

Pay Guide - Labour Market Assistance Industry Award 2010

[MA000099]

Published 28 June 2018

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2018.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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Rates of pay

Adult

Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday - 8pm to midnight | Late night - Monday to Friday - midnight to 6am | Saturday | Sunday | Public holiday |
|--|-----------------|-----------------|--|---|----------|---------|----------------|
| Administrative assistant pay point 1 | \$814.50 | \$21.43 | \$25.72 | \$28.93 | \$37.50 | \$42.86 | \$53.58 |
| Administrative assistant pay point 2 | \$828.30 | \$21.80 | \$26.16 | \$29.43 | \$38.15 | \$43.60 | \$54.50 |
| Administrative assistant pay point 3 | \$858.10 | \$22.58 | \$27.10 | \$30.48 | \$39.52 | \$45.16 | \$56.45 |
| Administrative assistant pay point 4 | \$885.30 | \$23.30 | \$27.96 | \$31.46 | \$40.78 | \$46.60 | \$58.25 |
| Administrative officer pay point 1 | \$937.70 | \$24.68 | \$29.62 | \$33.32 | \$43.19 | \$49.36 | \$61.70 |
| Administrative officer pay point 2 | \$958.70 | \$25.23 | \$30.28 | \$34.06 | \$44.15 | \$50.46 | \$63.08 |
| Administrative officer pay point 3 | \$979.30 | \$25.77 | \$30.92 | \$34.79 | \$45.10 | \$51.54 | \$64.43 |
| Administrative officer pay point 4 | \$1,006.60 | \$26.49 | \$31.79 | \$35.76 | \$46.36 | \$52.98 | \$66.23 |
| Training and placement officer grade 1 - pay point 1 | \$910.30 | \$23.96 | \$28.75 | \$32.35 | \$41.93 | \$47.92 | \$59.90 |
| Training and placement officer grade 1 - pay point 2 | \$937.70 | \$24.68 | \$29.62 | \$33.32 | \$43.19 | \$49.36 | \$61.70 |
| Training and placement officer grade 1 - pay point 3 | \$958.70 | \$25.23 | \$30.28 | \$34.06 | \$44.15 | \$50.46 | \$63.08 |
| Training and placement officer grade 2 - pay point 1 | \$979.30 | \$25.77 | \$30.92 | \$34.79 | \$45.10 | \$51.54 | \$64.43 |
| Training and placement officer grade 2 - pay point 2 | \$1,006.60 | \$26.49 | \$31.79 | \$35.76 | \$46.36 | \$52.98 | \$66.23 |
| Training and placement officer grade 2 - pay point 3 | \$1,034.00 | \$27.21 | \$32.65 | \$36.73 | \$47.62 | \$54.42 | \$68.03 |
| Training and placement officer grade 2 - pay point 4 | \$1,061.30 | \$27.93 | \$33.52 | \$37.71 | \$48.88 | \$55.86 | \$69.83 |
| Training and placement officer grade 2 - pay point 5 | \$1,086.10 | \$28.58 | \$34.30 | \$38.58 | \$50.02 | \$57.16 | \$71.45 |

