29.72
Receptionist - level 4	\$21.62	\$32.43	\$43.24	\$43.24	\$54.05	\$32.43
Animal attendant - introductory level	\$17.10	\$25.65	\$34.20	\$34.20	\$42.75	\$25.65
Animal attendant - level 1	\$17.58	\$26.37	\$35.16	\$35.16	\$43.95	\$26.37
Animal attendant - level 2	\$18.99	\$28.49	\$37.98	\$37.98	\$47.48	\$28.49
Animal attendant - level 3	\$19.81	\$29.72	\$39.62	\$39.62	\$49.53	\$29.72
Animal attendant - level 4	\$21.62	\$32.43	\$43.24	\$43.24	\$54.05	\$32.43
Assistants - introductory level	\$17.10	\$25.65	\$34.20	\$34.20	\$42.75	\$25.65
Assistants - level 1	\$17.58	\$26.37	\$35.16	\$35.16	\$43.95	\$26.37
Assistants - level 2	\$18.99	\$28.49	\$37.98	\$37.98	\$47.48	\$28.49
Assistants - level 3	\$19.81	\$29.72	\$39.62	\$39.62	\$49.53	\$29.72
Assistants - level 4	\$21.62	\$32.43	\$43.24	\$43.24	\$54.05	\$32.43
Practice manager - level 5	\$22.71	\$34.07	\$45.42	\$45.42	\$56.78	\$34.07
Animal care industry inspector - Inspector level 1	\$23.00	\$34.50	\$46.00	\$46.00	\$57.50	\$34.50
Animal care industry inspector - Inspector level 2	\$24.26	\$36.39	\$48.52	\$48.52	\$60.65	\$36.39
Animal care industry inspector - Senior inspector level 3	\$26.22	\$39.33	\$52.44	\$52.44	\$65.55	\$39.33

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	\$34.20	\$19.67	\$19.67	\$22.23	\$25.65
Veterinary nurse - level 1	\$35.16	\$20.22	\$20.22	\$22.85	\$26.37
Veterinary nurse - level 2	\$37.98	\$21.84	\$21.84	\$24.69	\$28.49
Veterinary nurse - level 3	\$39.62	\$22.78	\$22.78	\$25.75	\$29.72
Veterinary nurse - level 4	\$43.24	\$24.86	\$24.86	\$28.11	\$32.43
Receptionist - introductory level	\$34.20	\$19.67	\$19.67	\$22.23	\$25.65
Receptionist - level 1	\$35.16	\$20.22	\$20.22	\$22.85	\$26.37
Receptionist - level 2	\$37.98	\$21.84	\$21.84	\$24.69	\$28.49
Receptionist - level 3	\$39.62	\$22.78	\$22.78	\$25.75	\$29.72
Receptionist - level 4	\$43.24	\$24.86	\$24.86	\$28.11	\$32.43
Animal attendant - introductory level	\$34.20	\$19.67	\$19.67	\$22.23	\$25.65
Animal attendant - level 1	\$35.16	\$20.22	\$20.22	\$22.85	\$26.37
Animal attendant - level 2	\$37.98	\$21.84	\$21.84	\$24.69	\$28.49
Animal attendant - level 3	\$39.62	\$22.78	\$22.78	\$25.75	\$29.72
Animal attendant - level 4	\$43.24	\$24.86	\$24.86	\$28.11	\$32.43
Assistants - introductory level	\$34.20	\$19.67	\$19.67	\$22.23	\$25.65
Assistants - level 1	\$35.16	\$20.22	\$20.22	\$22.85	\$26.37
Assistants - level 2	\$37.98	\$21.84	\$21.84	\$24.69	\$28.49
Assistants - level 3	\$39.62	\$22.78	\$22.78	\$25.75	\$29.72
Assistants - level 4	\$43.24	\$24.86	\$24.86	\$28.11	\$32.43
Practice manager - level 5	\$45.42	\$26.12	\$26.12	\$29.52	\$34.07
Animal care industry inspector - Inspector level 1	\$46.00	\$26.45	\$26.45	\$29.90	\$34.50
Animal care industry inspector - Inspector level 2	\$48.52	\$27.90	\$27.90	\$31.54	\$36.39
Animal care industry inspector - Senior inspector level 3	\$52.44	\$30.15	\$30.15	\$34.09	\$39.33

