

## Pay Guide - Gardening and Landscaping Services Award

[MA000101]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 November 2020.

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

If the tool or leading hand allowances apply the rates below should not be used, and should be calculated using [PACT](#).

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	\$753.80	\$19.84	\$29.76	\$39.68	\$39.68	\$49.60	\$29.76	\$29.76
Level 1	\$775.40	\$20.41	\$30.62	\$40.82	\$40.82	\$51.03	\$30.62	\$30.62
Level 2	\$805.10	\$21.19	\$31.79	\$42.38	\$42.38	\$52.98	\$31.79	\$31.79
Level 3	\$842.40	\$22.17	\$33.26	\$44.34	\$44.34	\$55.43	\$33.26	\$33.26
Level 4	\$877.60	\$23.09	\$34.64	\$46.18	\$46.18	\$57.73	\$34.64	\$34.64
Level 5	\$905.10	\$23.82	\$35.73	\$47.64	\$47.64	\$59.55	\$35.73	\$35.73

### 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	\$24.80	\$34.72	\$44.64	\$54.56	\$34.72	\$34.72
Level 1	\$25.51	\$35.72	\$45.92	\$56.13	\$35.72	\$35.72
Level 2	\$26.49	\$37.08	\$47.68	\$58.27	\$37.08	\$37.08
Level 3	\$27.71	\$38.80	\$49.88	\$60.97	\$38.80	\$38.80
Level 4	\$28.86	\$40.41	\$51.95	\$63.50	\$40.41	\$40.41
Level 5	\$29.78	\$41.69	\$53.60	\$65.51	\$41.69	\$41.69

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

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	\$527.70	\$13.89	\$20.84	\$27.78	\$27.78	\$34.73	\$20.84	\$20.84
Level 1	\$542.80	\$14.28	\$21.42	\$28.56	\$28.56	\$35.70	\$21.42	\$21.42
Level 2	\$563.60	\$14.83	\$22.25	\$29.66	\$29.66	\$37.08	\$22.25	\$22.25
Level 3	\$589.70	\$15.52	\$23.28	\$31.04	\$31.04	\$38.80	\$23.28	\$23.28
Level 4	\$614.30	\$16.17	\$24.26	\$32.34	\$32.34	\$40.43	\$24.26	\$24.26
Level 5	\$633.60	\$16.67	\$25.01	\$33.34	\$33.34	\$41.68	\$25.01	\$25.01

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

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	\$603.00	\$15.87	\$23.81	\$31.74	\$31.74	\$39.68	\$23.81	\$23.81
Level 1	\$620.30	\$16.32	\$24.48	\$32.64	\$32.64	\$40.80	\$24.48	\$24.48
Level 2	\$644.10	\$16.95	\$25.43	\$33.90	\$33.90	\$42.38	\$25.43	\$25.43
Level 3	\$673.90	\$17.73	\$26.60	\$35.46	\$35.46	\$44.33	\$26.60	\$26.60
Level 4	\$702.10	\$18.48	\$27.72	\$36.96	\$36.96	\$46.20	\$27.72	\$27.72
Level 5	\$724.10	\$19.06	\$28.59	\$38.12	\$38.12	\$47.65	\$28.59	\$28.59

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

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	\$678.40	\$17.85	\$26.78	\$35.70	\$35.70	\$44.63	\$26.78	\$26.78
Level 1	\$697.90	\$18.37	\$27.56	\$36.74	\$36.74	\$45.93	\$27.56	\$27.56
Level 2	\$724.60	\$19.07	\$28.61	\$38.14	\$38.14	\$47.68	\$28.61	\$28.61
Level 3	\$758.20	\$19.95	\$29.93	\$39.90	\$39.90	\$49.88	\$29.93	\$29.93
Level 4	\$789.80	\$20.78	\$31.17	\$41.56	\$41.56	\$51.95	\$31.17	\$31.17
Level 5	\$814.60	\$21.44	\$32.16	\$42.88	\$42.88	\$53.60	\$32.16	\$32.16

