

Pay Guide - Nursery Award

[MA000033]

Published 01 July 2020

Pay rates for this award will change from 01 February 2021. The rates in this guide apply from 04 February 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 First aid allowance applies, the rates in the tables 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	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	\$740.80	\$19.49	\$24.36	\$38.98	\$48.73	\$38.98	\$29.24	\$38.98	\$38.98
Grade 1B	\$762.10	\$20.06	\$25.08	\$40.12	\$50.15	\$40.12	\$30.09	\$40.12	\$40.12
Grade 2	\$776.10	\$20.42	\$25.53	\$40.84	\$51.05	\$40.84	\$30.63	\$40.84	\$40.84
Grade 3	\$813.60	\$21.41	\$26.76	\$42.82	\$53.53	\$42.82	\$32.12	\$42.82	\$42.82
Grade 4	\$862.50	\$22.70	\$28.38	\$45.40	\$56.75	\$45.40	\$34.05	\$45.40	\$45.40
Grade 5	\$952.90	\$25.08	\$31.35	\$50.16	\$62.70	\$50.16	\$37.62	\$50.16	\$50.16
Grade 6	\$1,037.40	\$27.30	\$34.13	\$54.60	\$68.25	\$54.60	\$40.95	\$54.60	\$54.60

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	\$24.36	\$29.24	\$43.85	\$53.60	\$43.85	\$34.11	\$43.85	\$43.85
Grade 1B	\$25.08	\$30.09	\$45.14	\$55.17	\$45.14	\$35.11	\$45.14	\$45.14
Grade 2	\$25.53	\$30.63	\$45.95	\$56.16	\$45.95	\$35.74	\$45.95	\$45.95
Grade 3	\$26.76	\$32.12	\$48.17	\$58.88	\$48.17	\$37.47	\$48.17	\$48.17
Grade 4	\$28.38	\$34.05	\$51.08	\$62.43	\$51.08	\$39.73	\$51.08	\$51.08
Grade 5	\$31.35	\$37.62	\$56.43	\$68.97	\$56.43	\$43.89	\$56.43	\$56.43
Grade 6	\$34.13	\$40.95	\$61.43	\$75.08	\$61.43	\$47.78	\$61.43	\$61.43

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	\$9.75	\$12.19	\$19.50	\$24.38	\$19.50	\$14.63	\$19.50	\$19.50
Grade 1B	\$10.03	\$12.54	\$20.06	\$25.08	\$20.06	\$15.05	\$20.06	\$20.06
Grade 2	\$10.21	\$12.76	\$20.42	\$25.53	\$20.42	\$15.32	\$20.42	\$20.42
Grade 3	\$10.71	\$13.39	\$21.42	\$26.78	\$21.42	\$16.07	\$21.42	\$21.42
Grade 4	\$11.35	\$14.19	\$22.70	\$28.38	\$22.70	\$17.03	\$22.70	\$22.70
Grade 5	\$12.54	\$15.68	\$25.08	\$31.35	\$25.08	\$18.81	\$25.08	\$25.08
Grade 6	\$13.65	\$17.06	\$27.30	\$34.13	\$27.30	\$20.48	\$27.30	\$27.30

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	\$11.69	\$14.61	\$23.38	\$29.23	\$23.38	\$17.54	\$23.38	\$23.38
Grade 1B	\$12.04	\$15.05	\$24.08	\$30.10	\$24.08	\$18.06	\$24.08	\$24.08
Grade 2	\$12.25	\$15.31	\$24.50	\$30.63	\$24.50	\$18.38	\$24.50	\$24.50
Grade 3	\$12.85	\$16.06	\$25.70	\$32.13	\$25.70	\$19.28	\$25.70	\$25.70
Grade 4	\$13.62	\$17.03	\$27.24	\$34.05	\$27.24	\$20.43	\$27.24	\$27.24
Grade 5	\$15.05	\$18.81	\$30.10	\$37.63	\$30.10	\$22.58	\$30.10	\$30.10
Grade 6	\$16.38	\$20.48	\$32.76	\$40.95	\$32.76	\$24.57	\$32.76	\$32.76

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	\$13.64	\$17.05	\$27.28	\$34.10	\$27.28	\$20.46	\$27.28	\$27.28
Grade 1B	\$14.04	\$17.55	\$28.08	\$35.10	\$28.08	\$21.06	\$28.08	\$28.08
Grade 2	\$14.29	\$17.86	\$28.58	\$35.73	\$28.58	\$21.44	\$28.58	\$28.58
Grade 3	\$14.99	\$18.74	\$29.98	\$37.48	\$29.98	\$22.49	\$29.98	\$29.98
Grade 4	\$15.89	\$19.86	\$31.78	\$39.73	\$31.78	\$23.84	\$31.78	\$31.78
Grade 5	\$17.56	\$21.95	\$35.12	\$43.90	\$35.12	\$26.34	\$35.12	\$35.12
Grade 6	\$19.11	\$23.89	\$38.22	\$47.78	\$38.22	\$28.67	\$38.22	\$38.22