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	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10	\$28.86
Veterinary nurse - level 1	\$19.77	\$29.66	\$39.54	\$39.54	\$49.43	\$29.66
Veterinary nurse - level 2	\$21.37	\$32.06	\$42.74	\$42.74	\$53.43	\$32.06
Veterinary nurse - level 3	\$22.28	\$33.42	\$44.56	\$44.56	\$55.70	\$33.42
Veterinary nurse - level 4	\$24.32	\$36.48	\$48.64	\$48.64	\$60.80	\$36.48
Receptionist - introductory level	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10	\$28.86
Receptionist - level 1	\$19.77	\$29.66	\$39.54	\$39.54	\$49.43	\$29.66
Receptionist - level 2	\$21.37	\$32.06	\$42.74	\$42.74	\$53.43	\$32.06
Receptionist - level 3	\$22.28	\$33.42	\$44.56	\$44.56	\$55.70	\$33.42
Receptionist - level 4	\$24.32	\$36.48	\$48.64	\$48.64	\$60.80	\$36.48
Animal attendant - introductory level	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10	\$28.86
Animal attendant - level 1	\$19.77	\$29.66	\$39.54	\$39.54	\$49.43	\$29.66
Animal attendant - level 2	\$21.37	\$32.06	\$42.74	\$42.74	\$53.43	\$32.06
Animal attendant - level 3	\$22.28	\$33.42	\$44.56	\$44.56	\$55.70	\$33.42
Animal attendant - level 4	\$24.32	\$36.48	\$48.64	\$48.64	\$60.80	\$36.48
Assistants - introductory level	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10	\$28.86
Assistants - level 1	\$19.77	\$29.66	\$39.54	\$39.54	\$49.43	\$29.66
Assistants - level 2	\$21.37	\$32.06	\$42.74	\$42.74	\$53.43	\$32.06
Assistants - level 3	\$22.28	\$33.42	\$44.56	\$44.56	\$55.70	\$33.42
Assistants - level 4	\$24.32	\$36.48	\$48.64	\$48.64	\$60.80	\$36.48
Practice manager - level 5	\$25.55	\$38.33	\$51.10	\$51.10	\$63.88	\$38.33
Animal care industry inspector - Inspector level 1	\$25.88	\$38.82	\$51.76	\$51.76	\$64.70	\$38.82
Animal care industry inspector - Inspector level 2	\$27.30	\$40.95	\$54.60	\$54.60	\$68.25	\$40.95
Animal care industry inspector - Senior inspector level 3	\$29.49	\$44.24	\$58.98	\$58.98	\$73.73	\$44.24

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	\$38.48	\$22.13	\$22.13	\$25.01	\$28.86
Veterinary nurse - level 1	\$39.54	\$22.74	\$22.74	\$25.70	\$29.66
Veterinary nurse - level 2	\$42.74	\$24.58	\$24.58	\$27.78	\$32.06
Veterinary nurse - level 3	\$44.56	\$25.62	\$25.62	\$28.96	\$33.42
Veterinary nurse - level 4	\$48.64	\$27.97	\$27.97	\$31.62	\$36.48
Receptionist - introductory level	\$38.48	\$22.13	\$22.13	\$25.01	\$28.86
Receptionist - level 1	\$39.54	\$22.74	\$22.74	\$25.70	\$29.66
Receptionist - level 2	\$42.74	\$24.58	\$24.58	\$27.78	\$32.06
Receptionist - level 3	\$44.56	\$25.62	\$25.62	\$28.96	\$33.42
Receptionist - level 4	\$48.64	\$27.97	\$27.97	\$31.62	\$36.48
Animal attendant - introductory level	\$38.48	\$22.13	\$22.13	\$25.01	\$28.86
Animal attendant - level 1	\$39.54	\$22.74	\$22.74	\$25.70	\$29.66
Animal attendant - level 2	\$42.74	\$24.58	\$24.58	\$27.78	\$32.06
Animal attendant - level 3	\$44.56	\$25.62	\$25.62	\$28.96	\$33.42
Animal attendant - level 4	\$48.64	\$27.97	\$27.97	\$31.62	\$36.48
Assistants - introductory level	\$38.48	\$22.13	\$22.13	\$25.01	\$28.86
Assistants - level 1	\$39.54	\$22.74	\$22.74	\$25.70	\$29.66
Assistants - level 2	\$42.74	\$24.58	\$24.58	\$27.78	\$32.06
Assistants - level 3	\$44.56	\$25.62	\$25.62	\$28.96	\$33.42
Assistants - level 4	\$48.64	\$27.97	\$27.97	\$31.62	\$36.48
Practice manager - level 5	\$51.10	\$29.38	\$29.38	\$33.22	\$38.33
Animal care industry inspector - Inspector level 1	\$51.76	\$29.76	\$29.76	\$33.64	\$38.82
Animal care industry inspector - Inspector level 2	\$54.60	\$31.40	\$31.40	\$35.49	\$40.95
Animal care industry inspector - Senior inspector level 3	\$58.98	\$33.91	\$33.91	\$38.34	\$44.24