| Classification | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday - 8pm to midnight | Late night - Monday to Friday - midnight to 6am | Saturday | Sunday | Public holiday |
|---|------------------------|------------------------|---|--|-----------------|---------------|-----------------------|
| Training and placement co-ordinator - pay point 1 | \$1,086.10 | \$28.58 | \$34.30 | \$38.58 | \$50.02 | \$57.16 | \$71.45 |
| Training and placement co-ordinator - pay point 2 | \$1,113.60 | \$29.31 | \$35.17 | \$39.57 | \$51.29 | \$58.62 | \$73.28 |
| Training and placement co-ordinator - pay point 3 | \$1,138.60 | \$29.96 | \$35.95 | \$40.45 | \$52.43 | \$59.92 | \$74.90 |
| Training and placement co-ordinator - pay point 4 | \$1,165.90 | \$30.68 | \$36.82 | \$41.42 | \$53.69 | \$61.36 | \$76.70 |
| Manager grade 1 - pay point 1 | \$1,086.10 | \$28.58 | \$34.30 | \$38.58 | \$50.02 | \$57.16 | \$71.45 |
| Manager grade 1 - pay point 2 | \$1,113.60 | \$29.31 | \$35.17 | \$39.57 | \$51.29 | \$58.62 | \$73.28 |
| Manager grade 1 - pay point 3 | \$1,138.60 | \$29.96 | \$35.95 | \$40.45 | \$52.43 | \$59.92 | \$74.90 |
| Manager grade 1 - pay point 4 | \$1,165.90 | \$30.68 | \$36.82 | \$41.42 | \$53.69 | \$61.36 | \$76.70 |
| Manager grade 1 - pay point 5 | \$1,193.30 | \$31.40 | \$37.68 | \$42.39 | \$54.95 | \$62.80 | \$78.50 |
| Manager grade 1 - pay point 6 | \$1,220.60 | \$32.12 | \$38.54 | \$43.36 | \$56.21 | \$64.24 | \$80.30 |
| Manager grade 2 - pay point 1 | \$1,247.90 | \$32.84 | \$39.41 | \$44.33 | \$57.47 | \$65.68 | \$82.10 |
| Manager grade 2 - pay point 2 | \$1,275.30 | \$33.56 | \$40.27 | \$45.31 | \$58.73 | \$67.12 | \$83.90 |
| Manager grade 2 - pay point 3 | \$1,302.70 | \$34.28 | \$41.14 | \$46.28 | \$59.99 | \$68.56 | \$85.70 |
| Manager grade 2 - pay point 4 | \$1,329.90 | \$35.00 | \$42.00 | \$47.25 | \$61.25 | \$70.00 | \$87.50 |
| Manager grade 2 - pay point 5 | \$1,357.30 | \$35.72 | \$42.86 | \$48.22 | \$62.51 | \$71.44 | \$89.30 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Overtime - Public holiday | Less than 10 hour break between shifts |
|--|--|--|--------------------------|----------------------------------|---|
| Administrative assistant pay point 1 | \$32.15 | \$42.86 | \$42.86 | \$75.01 | \$42.86 |
| Administrative assistant pay point 2 | \$32.70 | \$43.60 | \$43.60 | \$76.30 | \$43.60 |
| Administrative assistant pay point 3 | \$33.87 | \$45.16 | \$45.16 | \$79.03 | \$45.16 |
| Administrative assistant pay point 4 | \$34.95 | \$46.60 | \$46.60 | \$81.55 | \$46.60 |
| Administrative officer pay point 1 | \$37.02 | \$49.36 | \$49.36 | \$86.38 | \$49.36 |
| Administrative officer pay point 2 | \$37.85 | \$50.46 | \$50.46 | \$88.31 | \$50.46 |
| Administrative officer pay point 3 | \$38.66 | \$51.54 | \$51.54 | \$90.20 | \$51.54 |
| Administrative officer pay point 4 | \$39.74 | \$52.98 | \$52.98 | \$92.72 | \$52.98 |
| Training and placement officer grade 1 - pay point 1 | \$35.94 | \$47.92 | \$47.92 | \$83.86 | \$47.92 |
| Training and placement officer grade 1 - pay point 2 | \$37.02 | \$49.36 | \$49.36 | \$86.38 | \$49.36 |
| Training and placement officer grade 1 - pay point 3 | \$37.85 | \$50.46 | \$50.46 | \$88.31 | \$50.46 |
| Training and placement officer grade 2 - pay point 1 | \$38.66 | \$51.54 | \$51.54 | \$90.20 | \$51.54 |
| Training and placement officer grade 2 - pay point 2 | \$39.74 | \$52.98 | \$52.98 | \$92.72 | \$52.98 |
| Training and placement officer grade 2 - pay point 3 | \$40.82 | \$54.42 | \$54.42 | \$95.24 | \$54.42 |
| Training and placement officer grade 2 - pay point 4 | \$41.90 | \$55.86 | \$55.86 | \$97.76 | \$55.86 |
| Training and placement officer grade 2 - pay point 5 | \$42.87 | \$57.16 | \$57.16 | \$100.03 | \$57.16 |
| Training and placement co-ordinator - pay point 1 | \$42.87 | \$57.16 | \$57.16 | \$100.03 | \$57.16 |
| Training and placement co-ordinator - pay point 2 | \$43.97 | \$58.62 | \$58.62 | \$102.59 | \$58.62 |
| Training and placement co-ordinator - pay point 3 | \$44.94 | \$59.92 | \$59.92 | \$104.86 | \$59.92 |

