# Pay Guide - Gardening and Landscaping Services Award 2010

# [MA000101]

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Pay rates change from 1 July each year, therates in this guide apply from 01 July 2017.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) 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

Note: Trade qualified juniors must be paid the appropriate adult rate.

### Adult

### Full-time & part-time

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $694.90 | $18.29 | $27.44 | $36.58 | $36.58 | $45.73 | $27.44 | $27.44 |
| Level 1 | $714.90 | $18.81 | $28.22 | $37.62 | $37.62 | $47.03 | $28.22 | $28.22 |
| Level 2 | $742.30 | $19.53 | $29.30 | $39.06 | $39.06 | $48.83 | $29.30 | $29.30 |
| Level 3 | $776.60 | $20.44 | $30.66 | $40.88 | $40.88 | $51.10 | $30.66 | $30.66 |
| Level 4 | $809.10 | $21.29 | $31.94 | $42.58 | $42.58 | $53.23 | $31.94 | $31.94 |
| Level 5 | $834.40 | $21.96 | $32.94 | $43.92 | $43.92 | $54.90 | $32.94 | $32.94 |

### Casual

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $22.86 | $32.01 | $41.15 | $50.30 | $32.01 | $32.01 |
| Level 1 | $23.51 | $32.92 | $42.32 | $51.73 | $32.92 | $32.92 |
| Level 2 | $24.41 | $34.18 | $43.94 | $53.71 | $34.18 | $34.18 |
| Level 3 | $25.55 | $35.77 | $45.99 | $56.21 | $35.77 | $35.77 |
| Level 4 | $26.61 | $37.26 | $47.90 | $58.55 | $37.26 | $37.26 |
| Level 5 | $27.45 | $38.43 | $49.41 | $60.39 | $38.43 | $38.43 |

### Junior - Full-time & part-time - 17 years and under

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $12.80 | $19.20 | $25.60 | $25.60 | $32.00 | $19.20 | $19.20 |
| Level 1 | $13.17 | $19.76 | $26.34 | $26.34 | $32.93 | $19.76 | $19.76 |
| Level 2 | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $20.51 | $20.51 |
| Level 3 | $14.31 | $21.47 | $28.62 | $28.62 | $35.78 | $21.47 | $21.47 |
| Level 4 | $14.90 | $22.35 | $29.80 | $29.80 | $37.25 | $22.35 | $22.35 |
| Level 5 | $15.37 | $23.06 | $30.74 | $30.74 | $38.43 | $23.06 | $23.06 |

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

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $14.63 | $21.95 | $29.26 | $29.26 | $36.58 | $21.95 | $21.95 |
| Level 1 | $15.05 | $22.58 | $30.10 | $30.10 | $37.63 | $22.58 | $22.58 |
| Level 2 | $15.62 | $23.43 | $31.24 | $31.24 | $39.05 | $23.43 | $23.43 |
| Level 3 | $16.35 | $24.53 | $32.70 | $32.70 | $40.88 | $24.53 | $24.53 |
| Level 4 | $17.03 | $25.55 | $34.06 | $34.06 | $42.58 | $25.55 | $25.55 |
| Level 5 | $17.57 | $26.36 | $35.14 | $35.14 | $43.93 | $26.36 | $26.36 |

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

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $16.46 | $24.69 | $32.92 | $32.92 | $41.15 | $24.69 | $24.69 |
| Level 1 | $16.93 | $25.40 | $33.86 | $33.86 | $42.33 | $25.40 | $25.40 |
| Level 2 | $17.58 | $26.37 | $35.16 | $35.16 | $43.95 | $26.37 | $26.37 |
| Level 3 | $18.40 | $27.60 | $36.80 | $36.80 | $46.00 | $27.60 | $27.60 |
| Level 4 | $19.16 | $28.74 | $38.32 | $38.32 | $47.90 | $28.74 | $28.74 |
| Level 5 | $19.76 | $29.64 | $39.52 | $39.52 | $49.40 | $29.64 | $29.64 |

### Junior - Casual - 17 years and under

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $16.00 | $22.40 | $28.80 | $35.20 | $22.40 | $22.40 |
| Level 1 | $16.46 | $23.05 | $29.63 | $36.22 | $23.05 | $23.05 |
| Level 2 | $17.09 | $23.92 | $30.76 | $37.59 | $23.92 | $23.92 |
| Level 3 | $17.89 | $25.04 | $32.20 | $39.35 | $25.04 | $25.04 |
| Level 4 | $18.63 | $26.08 | $33.53 | $40.98 | $26.08 | $26.08 |
| Level 5 | $19.21 | $26.90 | $34.58 | $42.27 | $26.90 | $26.90 |