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	\$13.36	\$18.71	\$24.05	\$24.05	\$29.40	\$18.71
Veterinary nurse - level 1	\$13.74	\$19.23	\$24.73	\$24.73	\$30.22	\$19.23
Veterinary nurse - level 2	\$14.84	\$20.77	\$26.71	\$26.71	\$32.64	\$20.77
Veterinary nurse - level 3	\$15.48	\$21.67	\$27.86	\$27.86	\$34.05	\$21.67
Veterinary nurse - level 4	\$16.89	\$23.64	\$30.40	\$30.40	\$37.15	\$23.64
Receptionist - introductory level	\$13.36	\$18.71	\$24.05	\$24.05	\$29.40	\$18.71
Receptionist - level 1	\$13.74	\$19.23	\$24.73	\$24.73	\$30.22	\$19.23
Receptionist - level 2	\$14.84	\$20.77	\$26.71	\$26.71	\$32.64	\$20.77
Receptionist - level 3	\$15.48	\$21.67	\$27.86	\$27.86	\$34.05	\$21.67
Receptionist - level 4	\$16.89	\$23.64	\$30.40	\$30.40	\$37.15	\$23.64
Animal attendant - introductory level	\$13.36	\$18.71	\$24.05	\$24.05	\$29.40	\$18.71
Animal attendant - level 1	\$13.74	\$19.23	\$24.73	\$24.73	\$30.22	\$19.23
Animal attendant - level 2	\$14.84	\$20.77	\$26.71	\$26.71	\$32.64	\$20.77
Animal attendant - level 3	\$15.48	\$21.67	\$27.86	\$27.86	\$34.05	\$21.67
Animal attendant - level 4	\$16.89	\$23.64	\$30.40	\$30.40	\$37.15	\$23.64
Assistants - introductory level	\$13.36	\$18.71	\$24.05	\$24.05	\$29.40	\$18.71
Assistants - level 1	\$13.74	\$19.23	\$24.73	\$24.73	\$30.22	\$19.23
Assistants - level 2	\$14.84	\$20.77	\$26.71	\$26.71	\$32.64	\$20.77
Assistants - level 3	\$15.48	\$21.67	\$27.86	\$27.86	\$34.05	\$21.67
Assistants - level 4	\$16.89	\$23.64	\$30.40	\$30.40	\$37.15	\$23.64
Practice manager - level 5	\$17.75	\$24.85	\$31.95	\$31.95	\$39.05	\$24.85
Animal care industry inspector - Inspector level 1	\$17.98	\$25.17	\$32.36	\$32.36	\$39.55	\$25.17
Animal care industry inspector - Inspector level 2	\$18.96	\$26.55	\$34.13	\$34.13	\$41.72	\$26.55
Animal care industry inspector - Senior inspector level 3	\$20.49	\$28.68	\$36.88	\$36.88	\$45.07	\$28.68

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	\$24.05	\$14.97	\$14.97	\$16.57	\$18.71
Veterinary nurse - level 1	\$24.73	\$15.39	\$15.39	\$17.03	\$19.23
Veterinary nurse - level 2	\$26.71	\$16.62	\$16.62	\$18.40	\$20.77
Veterinary nurse - level 3	\$27.86	\$17.33	\$17.33	\$19.19	\$21.67
Veterinary nurse - level 4	\$30.40	\$18.91	\$18.91	\$20.94	\$23.64
Receptionist - introductory level	\$24.05	\$14.97	\$14.97	\$16.57	\$18.71
Receptionist - level 1	\$24.73	\$15.39	\$15.39	\$17.03	\$19.23
Receptionist - level 2	\$26.71	\$16.62	\$16.62	\$18.40	\$20.77
Receptionist - level 3	\$27.86	\$17.33	\$17.33	\$19.19	\$21.67
Receptionist - level 4	\$30.40	\$18.91	\$18.91	\$20.94	\$23.64
Animal attendant - introductory level	\$24.05	\$14.97	\$14.97	\$16.57	\$18.71
Animal attendant - level 1	\$24.73	\$15.39	\$15.39	\$17.03	\$19.23
Animal attendant - level 2	\$26.71	\$16.62	\$16.62	\$18.40	\$20.77
Animal attendant - level 3	\$27.86	\$17.33	\$17.33	\$19.19	\$21.67
Animal attendant - level 4	\$30.40	\$18.91	\$18.91	\$20.94	\$23.64
Assistants - introductory level	\$24.05	\$14.97	\$14.97	\$16.57	\$18.71
Assistants - level 1	\$24.73	\$15.39	\$15.39	\$17.03	\$19.23
Assistants - level 2	\$26.71	\$16.62	\$16.62	\$18.40	\$20.77
Assistants - level 3	\$27.86	\$17.33	\$17.33	\$19.19	\$21.67
Assistants - level 4	\$30.40	\$18.91	\$18.91	\$20.94	\$23.64
Practice manager - level 5	\$31.95	\$19.88	\$19.88	\$22.01	\$24.85
Animal care industry inspector - Inspector level 1	\$32.36	\$20.13	\$20.13	\$22.29	\$25.17
Animal care industry inspector - Inspector level 2	\$34.13	\$21.24	\$21.24	\$23.51	\$26.55
Animal care industry inspector - Senior inspector level 3	\$36.88	\$22.95	\$22.95	\$25.40	\$28.68