| Classification | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Overtime - Public holiday | Less than 10 hour break between shifts |
|---|--|--|--------------------------|----------------------------------|---|
| Training and placement co-ordinator - pay point 4 | \$46.02 | \$61.36 | \$61.36 | \$107.38 | \$61.36 |
| Manager grade 1 - pay point 1 | \$42.87 | \$57.16 | \$57.16 | \$100.03 | \$57.16 |
| Manager grade 1 - pay point 2 | \$43.97 | \$58.62 | \$58.62 | \$102.59 | \$58.62 |
| Manager grade 1 - pay point 3 | \$44.94 | \$59.92 | \$59.92 | \$104.86 | \$59.92 |
| Manager grade 1 - pay point 4 | \$46.02 | \$61.36 | \$61.36 | \$107.38 | \$61.36 |
| Manager grade 1 - pay point 5 | \$47.10 | \$62.80 | \$62.80 | \$109.90 | \$62.80 |
| Manager grade 1 - pay point 6 | \$48.18 | \$64.24 | \$64.24 | \$112.42 | \$64.24 |
| Manager grade 2 - pay point 1 | \$49.26 | \$65.68 | \$65.68 | \$114.94 | \$65.68 |
| Manager grade 2 - pay point 2 | \$50.34 | \$67.12 | \$67.12 | \$117.46 | \$67.12 |
| Manager grade 2 - pay point 3 | \$51.42 | \$68.56 | \$68.56 | \$119.98 | \$68.56 |
| Manager grade 2 - pay point 4 | \$52.50 | \$70.00 | \$70.00 | \$122.50 | \$70.00 |
| Manager grade 2 - pay point 5 | \$53.58 | \$71.44 | \$71.44 | \$125.02 | \$71.44 |

