

Pay Guide - Pest Control Industry Award

[MA000097]

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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

Adult

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 1	\$761.80	\$20.05	\$30.08	\$40.10	\$50.13	\$23.06
Level 2	\$780.50	\$20.54	\$30.81	\$41.08	\$51.35	\$23.62
Level 3	\$805.10	\$21.19	\$31.79	\$42.38	\$52.98	\$24.37
Level 4	\$821.90	\$21.63	\$32.45	\$43.26	\$54.08	\$24.87
Level 5	\$885.60	\$23.31	\$34.97	\$46.62	\$58.28	\$26.81

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - first 2 hours	Overtime - after 2 hours	Less than 10 hour break between shifts	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$24.06	\$25.06	\$30.08	\$40.10	\$40.10	\$40.10
Level 2	\$24.65	\$25.68	\$30.81	\$41.08	\$41.08	\$41.08
Level 3	\$25.43	\$26.49	\$31.79	\$42.38	\$42.38	\$42.38
Level 4	\$25.96	\$27.04	\$32.45	\$43.26	\$43.26	\$43.26
Level 5	\$27.97	\$29.14	\$34.97	\$46.62	\$46.62	\$46.62

Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 1	\$25.06	\$35.09	\$45.11	\$55.14	\$28.07
Level 2	\$25.68	\$35.95	\$46.22	\$56.49	\$28.76
Level 3	\$26.49	\$37.08	\$47.68	\$58.27	\$29.67
Level 4	\$27.04	\$37.85	\$48.67	\$59.48	\$30.28
Level 5	\$29.14	\$40.79	\$52.45	\$64.10	\$32.63

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - first 2 hours	Overtime - after 2 hours
Level 1	\$29.07	\$30.08	\$35.09	\$45.11
Level 2	\$29.78	\$30.81	\$35.95	\$46.22
Level 3	\$30.73	\$31.79	\$37.08	\$47.68
Level 4	\$31.36	\$32.45	\$37.85	\$48.67
Level 5	\$33.80	\$34.97	\$40.79	\$52.45

Allowances

Allowances	Rate
Country work - lodging allowance	\$95.19 per night
Country work - travel time allowance	payment at the minimum hourly rate for each hour of travel to and from country work
Country work - meal allowance	\$9.19 per meal
First aid allowance	\$0.45 per hour up to a maximum of \$17.07 per week
First aid kit reimbursement	reimbursement for the cost of maintaining a first aid kit
Fumigation depot allowance	\$7.49 for each day such work is performed
Verminous/decomposed human body allowance	\$96.29 on each occasion
Leading hand - in charge of 2-10 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	\$0.85 per hour up to a maximum of \$32.12 per week
Leading hand - in charge of 11-21 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	\$1.26 per hour up to a maximum of \$48.06 per week
Leading hand - in charge of more than 21 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	\$1.72 per hour up to a maximum of \$65.29 per week
Meal allowance - overtime	\$14.86 per meal
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.