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	\$16.04	\$22.45	\$28.87	\$28.87	\$35.28	\$22.45
Veterinary nurse - level 1	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Veterinary nurse - level 2	\$17.80	\$24.92	\$32.04	\$32.04	\$39.16	\$24.92
Veterinary nurse - level 3	\$18.58	\$26.01	\$33.44	\$33.44	\$40.87	\$26.01
Veterinary nurse - level 4	\$20.26	\$28.37	\$36.47	\$36.47	\$44.58	\$28.37
Receptionist - introductory level	\$16.04	\$22.45	\$28.87	\$28.87	\$35.28	\$22.45
Receptionist - level 1	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Receptionist - level 2	\$17.80	\$24.92	\$32.04	\$32.04	\$39.16	\$24.92
Receptionist - level 3	\$18.58	\$26.01	\$33.44	\$33.44	\$40.87	\$26.01
Receptionist - level 4	\$20.26	\$28.37	\$36.47	\$36.47	\$44.58	\$28.37
Animal attendant - introductory level	\$16.04	\$22.45	\$28.87	\$28.87	\$35.28	\$22.45
Animal attendant - level 1	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Animal attendant - level 2	\$17.80	\$24.92	\$32.04	\$32.04	\$39.16	\$24.92
Animal attendant - level 3	\$18.58	\$26.01	\$33.44	\$33.44	\$40.87	\$26.01
Animal attendant - level 4	\$20.26	\$28.37	\$36.47	\$36.47	\$44.58	\$28.37
Assistants - introductory level	\$16.04	\$22.45	\$28.87	\$28.87	\$35.28	\$22.45
Assistants - level 1	\$16.48	\$23.07	\$29.66	\$29.66	\$36.25	\$23.07
Assistants - level 2	\$17.80	\$24.92	\$32.04	\$32.04	\$39.16	\$24.92
Assistants - level 3	\$18.58	\$26.01	\$33.44	\$33.44	\$40.87	\$26.01
Assistants - level 4	\$20.26	\$28.37	\$36.47	\$36.47	\$44.58	\$28.37
Practice manager - level 5	\$21.29	\$29.80	\$38.32	\$38.32	\$46.83	\$29.80
Animal care industry inspector - Inspector level 1	\$21.56	\$30.19	\$38.81	\$38.81	\$47.44	\$30.19
Animal care industry inspector - Inspector level 2	\$22.75	\$31.85	\$40.95	\$40.95	\$50.05	\$31.85
Animal care industry inspector - Senior inspector level 3	\$24.58	\$34.41	\$44.24	\$44.24	\$54.07	\$34.41