Casual

Table 1 of 2

| Classification | Hourly pay rate | Evening - Monday to Friday - 8pm to midnight | Late night - Monday to Friday - midnight to 6am | Saturday | Sunday | Public holiday | Overtime outside the spread of hours - Monday to Saturday - first 2 hours |
|--|-----------------|--|---|----------|---------|----------------|---|
| Administrative assistant pay point 1 | \$26.79 | \$25.72 | \$28.93 | \$37.50 | \$42.86 | \$58.93 | \$32.15 |
| Administrative assistant pay point 2 | \$27.25 | \$26.16 | \$29.43 | \$38.15 | \$43.60 | \$59.95 | \$32.70 |
| Administrative assistant pay point 3 | \$28.23 | \$27.10 | \$30.48 | \$39.52 | \$45.16 | \$62.10 | \$33.87 |
| Administrative assistant pay point 4 | \$29.13 | \$27.96 | \$31.46 | \$40.78 | \$46.60 | \$64.08 | \$34.95 |
| Administrative officer pay point 1 | \$30.85 | \$29.62 | \$33.32 | \$43.19 | \$49.36 | \$67.87 | \$37.02 |
| Administrative officer pay point 2 | \$31.54 | \$30.28 | \$34.06 | \$44.15 | \$50.46 | \$69.38 | \$37.85 |
| Administrative officer pay point 3 | \$32.21 | \$30.92 | \$34.79 | \$45.10 | \$51.54 | \$70.87 | \$38.66 |
| Administrative officer pay point 4 | \$33.11 | \$31.79 | \$35.76 | \$46.36 | \$52.98 | \$72.85 | \$39.74 |
| Training and placement officer grade 1 - pay point 1 | \$29.95 | \$28.75 | \$32.35 | \$41.93 | \$47.92 | \$65.89 | \$35.94 |
| Training and placement officer grade 1 - pay point 2 | \$30.85 | \$29.62 | \$33.32 | \$43.19 | \$49.36 | \$67.87 | \$37.02 |
| Training and placement officer grade 1 - pay point 3 | \$31.54 | \$30.28 | \$34.06 | \$44.15 | \$50.46 | \$69.38 | \$37.85 |
| Training and placement officer grade 2 - pay point 1 | \$32.21 | \$30.92 | \$34.79 | \$45.10 | \$51.54 | \$70.87 | \$38.66 |
| Training and placement officer grade 2 - pay point 2 | \$33.11 | \$31.79 | \$35.76 | \$46.36 | \$52.98 | \$72.85 | \$39.74 |
| Training and placement officer grade 2 - pay point 3 | \$34.01 | \$32.65 | \$36.73 | \$47.62 | \$54.42 | \$74.83 | \$40.82 |
| Training and placement officer grade 2 - pay point 4 | \$34.91 | \$33.52 | \$37.71 | \$48.88 | \$55.86 | \$76.81 | \$41.90 |
| Training and placement officer grade 2 - pay point 5 | \$35.73 | \$34.30 | \$38.58 | \$50.02 | \$57.16 | \$78.60 | \$42.87 |

| Classification | Hourly pay rate | Evening - Monday to Friday - 8pm to midnight | Late night - Monday to Friday - midnight to 6am | Saturday | Sunday | Public holiday | Overtime outside the spread of hours - Monday to Saturday - first 2 hours |
|---|------------------------|---|--|-----------------|---------------|-----------------------|--|
| Training and placement co-ordinator - pay point 1 | \$35.73 | \$34.30 | \$38.58 | \$50.02 | \$57.16 | \$78.60 | \$42.87 |
| Training and placement co-ordinator - pay point 2 | \$36.64 | \$35.17 | \$39.57 | \$51.29 | \$58.62 | \$80.60 | \$43.97 |
| Training and placement co-ordinator - pay point 3 | \$37.45 | \$35.95 | \$40.45 | \$52.43 | \$59.92 | \$82.39 | \$44.94 |
| Training and placement co-ordinator - pay point 4 | \$38.35 | \$36.82 | \$41.42 | \$53.69 | \$61.36 | \$84.37 | \$46.02 |
| Manager grade 1 - pay point 1 | \$35.73 | \$34.30 | \$38.58 | \$50.02 | \$57.16 | \$78.60 | \$42.87 |
| Manager grade 1 - pay point 2 | \$36.64 | \$35.17 | \$39.57 | \$51.29 | \$58.62 | \$80.60 | \$43.97 |
| Manager grade 1 - pay point 3 | \$37.45 | \$35.95 | \$40.45 | \$52.43 | \$59.92 | \$82.39 | \$44.94 |
| Manager grade 1 - pay point 4 | \$38.35 | \$36.82 | \$41.42 | \$53.69 | \$61.36 | \$84.37 | \$46.02 |
| Manager grade 1 - pay point 5 | \$39.25 | \$37.68 | \$42.39 | \$54.95 | \$62.80 | \$86.35 | \$47.10 |
| Manager grade 1 - pay point 6 | \$40.15 | \$38.54 | \$43.36 | \$56.21 | \$64.24 | \$88.33 | \$48.18 |
| Manager grade 2 - pay point 1 | \$41.05 | \$39.41 | \$44.33 | \$57.47 | \$65.68 | \$90.31 | \$49.26 |
| Manager grade 2 - pay point 2 | \$41.95 | \$40.27 | \$45.31 | \$58.73 | \$67.12 | \$92.29 | \$50.34 |
| Manager grade 2 - pay point 3 | \$42.85 | \$41.14 | \$46.28 | \$59.99 | \$68.56 | \$94.27 | \$51.42 |
| Manager grade 2 - pay point 4 | \$43.75 | \$42.00 | \$47.25 | \$61.25 | \$70.00 | \$96.25 | \$52.50 |
| Manager grade 2 - pay point 5 | \$44.65 | \$42.86 | \$48.22 | \$62.51 | \$71.44 | \$98.23 | \$53.58 |