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	\$15.59	\$19.49	\$31.18	\$38.98	\$31.18	\$23.39	\$31.18	\$31.18
Grade 1B	\$16.05	\$20.06	\$32.10	\$40.13	\$32.10	\$24.08	\$32.10	\$32.10
Grade 2	\$16.34	\$20.43	\$32.68	\$40.85	\$32.68	\$24.51	\$32.68	\$32.68
Grade 3	\$17.13	\$21.41	\$34.26	\$42.83	\$34.26	\$25.70	\$34.26	\$34.26
Grade 4	\$18.16	\$22.70	\$36.32	\$45.40	\$36.32	\$27.24	\$36.32	\$36.32
Grade 5	\$20.06	\$25.08	\$40.12	\$50.15	\$40.12	\$30.09	\$40.12	\$40.12
Grade 6	\$21.84	\$27.30	\$43.68	\$54.60	\$43.68	\$32.76	\$43.68	\$43.68

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	\$17.54	\$21.93	\$35.08	\$43.85	\$35.08	\$26.31	\$35.08	\$35.08
Grade 1B	\$18.05	\$22.56	\$36.10	\$45.13	\$36.10	\$27.08	\$36.10	\$36.10
Grade 2	\$18.38	\$22.98	\$36.76	\$45.95	\$36.76	\$27.57	\$36.76	\$36.76
Grade 3	\$19.27	\$24.09	\$38.54	\$48.18	\$38.54	\$28.91	\$38.54	\$38.54
Grade 4	\$20.43	\$25.54	\$40.86	\$51.08	\$40.86	\$30.65	\$40.86	\$40.86
Grade 5	\$22.57	\$28.21	\$45.14	\$56.43	\$45.14	\$33.86	\$45.14	\$45.14
Grade 6	\$24.57	\$30.71	\$49.14	\$61.43	\$49.14	\$36.86	\$49.14	\$49.14

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	\$12.19	\$14.63	\$21.94	\$26.81	\$21.94	\$17.06	\$21.94	\$21.94
Grade 1B	\$12.54	\$15.05	\$22.57	\$27.58	\$22.57	\$17.55	\$22.57	\$22.57
Grade 2	\$12.76	\$15.32	\$22.97	\$28.08	\$22.97	\$17.87	\$22.97	\$22.97
Grade 3	\$13.39	\$16.07	\$24.10	\$29.45	\$24.10	\$18.74	\$24.10	\$24.10
Grade 4	\$14.19	\$17.03	\$25.54	\$31.21	\$25.54	\$19.86	\$25.54	\$25.54
Grade 5	\$15.68	\$18.81	\$28.22	\$34.49	\$28.22	\$21.95	\$28.22	\$28.22
Grade 6	\$17.06	\$20.48	\$30.71	\$37.54	\$30.71	\$23.89	\$30.71	\$30.71

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	\$14.61	\$17.54	\$26.30	\$32.15	\$26.30	\$20.46	\$26.30	\$26.30
Grade 1B	\$15.05	\$18.06	\$27.09	\$33.11	\$27.09	\$21.07	\$27.09	\$27.09
Grade 2	\$15.31	\$18.38	\$27.56	\$33.69	\$27.56	\$21.44	\$27.56	\$27.56
Grade 3	\$16.06	\$19.28	\$28.91	\$35.34	\$28.91	\$22.49	\$28.91	\$28.91
Grade 4	\$17.03	\$20.43	\$30.65	\$37.46	\$30.65	\$23.84	\$30.65	\$30.65
Grade 5	\$18.81	\$22.58	\$33.86	\$41.39	\$33.86	\$26.34	\$33.86	\$33.86
Grade 6	\$20.48	\$24.57	\$36.86	\$45.05	\$36.86	\$28.67	\$36.86	\$36.86

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	\$17.05	\$20.46	\$30.69	\$37.51	\$30.69	\$23.87	\$30.69	\$30.69
Grade 1B	\$17.55	\$21.06	\$31.59	\$38.61	\$31.59	\$24.57	\$31.59	\$31.59
Grade 2	\$17.86	\$21.44	\$32.15	\$39.30	\$32.15	\$25.01	\$32.15	\$32.15
Grade 3	\$18.74	\$22.49	\$33.73	\$41.22	\$33.73	\$26.23	\$33.73	\$33.73
Grade 4	\$19.86	\$23.84	\$35.75	\$43.70	\$35.75	\$27.81	\$35.75	\$35.75
Grade 5	\$21.95	\$26.34	\$39.51	\$48.29	\$39.51	\$30.73	\$39.51	\$39.51
Grade 6	\$23.89	\$28.67	\$43.00	\$52.55	\$43.00	\$33.44	\$43.00	\$43.00