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	\$28.87	\$17.96	\$17.96	\$19.89	\$22.45
Veterinary nurse - level 1	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Veterinary nurse - level 2	\$32.04	\$19.94	\$19.94	\$22.07	\$24.92
Veterinary nurse - level 3	\$33.44	\$20.80	\$20.80	\$23.03	\$26.01
Veterinary nurse - level 4	\$36.47	\$22.69	\$22.69	\$25.13	\$28.37
Receptionist - introductory level	\$28.87	\$17.96	\$17.96	\$19.89	\$22.45
Receptionist - level 1	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Receptionist - level 2	\$32.04	\$19.94	\$19.94	\$22.07	\$24.92
Receptionist - level 3	\$33.44	\$20.80	\$20.80	\$23.03	\$26.01
Receptionist - level 4	\$36.47	\$22.69	\$22.69	\$25.13	\$28.37
Animal attendant - introductory level	\$28.87	\$17.96	\$17.96	\$19.89	\$22.45
Animal attendant - level 1	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Animal attendant - level 2	\$32.04	\$19.94	\$19.94	\$22.07	\$24.92
Animal attendant - level 3	\$33.44	\$20.80	\$20.80	\$23.03	\$26.01
Animal attendant - level 4	\$36.47	\$22.69	\$22.69	\$25.13	\$28.37
Assistants - introductory level	\$28.87	\$17.96	\$17.96	\$19.89	\$22.45
Assistants - level 1	\$29.66	\$18.45	\$18.45	\$20.43	\$23.07
Assistants - level 2	\$32.04	\$19.94	\$19.94	\$22.07	\$24.92
Assistants - level 3	\$33.44	\$20.80	\$20.80	\$23.03	\$26.01
Assistants - level 4	\$36.47	\$22.69	\$22.69	\$25.13	\$28.37
Practice manager - level 5	\$38.32	\$23.84	\$23.84	\$26.40	\$29.80
Animal care industry inspector - Inspector level 1	\$38.81	\$24.15	\$24.15	\$26.74	\$30.19
Animal care industry inspector - Inspector level 2	\$40.95	\$25.48	\$25.48	\$28.21	\$31.85
Animal care industry inspector - Senior inspector level 3	\$44.24	\$27.52	\$27.52	\$30.47	\$34.41

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	\$18.71	\$26.20	\$33.68	\$33.68	\$41.17	\$26.20
Veterinary nurse - level 1	\$19.23	\$26.92	\$34.61	\$34.61	\$42.30	\$26.92
Veterinary nurse - level 2	\$20.78	\$29.09	\$37.40	\$37.40	\$45.71	\$29.09
Veterinary nurse - level 3	\$21.66	\$30.33	\$38.99	\$38.99	\$47.66	\$30.33
Veterinary nurse - level 4	\$23.64	\$33.09	\$42.55	\$42.55	\$52.00	\$33.09
Receptionist - introductory level	\$18.71	\$26.20	\$33.68	\$33.68	\$41.17	\$26.20
Receptionist - level 1	\$19.23	\$26.92	\$34.61	\$34.61	\$42.30	\$26.92
Receptionist - level 2	\$20.78	\$29.09	\$37.40	\$37.40	\$45.71	\$29.09
Receptionist - level 3	\$21.66	\$30.33	\$38.99	\$38.99	\$47.66	\$30.33
Receptionist - level 4	\$23.64	\$33.09	\$42.55	\$42.55	\$52.00	\$33.09
Animal attendant - introductory level	\$18.71	\$26.20	\$33.68	\$33.68	\$41.17	\$26.20
Animal attendant - level 1	\$19.23	\$26.92	\$34.61	\$34.61	\$42.30	\$26.92
Animal attendant - level 2	\$20.78	\$29.09	\$37.40	\$37.40	\$45.71	\$29.09
Animal attendant - level 3	\$21.66	\$30.33	\$38.99	\$38.99	\$47.66	\$30.33
Animal attendant - level 4	\$23.64	\$33.09	\$42.55	\$42.55	\$52.00	\$33.09
Assistants - introductory level	\$18.71	\$26.20	\$33.68	\$33.68	\$41.17	\$26.20
Assistants - level 1	\$19.23	\$26.92	\$34.61	\$34.61	\$42.30	\$26.92
Assistants - level 2	\$20.78	\$29.09	\$37.40	\$37.40	\$45.71	\$29.09
Assistants - level 3	\$21.66	\$30.33	\$38.99	\$38.99	\$47.66	\$30.33
Assistants - level 4	\$23.64	\$33.09	\$42.55	\$42.55	\$52.00	\$33.09
Practice manager - level 5	\$24.84	\$34.77	\$44.71	\$44.71	\$54.64	\$34.77
Animal care industry inspector - Inspector level 1	\$25.16	\$35.23	\$45.29	\$45.29	\$55.36	\$35.23
Animal care industry inspector - Inspector level 2	\$26.54	\$37.15	\$47.77	\$47.77	\$58.38	\$37.15
Animal care industry inspector - Senior inspector level 3	\$28.68	\$40.15	\$51.62	\$51.62	\$63.09	\$40.15