Table 2 of 2

| Classification | Overtime outside the spread of hours - Monday to Saturday - after 2 hours | Overtime - more than 38 hours per week or 10 hours per day - first 2 hours | Overtime - more than 38 hours per week or 10 hours per day - after first 2 hours | Overtime - Sunday | Overtime - Public holiday | Less than 10 hour break between shifts |
|--|--|---|---|--------------------------|----------------------------------|---|
| Administrative assistant pay point 1 | \$42.86 | \$37.50 | \$48.22 | \$48.22 | \$75.01 | \$48.22 |
| Administrative assistant pay point 2 | \$43.60 | \$38.15 | \$49.05 | \$49.05 | \$76.30 | \$49.05 |
| Administrative assistant pay point 3 | \$45.16 | \$39.52 | \$50.81 | \$50.81 | \$79.03 | \$50.81 |
| Administrative assistant pay point 4 | \$46.60 | \$40.78 | \$52.43 | \$52.43 | \$81.55 | \$52.43 |
| Administrative officer pay point 1 | \$49.36 | \$43.19 | \$55.53 | \$55.53 | \$86.38 | \$55.53 |
| Administrative officer pay point 2 | \$50.46 | \$44.15 | \$56.77 | \$56.77 | \$88.31 | \$56.77 |
| Administrative officer pay point 3 | \$51.54 | \$45.10 | \$57.98 | \$57.98 | \$90.20 | \$57.98 |
| Administrative officer pay point 4 | \$52.98 | \$46.36 | \$59.60 | \$59.60 | \$92.72 | \$59.60 |
| Training and placement officer grade 1 - pay point 1 | \$47.92 | \$41.93 | \$53.91 | \$53.91 | \$83.86 | \$53.91 |
| Training and placement officer grade 1 - pay point 2 | \$49.36 | \$43.19 | \$55.53 | \$55.53 | \$86.38 | \$55.53 |
| Training and placement officer grade 1 - pay point 3 | \$50.46 | \$44.15 | \$56.77 | \$56.77 | \$88.31 | \$56.77 |
| Training and placement officer grade 2 - pay point 1 | \$51.54 | \$45.10 | \$57.98 | \$57.98 | \$90.20 | \$57.98 |
| Training and placement officer grade 2 - pay point 2 | \$52.98 | \$46.36 | \$59.60 | \$59.60 | \$92.72 | \$59.60 |
| Training and placement officer grade 2 - pay point 3 | \$54.42 | \$47.62 | \$61.22 | \$61.22 | \$95.24 | \$61.22 |
| Training and placement officer grade 2 - pay point 4 | \$55.86 | \$48.88 | \$62.84 | \$62.84 | \$97.76 | \$62.84 |
| Training and placement officer grade 2 - pay point 5 | \$57.16 | \$50.02 | \$64.31 | \$64.31 | \$100.03 | \$64.31 |