### 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	\$17.36	\$24.31	\$31.25	\$38.20	\$24.31	\$24.31
Level 1	\$17.85	\$24.99	\$32.13	\$39.27	\$24.99	\$24.99
Level 2	\$18.54	\$25.95	\$33.37	\$40.78	\$25.95	\$25.95
Level 3	\$19.40	\$27.16	\$34.92	\$42.68	\$27.16	\$27.16
Level 4	\$20.21	\$28.30	\$36.38	\$44.47	\$28.30	\$28.30
Level 5	\$20.84	\$29.17	\$37.51	\$45.84	\$29.17	\$29.17

### 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	\$19.84	\$27.77	\$35.71	\$43.64	\$27.77	\$27.77
Level 1	\$20.40	\$28.56	\$36.72	\$44.88	\$28.56	\$28.56
Level 2	\$21.19	\$29.66	\$38.14	\$46.61	\$29.66	\$29.66
Level 3	\$22.16	\$31.03	\$39.89	\$48.76	\$31.03	\$31.03
Level 4	\$23.10	\$32.34	\$41.58	\$50.82	\$32.34	\$32.34
Level 5	\$23.83	\$33.36	\$42.89	\$52.42	\$33.36	\$33.36

### 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	\$22.31	\$31.24	\$40.16	\$49.09	\$31.24	\$31.24
Level 1	\$22.96	\$32.15	\$41.33	\$50.52	\$32.15	\$32.15
Level 2	\$23.84	\$33.37	\$42.91	\$52.44	\$33.37	\$33.37
Level 3	\$24.94	\$34.91	\$44.89	\$54.86	\$34.91	\$34.91
Level 4	\$25.98	\$36.37	\$46.76	\$57.15	\$36.37	\$36.37
Level 5	\$26.80	\$37.52	\$48.24	\$58.96	\$37.52	\$37.52

### 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	\$10.97	\$16.46	\$21.94	\$21.94	\$27.43	\$16.46	\$16.46
Apprentice - 2nd year	\$13.85	\$20.78	\$27.70	\$27.70	\$34.63	\$20.78	\$20.78
Apprentice - 3rd year	\$17.32	\$25.98	\$34.64	\$34.64	\$43.30	\$25.98	\$25.98
Apprentice - 4th year	\$21.94	\$32.91	\$43.88	\$43.88	\$54.85	\$32.91	\$32.91

### 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	\$11.55	\$17.33	\$23.10	\$23.10	\$28.88	\$17.33	\$17.33
Apprentice - 2nd year	\$13.85	\$20.78	\$27.70	\$27.70	\$34.63	\$20.78	\$20.78
Apprentice - 3rd year	\$17.32	\$25.98	\$34.64	\$34.64	\$43.30	\$25.98	\$25.98
Apprentice - 4th year	\$21.94	\$32.91	\$43.88	\$43.88	\$54.85	\$32.91	\$32.91

### 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	\$12.70	\$19.05	\$25.40	\$25.40	\$31.75	\$19.05	\$19.05
Apprentice - 2nd year	\$15.01	\$22.52	\$30.02	\$30.02	\$37.53	\$22.52	\$22.52
Apprentice - 3rd year	\$17.32	\$25.98	\$34.64	\$34.64	\$43.30	\$25.98	\$25.98
Apprentice - 4th year	\$21.94	\$32.91	\$43.88	\$43.88	\$54.85	\$32.91	\$32.91

### 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	\$18.47	\$27.71	\$36.94	\$36.94	\$46.18	\$27.71	\$27.71
Apprentice - 2nd year	\$19.84	\$29.76	\$39.68	\$39.68	\$49.60	\$29.76	\$29.76
Apprentice - 3rd year	\$19.84	\$29.76	\$39.68	\$39.68	\$49.60	\$29.76	\$29.76
Apprentice - 4th year	\$21.94	\$32.91	\$43.88	\$43.88	\$54.85	\$32.91	\$32.91

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before casual loading, 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	\$0.46 per hour up to a maximum of \$17.55 per week
* Leading hand - in charge of 1-2 employees	\$0.46 per hour
* Leading hand allowance - in charge of 3-6 employees	\$0.92 per hour
* Leading hand allowance - in charge of 7-9 employees	\$1.15 per hour
* Leading hand allowance - in charge of 10 or more employees	\$1.62 per hour
Meal allowance	\$15.39 for a meal
Operating a vehicle and/or plant allowance	\$5.27 per day
* Tool allowance - Level 4 & 5 tradespersons only	\$0.37 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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.