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	\$33.68	\$20.96	\$20.96	\$23.20	\$26.20
Veterinary nurse - level 1	\$34.61	\$21.53	\$21.53	\$23.84	\$26.92
Veterinary nurse - level 2	\$37.40	\$23.27	\$23.27	\$25.76	\$29.09
Veterinary nurse - level 3	\$38.99	\$24.26	\$24.26	\$26.86	\$30.33
Veterinary nurse - level 4	\$42.55	\$26.47	\$26.47	\$29.31	\$33.09
Receptionist - introductory level	\$33.68	\$20.96	\$20.96	\$23.20	\$26.20
Receptionist - level 1	\$34.61	\$21.53	\$21.53	\$23.84	\$26.92
Receptionist - level 2	\$37.40	\$23.27	\$23.27	\$25.76	\$29.09
Receptionist - level 3	\$38.99	\$24.26	\$24.26	\$26.86	\$30.33
Receptionist - level 4	\$42.55	\$26.47	\$26.47	\$29.31	\$33.09
Animal attendant - introductory level	\$33.68	\$20.96	\$20.96	\$23.20	\$26.20
Animal attendant - level 1	\$34.61	\$21.53	\$21.53	\$23.84	\$26.92
Animal attendant - level 2	\$37.40	\$23.27	\$23.27	\$25.76	\$29.09
Animal attendant - level 3	\$38.99	\$24.26	\$24.26	\$26.86	\$30.33
Animal attendant - level 4	\$42.55	\$26.47	\$26.47	\$29.31	\$33.09
Assistants - introductory level	\$33.68	\$20.96	\$20.96	\$23.20	\$26.20
Assistants - level 1	\$34.61	\$21.53	\$21.53	\$23.84	\$26.92
Assistants - level 2	\$37.40	\$23.27	\$23.27	\$25.76	\$29.09
Assistants - level 3	\$38.99	\$24.26	\$24.26	\$26.86	\$30.33
Assistants - level 4	\$42.55	\$26.47	\$26.47	\$29.31	\$33.09
Practice manager - level 5	\$44.71	\$27.82	\$27.82	\$30.80	\$34.77
Animal care industry inspector - Inspector level 1	\$45.29	\$28.18	\$28.18	\$31.20	\$35.23
Animal care industry inspector - Inspector level 2	\$47.77	\$29.72	\$29.72	\$32.91	\$37.15
Animal care industry inspector - Senior inspector level 3	\$51.62	\$32.12	\$32.12	\$35.56	\$40.15

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	\$21.38	\$29.93	\$38.48	\$38.48	\$47.03	\$29.93
Veterinary nurse - level 1	\$21.98	\$30.77	\$39.56	\$39.56	\$48.35	\$30.77
Veterinary nurse - level 2	\$23.74	\$33.23	\$42.73	\$42.73	\$52.22	\$33.23
Veterinary nurse - level 3	\$24.76	\$34.67	\$44.57	\$44.57	\$54.48	\$34.67
Veterinary nurse - level 4	\$27.03	\$37.84	\$48.65	\$48.65	\$59.46	\$37.84
Receptionist - introductory level	\$21.38	\$29.93	\$38.48	\$38.48	\$47.03	\$29.93
Receptionist - level 1	\$21.98	\$30.77	\$39.56	\$39.56	\$48.35	\$30.77
Receptionist - level 2	\$23.74	\$33.23	\$42.73	\$42.73	\$52.22	\$33.23
Receptionist - level 3	\$24.76	\$34.67	\$44.57	\$44.57	\$54.48	\$34.67
Receptionist - level 4	\$27.03	\$37.84	\$48.65	\$48.65	\$59.46	\$37.84
Animal attendant - introductory level	\$21.38	\$29.93	\$38.48	\$38.48	\$47.03	\$29.93
Animal attendant - level 1	\$21.98	\$30.77	\$39.56	\$39.56	\$48.35	\$30.77
Animal attendant - level 2	\$23.74	\$33.23	\$42.73	\$42.73	\$52.22	\$33.23
Animal attendant - level 3	\$24.76	\$34.67	\$44.57	\$44.57	\$54.48	\$34.67
Animal attendant - level 4	\$27.03	\$37.84	\$48.65	\$48.65	\$59.46	\$37.84
Assistants - introductory level	\$21.38	\$29.93	\$38.48	\$38.48	\$47.03	\$29.93
Assistants - level 1	\$21.98	\$30.77	\$39.56	\$39.56	\$48.35	\$30.77
Assistants - level 2	\$23.74	\$33.23	\$42.73	\$42.73	\$52.22	\$33.23
Assistants - level 3	\$24.76	\$34.67	\$44.57	\$44.57	\$54.48	\$34.67
Assistants - level 4	\$27.03	\$37.84	\$48.65	\$48.65	\$59.46	\$37.84
Practice manager - level 5	\$28.39	\$39.74	\$51.10	\$51.10	\$62.45	\$39.74
Animal care industry inspector - Inspector level 1	\$28.75	\$40.25	\$51.75	\$51.75	\$63.25	\$40.25
Animal care industry inspector - Inspector level 2	\$30.33	\$42.46	\$54.59	\$54.59	\$66.72	\$42.46
Animal care industry inspector - Senior inspector level 3	\$32.78	\$45.89	\$59.00	\$59.00	\$72.11	\$45.89