| Classification | Overtime outside the spread of hours - Monday to Saturday - after 2 hours | Overtime - more than 38 hours per week or 10 hours per day - first 2 hours | Overtime - more than 38 hours per week or 10 hours per day - after first 2 hours | Overtime - Sunday | Overtime - Public holiday | Less than 10 hour break between shifts |
|---|--|---|---|--------------------------|----------------------------------|---|
| Training and placement co-ordinator - pay point 1 | \$57.16 | \$50.02 | \$64.31 | \$64.31 | \$100.03 | \$64.31 |
| Training and placement co-ordinator - pay point 2 | \$58.62 | \$51.29 | \$65.95 | \$65.95 | \$102.59 | \$65.95 |
| Training and placement co-ordinator - pay point 3 | \$59.92 | \$52.43 | \$67.41 | \$67.41 | \$104.86 | \$67.41 |
| Training and placement co-ordinator - pay point 4 | \$61.36 | \$53.69 | \$69.03 | \$69.03 | \$107.38 | \$69.03 |
| Manager grade 1 - pay point 1 | \$57.16 | \$50.02 | \$64.31 | \$64.31 | \$100.03 | \$64.31 |
| Manager grade 1 - pay point 2 | \$58.62 | \$51.29 | \$65.95 | \$65.95 | \$102.59 | \$65.95 |
| Manager grade 1 - pay point 3 | \$59.92 | \$52.43 | \$67.41 | \$67.41 | \$104.86 | \$67.41 |
| Manager grade 1 - pay point 4 | \$61.36 | \$53.69 | \$69.03 | \$69.03 | \$107.38 | \$69.03 |
| Manager grade 1 - pay point 5 | \$62.80 | \$54.95 | \$70.65 | \$70.65 | \$109.90 | \$70.65 |
| Manager grade 1 - pay point 6 | \$64.24 | \$56.21 | \$72.27 | \$72.27 | \$112.42 | \$72.27 |
| Manager grade 2 - pay point 1 | \$65.68 | \$57.47 | \$73.89 | \$73.89 | \$114.94 | \$73.89 |
| Manager grade 2 - pay point 2 | \$67.12 | \$58.73 | \$75.51 | \$75.51 | \$117.46 | \$75.51 |
| Manager grade 2 - pay point 3 | \$68.56 | \$59.99 | \$77.13 | \$77.13 | \$119.98 | \$77.13 |
| Manager grade 2 - pay point 4 | \$70.00 | \$61.25 | \$78.75 | \$78.75 | \$122.50 | \$78.75 |
| Manager grade 2 - pay point 5 | \$71.44 | \$62.51 | \$80.37 | \$80.37 | \$125.02 | \$80.37 |

Sessional

| Classification | Hourly pay rate | Evening - Monday to Friday - 8pm to midnight | Late night - Monday to Friday - midnight to 6am | Saturday | Sunday | Public holiday | Less than 10 hour break between shifts |
|---|------------------------|---|--|-----------------|---------------|-----------------------|---|
| Sessional employee - incorporating loading for preparation and associated non-teaching / training tasks | \$42.04 | \$48.76 | \$53.81 | \$67.26 | \$75.67 | \$92.48 | \$75.67 |
| Sessional employee - no loading | \$31.54 | \$36.58 | \$40.37 | \$50.46 | \$56.77 | \$69.38 | \$56.77 |

Allowances

| Allowances | Rate |
|---|--|
| Excursions allowance - overnight stay | \$64.28 per night spent away from home on excursion |
| First aid allowance | \$0.36 per hour up to a maximum of \$13.83 per week |
| Meal allowance | \$15.22 per meal |
| Transport reimbursement - travel in connection to work - not using own vehicle | reimbursement for all reasonable travelling expenses |
| Transport reimbursement - called on duty at night or outside normal hours or on a non-working day | reimbursement for fares when travelling between home and the place of work |
| Travel reimbursement - staying away from home | reimbursement for the cost of reasonable board, lodging and meals |
| Vehicle registration reimbursement | reimbursement of the excess amount for the registration fee |
| Vehicle insurance reimbursement | reimbursement of the excess amount for the insurance premium |
| Vehicle allowance | \$0.78 per km |

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.