# Pay Guide - Nursery Award 2010

#  [MA000033]

Published 28 June 2017

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** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $694.90 | $18.29 | $22.86 | $36.58 | $45.73 | $36.58 | $27.44 | $36.58 | $36.58 |
| Grade 1B | $714.90 | $18.81 | $23.51 | $37.62 | $47.03 | $37.62 | $28.22 | $37.62 | $37.62 |
| Grade 2 | $728.00 | $19.16 | $23.95 | $38.32 | $47.90 | $38.32 | $28.74 | $38.32 | $38.32 |
| Grade 3 | $763.20 | $20.08 | $25.10 | $40.16 | $50.20 | $40.16 | $30.12 | $40.16 | $40.16 |
| Grade 4 | $809.10 | $21.29 | $26.61 | $42.58 | $53.23 | $42.58 | $31.94 | $42.58 | $42.58 |
| Grade 5 | $893.80 | $23.52 | $29.40 | $47.04 | $58.80 | $47.04 | $35.28 | $47.04 | $47.04 |
| Grade 6 | $973.10 | $25.61 | $32.01 | $51.22 | $64.03 | $51.22 | $38.42 | $51.22 | $51.22 |

### Casual

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $22.86 | $27.44 | $41.15 | $50.30 | $41.15 | $32.01 | $41.15 | $41.15 |
| Grade 1B | $23.51 | $28.22 | $42.32 | $51.73 | $42.32 | $32.92 | $42.32 | $42.32 |
| Grade 2 | $23.95 | $28.74 | $43.11 | $52.69 | $43.11 | $33.53 | $43.11 | $43.11 |
| Grade 3 | $25.10 | $30.12 | $45.18 | $55.22 | $45.18 | $35.14 | $45.18 | $45.18 |
| Grade 4 | $26.61 | $31.94 | $47.90 | $58.55 | $47.90 | $37.26 | $47.90 | $47.90 |
| Grade 5 | $29.40 | $35.28 | $52.92 | $64.68 | $52.92 | $41.16 | $52.92 | $52.92 |
| Grade 6 | $32.01 | $38.42 | $57.62 | $70.43 | $57.62 | $44.82 | $57.62 | $57.62 |

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

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $9.15 | $11.44 | $18.30 | $22.88 | $18.30 | $13.73 | $18.30 | $18.30 |
| Grade 1B | $9.41 | $11.76 | $18.82 | $23.53 | $18.82 | $14.12 | $18.82 | $18.82 |
| Grade 2 | $9.58 | $11.98 | $19.16 | $23.95 | $19.16 | $14.37 | $19.16 | $19.16 |
| Grade 3 | $10.04 | $12.55 | $20.08 | $25.10 | $20.08 | $15.06 | $20.08 | $20.08 |
| Grade 4 | $10.65 | $13.31 | $21.30 | $26.63 | $21.30 | $15.98 | $21.30 | $21.30 |
| Grade 5 | $11.76 | $14.70 | $23.52 | $29.40 | $23.52 | $17.64 | $23.52 | $23.52 |
| Grade 6 | $12.81 | $16.01 | $25.62 | $32.03 | $25.62 | $19.22 | $25.62 | $25.62 |

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

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $10.97 | $13.71 | $21.94 | $27.43 | $21.94 | $16.46 | $21.94 | $21.94 |
| Grade 1B | $11.29 | $14.11 | $22.58 | $28.23 | $22.58 | $16.94 | $22.58 | $22.58 |
| Grade 2 | $11.50 | $14.38 | $23.00 | $28.75 | $23.00 | $17.25 | $23.00 | $23.00 |
| Grade 3 | $12.05 | $15.06 | $24.10 | $30.13 | $24.10 | $18.08 | $24.10 | $24.10 |
| Grade 4 | $12.77 | $15.96 | $25.54 | $31.93 | $25.54 | $19.16 | $25.54 | $25.54 |
| Grade 5 | $14.11 | $17.64 | $28.22 | $35.28 | $28.22 | $21.17 | $28.22 | $28.22 |
| Grade 6 | $15.37 | $19.21 | $30.74 | $38.43 | $30.74 | $23.06 | $30.74 | $30.74 |

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

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $12.80 | $16.00 | $25.60 | $32.00 | $25.60 | $19.20 | $25.60 | $25.60 |
| Grade 1B | $13.17 | $16.46 | $26.34 | $32.93 | $26.34 | $19.76 | $26.34 | $26.34 |
| Grade 2 | $13.41 | $16.76 | $26.82 | $33.53 | $26.82 | $20.12 | $26.82 | $26.82 |
| Grade 3 | $14.06 | $17.58 | $28.12 | $35.15 | $28.12 | $21.09 | $28.12 | $28.12 |
| Grade 4 | $14.90 | $18.63 | $29.80 | $37.25 | $29.80 | $22.35 | $29.80 | $29.80 |
| Grade 5 | $16.46 | $20.58 | $32.92 | $41.15 | $32.92 | $24.69 | $32.92 | $32.92 |
| Grade 6 | $17.93 | $22.41 | $35.86 | $44.83 | $35.86 | $26.90 | $35.86 | $35.86 |