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	\$19.49	\$23.39	\$35.08	\$42.87	\$35.08	\$27.28	\$35.08	\$35.08
Grade 1B	\$20.06	\$24.08	\$36.11	\$44.14	\$36.11	\$28.09	\$36.11	\$36.11
Grade 2	\$20.43	\$24.51	\$36.77	\$44.94	\$36.77	\$28.60	\$36.77	\$36.77
Grade 3	\$21.41	\$25.70	\$38.54	\$47.11	\$38.54	\$29.98	\$38.54	\$38.54
Grade 4	\$22.70	\$27.24	\$40.86	\$49.94	\$40.86	\$31.78	\$40.86	\$40.86
Grade 5	\$25.08	\$30.09	\$45.14	\$55.17	\$45.14	\$35.11	\$45.14	\$45.14
Grade 6	\$27.30	\$32.76	\$49.14	\$60.06	\$49.14	\$38.22	\$49.14	\$49.14

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	\$21.93	\$26.31	\$39.47	\$48.24	\$39.47	\$30.70	\$39.47	\$39.47
Grade 1B	\$22.56	\$27.08	\$40.61	\$49.64	\$40.61	\$31.59	\$40.61	\$40.61
Grade 2	\$22.98	\$27.57	\$41.36	\$50.55	\$41.36	\$32.17	\$41.36	\$41.36
Grade 3	\$24.09	\$28.91	\$43.36	\$52.99	\$43.36	\$33.72	\$43.36	\$43.36
Grade 4	\$25.54	\$30.65	\$45.97	\$56.18	\$45.97	\$35.75	\$45.97	\$45.97
Grade 5	\$28.21	\$33.86	\$50.78	\$62.07	\$50.78	\$39.50	\$50.78	\$50.78
Grade 6	\$30.71	\$36.86	\$55.28	\$67.57	\$55.28	\$43.00	\$55.28	\$55.28

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	\$11.35	\$14.19	\$22.70	\$28.38	\$22.70	\$17.03	\$22.70	\$22.70
Apprentice 2nd year	\$14.30	\$17.88	\$28.60	\$35.75	\$28.60	\$21.45	\$28.60	\$28.60
Apprentice 3rd year	\$17.03	\$21.29	\$34.06	\$42.58	\$34.06	\$25.55	\$34.06	\$34.06
Apprentice 4th year	\$20.43	\$25.54	\$40.86	\$51.08	\$40.86	\$30.65	\$40.86	\$40.86

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	\$11.35	\$14.19	\$22.70	\$28.38	\$22.70	\$17.03	\$22.70	\$22.70
Apprentice 2nd year	\$14.30	\$17.88	\$28.60	\$35.75	\$28.60	\$21.45	\$28.60	\$28.60
Apprentice 3rd year	\$17.03	\$21.29	\$34.06	\$42.58	\$34.06	\$25.55	\$34.06	\$34.06
Apprentice 4th year	\$20.43	\$25.54	\$40.86	\$51.08	\$40.86	\$30.65	\$40.86	\$40.86

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	\$12.49	\$15.61	\$24.98	\$31.23	\$24.98	\$18.74	\$24.98	\$24.98
Apprentice 2nd year	\$14.76	\$18.45	\$29.52	\$36.90	\$29.52	\$22.14	\$29.52	\$29.52
Apprentice 3rd year	\$17.03	\$21.29	\$34.06	\$42.58	\$34.06	\$25.55	\$34.06	\$34.06
Apprentice 4th year	\$20.43	\$25.54	\$40.86	\$51.08	\$40.86	\$30.65	\$40.86	\$40.86

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	\$11.35	\$14.19	\$22.70	\$28.38	\$22.70	\$17.03	\$22.70	\$22.70
Apprentice 2nd year	\$14.30	\$17.88	\$28.60	\$35.75	\$28.60	\$21.45	\$28.60	\$28.60
Apprentice 3rd year	\$17.03	\$21.29	\$34.06	\$42.58	\$34.06	\$25.55	\$34.06	\$34.06
Apprentice 4th year	\$20.43	\$25.54	\$40.86	\$51.08	\$40.86	\$30.65	\$40.86	\$40.86

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	\$18.16	\$22.70	\$36.32	\$45.40	\$36.32	\$27.24	\$36.32	\$36.32
Apprentice 2nd year	\$19.49	\$24.36	\$38.98	\$48.73	\$38.98	\$29.24	\$38.98	\$38.98
Apprentice 3rd year	\$19.49	\$24.36	\$38.98	\$48.73	\$38.98	\$29.24	\$38.98	\$38.98
Apprentice 4th year	\$20.43	\$25.54	\$40.86	\$51.08	\$40.86	\$30.65	\$40.86	\$40.86

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 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	\$0.38 per hour
Meal allowance	\$13.76 for the first meal and \$13.76 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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.