### Junior - Casual - 18 years

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $18.29 | $25.60 | $32.92 | $40.23 | $25.60 | $25.60 |
| Level 1 | $18.81 | $26.34 | $33.86 | $41.39 | $26.34 | $26.34 |
| Level 2 | $19.53 | $27.34 | $35.15 | $42.96 | $27.34 | $27.34 |
| Level 3 | $20.44 | $28.61 | $36.79 | $44.96 | $28.61 | $28.61 |
| Level 4 | $21.29 | $29.80 | $38.32 | $46.83 | $29.80 | $29.80 |
| Level 5 | $21.96 | $30.75 | $39.53 | $48.32 | $30.75 | $30.75 |

### Junior - Casual - 19 years

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Introductory level | $20.58 | $28.81 | $37.04 | $45.27 | $28.81 | $28.81 |
| Level 1 | $21.16 | $29.63 | $38.09 | $46.56 | $29.63 | $29.63 |
| Level 2 | $21.98 | $30.77 | $39.56 | $48.35 | $30.77 | $30.77 |
| Level 3 | $23.00 | $32.20 | $41.40 | $50.60 | $32.20 | $32.20 |
| Level 4 | $23.95 | $33.53 | $43.11 | $52.69 | $33.53 | $33.53 |
| Level 5 | $24.70 | $34.58 | $44.46 | $54.34 | $34.58 | $34.58 |

### Apprentice - Started before 1 Jan 2014

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $10.11 | $15.17 | $20.22 | $20.22 | $25.28 | $15.17 | $15.17 |
| Apprentice - 2nd year | $12.77 | $19.16 | $25.54 | $25.54 | $31.93 | $19.16 | $19.16 |
| Apprentice - 3rd year | $15.97 | $23.96 | $31.94 | $31.94 | $39.93 | $23.96 | $23.96 |
| Apprentice - 4th year | $20.23 | $30.35 | $40.46 | $40.46 | $50.58 | $30.35 | $30.35 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $10.65 | $15.98 | $21.30 | $21.30 | $26.63 | $15.98 | $15.98 |
| Apprentice - 2nd year | $12.77 | $19.16 | $25.54 | $25.54 | $31.93 | $19.16 | $19.16 |
| Apprentice - 3rd year | $15.97 | $23.96 | $31.94 | $31.94 | $39.93 | $23.96 | $23.96 |
| Apprentice - 4th year | $20.23 | $30.35 | $40.46 | $40.46 | $50.58 | $30.35 | $30.35 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $11.71 | $17.57 | $23.42 | $23.42 | $29.28 | $17.57 | $17.57 |
| Apprentice - 2nd year | $13.84 | $20.76 | $27.68 | $27.68 | $34.60 | $20.76 | $20.76 |
| Apprentice - 3rd year | $15.97 | $23.96 | $31.94 | $31.94 | $39.93 | $23.96 | $23.96 |
| Apprentice - 4th year | $20.23 | $30.35 | $40.46 | $40.46 | $50.58 | $30.35 | $30.35 |

### Adult Apprentice - Started after 1 Jan 2014

| **Classification** | **Hourly pay rate** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Less than 10 hour break between shifts** | **Public holiday** | **Working outside ordinary hours due to water restrictions – Monday to 6am Saturday** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.03 | $25.55 | $34.06 | $34.06 | $42.58 | $25.55 | $25.55 |
| Apprentice - 2nd year | $18.29 | $27.44 | $36.58 | $36.58 | $45.73 | $27.44 | $27.44 |
| Apprentice - 3rd year | $18.29 | $27.44 | $36.58 | $36.58 | $45.73 | $27.44 | $27.44 |
| Apprentice - 4th year | $20.23 | $30.35 | $40.46 | $40.46 | $50.58 | $30.35 | $30.35 |

## Allowances

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

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the costs of prescribed textbooks |
| Apprentice block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Clothing and equipment reimbursement | reimbursement for the cost of the special clothing and equipment |
| First aid allowance | $0.43 per hour up to a maximum of $16.18 per week |
| Leading hand - in charge of 1-2 employees | $0.43 per hour up to maximum of $16.18 per week |
| Leading hand - in charge of 3-6 employees | $0.85 per hour up to maximum of $32.36 per week |
| Leading hand - in charge of 7-9 employees | $1.06 per hour up to maximum of $40.46 per week |
| Leading hand - in charge of 10 or more employees | $1.49 per hour up to maximum of $56.64 per week |
| Meal allowance | $14.31 for a meal |
| Operating a vehicle and/or plant allowance | $4.85 per day |
| \* Tool allowance - Level 4 & 5 tradespersons only | $0.36 per hour |
| Using own vehicle - travelling time allowance | payment at the minimum hourly rate for all time spent travelling, up to a maximum of 8 hours in any 24 hour period |
| Vehicle allowance | $0.78 per km |
| Working away from home - board and lodging reimbursement | payment for the demonstrable cost of the lodging |
| Working away from usual workplace - excess travel costs allowance | fares reasonably incurred in excess of those normally incurred travelling between home and work |
| Working away from usual workplace - excess travel time allowance | payment at the minimum hourly rate for all time reasonably spent getting to and from the job in excess of the time normally spent travelling between home and work |

## 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.