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	\$38.48	\$23.94	\$23.94	\$26.51	\$29.93
Veterinary nurse - level 1	\$39.56	\$24.61	\$24.61	\$27.25	\$30.77
Veterinary nurse - level 2	\$42.73	\$26.59	\$26.59	\$29.43	\$33.23
Veterinary nurse - level 3	\$44.57	\$27.73	\$27.73	\$30.71	\$34.67
Veterinary nurse - level 4	\$48.65	\$30.27	\$30.27	\$33.51	\$37.84
Receptionist - introductory level	\$38.48	\$23.94	\$23.94	\$26.51	\$29.93
Receptionist - level 1	\$39.56	\$24.61	\$24.61	\$27.25	\$30.77
Receptionist - level 2	\$42.73	\$26.59	\$26.59	\$29.43	\$33.23
Receptionist - level 3	\$44.57	\$27.73	\$27.73	\$30.71	\$34.67
Receptionist - level 4	\$48.65	\$30.27	\$30.27	\$33.51	\$37.84
Animal attendant - introductory level	\$38.48	\$23.94	\$23.94	\$26.51	\$29.93
Animal attendant - level 1	\$39.56	\$24.61	\$24.61	\$27.25	\$30.77
Animal attendant - level 2	\$42.73	\$26.59	\$26.59	\$29.43	\$33.23
Animal attendant - level 3	\$44.57	\$27.73	\$27.73	\$30.71	\$34.67
Animal attendant - level 4	\$48.65	\$30.27	\$30.27	\$33.51	\$37.84
Assistants - introductory level	\$38.48	\$23.94	\$23.94	\$26.51	\$29.93
Assistants - level 1	\$39.56	\$24.61	\$24.61	\$27.25	\$30.77
Assistants - level 2	\$42.73	\$26.59	\$26.59	\$29.43	\$33.23
Assistants - level 3	\$44.57	\$27.73	\$27.73	\$30.71	\$34.67
Assistants - level 4	\$48.65	\$30.27	\$30.27	\$33.51	\$37.84
Practice manager - level 5	\$51.10	\$31.79	\$31.79	\$35.20	\$39.74
Animal care industry inspector - Inspector level 1	\$51.75	\$32.20	\$32.20	\$35.65	\$40.25
Animal care industry inspector - Inspector level 2	\$54.59	\$33.96	\$33.96	\$37.60	\$42.46
Animal care industry inspector - Senior inspector level 3	\$59.00	\$36.71	\$36.71	\$40.64	\$45.89

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	\$24.05	\$33.67	\$43.29	\$43.29	\$52.91	\$33.67
Veterinary nurse - level 1	\$24.71	\$34.60	\$44.48	\$44.48	\$54.37	\$34.60
Veterinary nurse - level 2	\$26.71	\$37.40	\$48.08	\$48.08	\$58.77	\$37.40
Veterinary nurse - level 3	\$27.85	\$38.99	\$50.13	\$50.13	\$61.27	\$38.99
Veterinary nurse - level 4	\$30.40	\$42.56	\$54.72	\$54.72	\$66.88	\$42.56
Receptionist - introductory level	\$24.05	\$33.67	\$43.29	\$43.29	\$52.91	\$33.67
Receptionist - level 1	\$24.71	\$34.60	\$44.48	\$44.48	\$54.37	\$34.60
Receptionist - level 2	\$26.71	\$37.40	\$48.08	\$48.08	\$58.77	\$37.40
Receptionist - level 3	\$27.85	\$38.99	\$50.13	\$50.13	\$61.27	\$38.99
Receptionist - level 4	\$30.40	\$42.56	\$54.72	\$54.72	\$66.88	\$42.56
Animal attendant - introductory level	\$24.05	\$33.67	\$43.29	\$43.29	\$52.91	\$33.67
Animal attendant - level 1	\$24.71	\$34.60	\$44.48	\$44.48	\$54.37	\$34.60
Animal attendant - level 2	\$26.71	\$37.40	\$48.08	\$48.08	\$58.77	\$37.40
Animal attendant - level 3	\$27.85	\$38.99	\$50.13	\$50.13	\$61.27	\$38.99
Animal attendant - level 4	\$30.40	\$42.56	\$54.72	\$54.72	\$66.88	\$42.56
Assistants - introductory level	\$24.05	\$33.67	\$43.29	\$43.29	\$52.91	\$33.67
Assistants - level 1	\$24.71	\$34.60	\$44.48	\$44.48	\$54.37	\$34.60
Assistants - level 2	\$26.71	\$37.40	\$48.08	\$48.08	\$58.77	\$37.40
Assistants - level 3	\$27.85	\$38.99	\$50.13	\$50.13	\$61.27	\$38.99
Assistants - level 4	\$30.40	\$42.56	\$54.72	\$54.72	\$66.88	\$42.56
Practice manager - level 5	\$31.94	\$44.71	\$57.49	\$57.49	\$70.26	\$44.71
Animal care industry inspector - Inspector level 1	\$32.35	\$45.29	\$58.23	\$58.23	\$71.17	\$45.29
Animal care industry inspector - Inspector level 2	\$34.13	\$47.78	\$61.43	\$61.43	\$75.08	\$47.78
Animal care industry inspector - Senior inspector level 3	\$36.86	\$51.61	\$66.35	\$66.35	\$81.10	\$51.61