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

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $14.63 | $18.29 | $29.26 | $36.58 | $29.26 | $21.95 | $29.26 | $29.26 |
| Grade 1B | $15.05 | $18.81 | $30.10 | $37.63 | $30.10 | $22.58 | $30.10 | $30.10 |
| Grade 2 | $15.33 | $19.16 | $30.66 | $38.33 | $30.66 | $23.00 | $30.66 | $30.66 |
| Grade 3 | $16.06 | $20.08 | $32.12 | $40.15 | $32.12 | $24.09 | $32.12 | $32.12 |
| Grade 4 | $17.03 | $21.29 | $34.06 | $42.58 | $34.06 | $25.55 | $34.06 | $34.06 |
| Grade 5 | $18.82 | $23.53 | $37.64 | $47.05 | $37.64 | $28.23 | $37.64 | $37.64 |
| Grade 6 | $20.49 | $25.61 | $40.98 | $51.23 | $40.98 | $30.74 | $40.98 | $40.98 |

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

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $16.46 | $20.58 | $32.92 | $41.15 | $32.92 | $24.69 | $32.92 | $32.92 |
| Grade 1B | $16.93 | $21.16 | $33.86 | $42.33 | $33.86 | $25.40 | $33.86 | $33.86 |
| Grade 2 | $17.24 | $21.55 | $34.48 | $43.10 | $34.48 | $25.86 | $34.48 | $34.48 |
| Grade 3 | $18.07 | $22.59 | $36.14 | $45.18 | $36.14 | $27.11 | $36.14 | $36.14 |
| Grade 4 | $19.16 | $23.95 | $38.32 | $47.90 | $38.32 | $28.74 | $38.32 | $38.32 |
| Grade 5 | $21.17 | $26.46 | $42.34 | $52.93 | $42.34 | $31.76 | $42.34 | $42.34 |
| Grade 6 | $23.05 | $28.81 | $46.10 | $57.63 | $46.10 | $34.58 | $46.10 | $46.10 |

### Junior - Casual - under 16 years of age

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $11.44 | $13.73 | $20.59 | $25.16 | $20.59 | $16.01 | $20.59 | $20.59 |
| Grade 1B | $11.76 | $14.12 | $21.17 | $25.88 | $21.17 | $16.47 | $21.17 | $21.17 |
| Grade 2 | $11.98 | $14.37 | $21.56 | $26.35 | $21.56 | $16.77 | $21.56 | $21.56 |
| Grade 3 | $12.55 | $15.06 | $22.59 | $27.61 | $22.59 | $17.57 | $22.59 | $22.59 |
| Grade 4 | $13.31 | $15.98 | $23.96 | $29.29 | $23.96 | $18.64 | $23.96 | $23.96 |
| Grade 5 | $14.70 | $17.64 | $26.46 | $32.34 | $26.46 | $20.58 | $26.46 | $26.46 |
| Grade 6 | $16.01 | $19.22 | $28.82 | $35.23 | $28.82 | $22.42 | $28.82 | $28.82 |

### Junior - Casual - 16 years

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $13.71 | $16.46 | $24.68 | $30.17 | $24.68 | $19.20 | $24.68 | $24.68 |
| Grade 1B | $14.11 | $16.94 | $25.40 | $31.05 | $25.40 | $19.76 | $25.40 | $25.40 |
| Grade 2 | $14.38 | $17.25 | $25.88 | $31.63 | $25.88 | $20.13 | $25.88 | $25.88 |
| Grade 3 | $15.06 | $18.08 | $27.11 | $33.14 | $27.11 | $21.09 | $27.11 | $27.11 |
| Grade 4 | $15.96 | $19.16 | $28.73 | $35.12 | $28.73 | $22.35 | $28.73 | $28.73 |
| Grade 5 | $17.64 | $21.17 | $31.75 | $38.80 | $31.75 | $24.69 | $31.75 | $31.75 |
| Grade 6 | $19.21 | $23.06 | $34.58 | $42.27 | $34.58 | $26.90 | $34.58 | $34.58 |

### Junior - Casual - 17 years

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $16.00 | $19.20 | $28.80 | $35.20 | $28.80 | $22.40 | $28.80 | $28.80 |
| Grade 1B | $16.46 | $19.76 | $29.63 | $36.22 | $29.63 | $23.05 | $29.63 | $29.63 |
| Grade 2 | $16.76 | $20.12 | $30.17 | $36.88 | $30.17 | $23.47 | $30.17 | $30.17 |
| Grade 3 | $17.58 | $21.09 | $31.64 | $38.67 | $31.64 | $24.61 | $31.64 | $31.64 |
| Grade 4 | $18.63 | $22.35 | $33.53 | $40.98 | $33.53 | $26.08 | $33.53 | $33.53 |
| Grade 5 | $20.58 | $24.69 | $37.04 | $45.27 | $37.04 | $28.81 | $37.04 | $37.04 |
| Grade 6 | $22.41 | $26.90 | $40.34 | $49.31 | $40.34 | $31.38 | $40.34 | $40.34 |