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	\$43.29	\$26.94	\$26.94	\$29.82	\$33.67
Veterinary nurse - level 1	\$44.48	\$27.68	\$27.68	\$30.64	\$34.60
Veterinary nurse - level 2	\$48.08	\$29.92	\$29.92	\$33.12	\$37.40
Veterinary nurse - level 3	\$50.13	\$31.19	\$31.19	\$34.53	\$38.99
Veterinary nurse - level 4	\$54.72	\$34.05	\$34.05	\$37.70	\$42.56
Receptionist - introductory level	\$43.29	\$26.94	\$26.94	\$29.82	\$33.67
Receptionist - level 1	\$44.48	\$27.68	\$27.68	\$30.64	\$34.60
Receptionist - level 2	\$48.08	\$29.92	\$29.92	\$33.12	\$37.40
Receptionist - level 3	\$50.13	\$31.19	\$31.19	\$34.53	\$38.99
Receptionist - level 4	\$54.72	\$34.05	\$34.05	\$37.70	\$42.56
Animal attendant - introductory level	\$43.29	\$26.94	\$26.94	\$29.82	\$33.67
Animal attendant - level 1	\$44.48	\$27.68	\$27.68	\$30.64	\$34.60
Animal attendant - level 2	\$48.08	\$29.92	\$29.92	\$33.12	\$37.40
Animal attendant - level 3	\$50.13	\$31.19	\$31.19	\$34.53	\$38.99
Animal attendant - level 4	\$54.72	\$34.05	\$34.05	\$37.70	\$42.56
Assistants - introductory level	\$43.29	\$26.94	\$26.94	\$29.82	\$33.67
Assistants - level 1	\$44.48	\$27.68	\$27.68	\$30.64	\$34.60
Assistants - level 2	\$48.08	\$29.92	\$29.92	\$33.12	\$37.40
Assistants - level 3	\$50.13	\$31.19	\$31.19	\$34.53	\$38.99
Assistants - level 4	\$54.72	\$34.05	\$34.05	\$37.70	\$42.56
Practice manager - level 5	\$57.49	\$35.77	\$35.77	\$39.60	\$44.71
Animal care industry inspector - Inspector level 1	\$58.23	\$36.23	\$36.23	\$40.11	\$45.29
Animal care industry inspector - Inspector level 2	\$61.43	\$38.22	\$38.22	\$42.32	\$47.78
Animal care industry inspector - Senior inspector level 3	\$66.35	\$41.29	\$41.29	\$45.71	\$51.61

Allowances

Allowances	Rate
Broken shift allowance - does not apply to veterinary surgeons	\$15.05 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	\$0.49 per hour up to a maximum of \$18.44 per week
Meal allowance - overtime - does not apply to veterinary surgeons	\$12.72 for the first meal and \$10.93 for an extra meal after every 4 hours
On call duty allowance - veterinary surgeons only	\$47.61 for each period of on call duty
On call allowance - Monday to Friday - does not apply to veterinary surgeons	\$19.48 for each 24 hour period or part thereof when rostered on call
On call allowance - Saturday - does not apply to veterinary surgeons	\$29.26 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	\$34.06 for each 24 hour period or part thereof when rostered on call
Laundry allowance	\$6.51 per week
Uniform allowance	an allowance of the cost of the uniform
Vehicle allowance - motorcycle	\$0.31 per km
Vehicle allowance - motor vehicle	\$0.91 per km

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We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](http://www.fairwork.gov.au/awards) at www.fairwork.gov.au/awards. If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](http://www.fairwork.gov.au/contact-us) by visiting www.fairwork.gov.au/contact-us or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

We encourage you to [subscribe to email updates](#) at www.fairwork.gov.au/emailupdates to receive alerts when pay rates and entitlements change in this pay guide.