### Junior - Casual - 18 years

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $18.29 | $21.95 | $32.92 | $40.23 | $32.92 | $25.60 | $32.92 | $32.92 |
| Grade 1B | $18.81 | $22.58 | $33.86 | $41.39 | $33.86 | $26.34 | $33.86 | $33.86 |
| Grade 2 | $19.16 | $23.00 | $34.49 | $42.16 | $34.49 | $26.83 | $34.49 | $34.49 |
| Grade 3 | $20.08 | $24.09 | $36.14 | $44.17 | $36.14 | $28.11 | $36.14 | $36.14 |
| Grade 4 | $21.29 | $25.55 | $38.32 | $46.83 | $38.32 | $29.80 | $38.32 | $38.32 |
| Grade 5 | $23.53 | $28.23 | $42.35 | $51.76 | $42.35 | $32.94 | $42.35 | $42.35 |
| Grade 6 | $25.61 | $30.74 | $46.10 | $56.35 | $46.10 | $35.86 | $46.10 | $46.10 |

### Junior - Casual - 19 years

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1A | $20.58 | $24.69 | $37.04 | $45.27 | $37.04 | $28.81 | $37.04 | $37.04 |
| Grade 1B | $21.16 | $25.40 | $38.09 | $46.56 | $38.09 | $29.63 | $38.09 | $38.09 |
| Grade 2 | $21.55 | $25.86 | $38.79 | $47.41 | $38.79 | $30.17 | $38.79 | $38.79 |
| Grade 3 | $22.59 | $27.11 | $40.66 | $49.69 | $40.66 | $31.62 | $40.66 | $40.66 |
| Grade 4 | $23.95 | $28.74 | $43.11 | $52.69 | $43.11 | $33.53 | $43.11 | $43.11 |
| Grade 5 | $26.46 | $31.76 | $47.63 | $58.22 | $47.63 | $37.05 | $47.63 | $47.63 |
| Grade 6 | $28.81 | $34.58 | $51.86 | $63.39 | $51.86 | $40.34 | $51.86 | $51.86 |

### Apprentice - Started before 1 Jan 2014

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $10.65 | $13.31 | $21.30 | $26.63 | $21.30 | $15.98 | $21.30 | $21.30 |
| Apprentice 2nd year | $13.41 | $16.76 | $26.82 | $33.53 | $26.82 | $20.12 | $26.82 | $26.82 |
| Apprentice 3rd year | $15.97 | $19.96 | $31.94 | $39.93 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice 4th year | $19.16 | $23.95 | $38.32 | $47.90 | $38.32 | $28.74 | $38.32 | $38.32 |

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

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $10.65 | $13.31 | $21.30 | $26.63 | $21.30 | $15.98 | $21.30 | $21.30 |
| Apprentice 2nd year | $13.41 | $16.76 | $26.82 | $33.53 | $26.82 | $20.12 | $26.82 | $26.82 |
| Apprentice 3rd year | $15.97 | $19.96 | $31.94 | $39.93 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice 4th year | $19.16 | $23.95 | $38.32 | $47.90 | $38.32 | $28.74 | $38.32 | $38.32 |

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

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $11.71 | $14.64 | $23.42 | $29.28 | $23.42 | $17.57 | $23.42 | $23.42 |
| Apprentice 2nd year | $13.84 | $17.30 | $27.68 | $34.60 | $27.68 | $20.76 | $27.68 | $27.68 |
| Apprentice 3rd year | $15.97 | $19.96 | $31.94 | $39.93 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice 4th year | $19.16 | $23.95 | $38.32 | $47.90 | $38.32 | $28.74 | $38.32 | $38.32 |

### Adult Apprentice - Started before 1 Jan 2014

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $10.65 | $13.31 | $21.30 | $26.63 | $21.30 | $15.98 | $21.30 | $21.30 |
| Apprentice 2nd year | $13.41 | $16.76 | $26.82 | $33.53 | $26.82 | $20.12 | $26.82 | $26.82 |
| Apprentice 3rd year | $15.97 | $19.96 | $31.94 | $39.93 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice 4th year | $19.16 | $23.95 | $38.32 | $47.90 | $38.32 | $28.74 | $38.32 | $38.32 |

### Adult Apprentice - Started after 1 Jan 2014

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Working through a meal break** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $17.03 | $21.29 | $34.06 | $42.58 | $34.06 | $25.55 | $34.06 | $34.06 |
| Apprentice 2nd year | $18.29 | $22.86 | $36.58 | $45.73 | $36.58 | $27.44 | $36.58 | $36.58 |
| Apprentice 3rd year | $18.29 | $22.86 | $36.58 | $45.73 | $36.58 | $27.44 | $36.58 | $36.58 |
| Apprentice 4th year | $19.16 | $23.95 | $38.32 | $47.90 | $38.32 | $28.74 | $38.32 | $38.32 |

### 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 block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Accommodation reimbursement | reimbursement for the demonstrable cost of suitable accommodation |
| \* First aid allowance | $0.35 per hour |
| Meal allowance | $13.07 for the first meal and $13.07 for an extra meal |
| Tools and equipment reimbursement | reimbursement for the cost of supplying tools and equipment |

## 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.