

Pay Guide - Racing Industry Ground Maintenance Award 2010

[MA000014]

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

Note: Trade qualified juniors must be paid the appropriate adult rate.

Adult

Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Morning work before 6.30am - track crossing attendants | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break |
|---|-----------------|-----------------|--|--|--|------------------------------|
| Introductory level | \$719.20 | \$18.93 | \$23.66 | \$28.40 | \$21.77 | \$28.40 |
| Maintenance and horticulture employee level 1 | \$748.90 | \$19.71 | \$24.64 | \$29.57 | \$22.67 | \$29.57 |
| Maintenance and horticulture employee level 2 | \$807.90 | \$21.26 | \$26.58 | \$31.89 | \$24.45 | \$31.89 |
| Tradesperson | \$837.40 | \$22.04 | N/A | \$33.06 | \$25.35 | \$33.06 |
| Trackwork and pool supervisor | \$903.10 | \$23.77 | N/A | \$35.66 | \$27.34 | \$35.66 |
| Management employee level 1 | \$968.80 | \$25.49 | N/A | \$38.24 | \$29.31 | \$38.24 |
| Management employee level 2 | \$1,069.40 | \$28.14 | N/A | \$42.21 | \$32.36 | \$42.21 |

Table 2 of 2

| Classification | Saturday - public event | Sunday - public event | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|---|-------------------------|-----------------------|----------------|---|---|-------------------|--|
| Introductory level | \$23.66 | \$33.13 | \$47.33 | \$28.40 | \$37.86 | \$37.86 | \$37.86 |
| Maintenance and horticulture employee level 1 | \$24.64 | \$34.49 | \$49.28 | \$29.57 | \$39.42 | \$39.42 | \$39.42 |
| Maintenance and horticulture employee level 2 | \$26.58 | \$37.21 | \$53.15 | \$31.89 | \$42.52 | \$42.52 | \$42.52 |
| Tradesperson | \$27.55 | \$38.57 | \$55.10 | \$33.06 | \$44.08 | \$44.08 | \$44.08 |
| Trackwork and pool supervisor | \$29.71 | \$41.60 | \$59.43 | \$35.66 | \$47.54 | \$47.54 | \$47.54 |
| Management employee level 1 | \$31.86 | \$44.61 | \$63.73 | \$38.24 | \$50.98 | \$50.98 | \$50.98 |
| Management employee level 2 | \$35.18 | \$49.25 | \$70.35 | \$42.21 | \$56.28 | \$56.28 | \$56.28 |

Casual

Table 1 of 2

| Classification | Hourly pay rate | Morning work before 6.30am - track crossing attendants | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Night cleaning shift | Working through a meal break |
|---|-----------------|--|--|--|----------------------|------------------------------|
| Introductory level | \$23.66 | \$28.40 | \$33.13 | \$26.50 | \$29.34 | \$33.13 |
| Maintenance and horticulture employee level 1 | \$24.64 | \$29.57 | \$34.49 | \$27.59 | \$30.55 | \$34.49 |
| Maintenance and horticulture employee level 2 | \$26.58 | \$31.89 | \$37.21 | \$29.76 | \$32.95 | \$37.21 |
| Tradesperson | \$27.55 | N/A | \$38.57 | \$30.86 | \$34.16 | \$38.57 |
| Trackwork and pool supervisor | \$29.71 | N/A | \$41.60 | \$33.28 | \$36.84 | \$41.60 |
| Management employee level 1 | \$31.86 | N/A | \$44.61 | \$35.69 | \$39.51 | \$44.61 |
| Management employee level 2 | \$35.18 | N/A | \$49.25 | \$39.40 | \$43.62 | \$49.25 |

Table 2 of 2

| Classification | Saturday - public event | Sunday - public event | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|---|-------------------------|-----------------------|----------------|---|---|-------------------|
| Introductory level | \$28.40 | \$37.86 | \$52.06 | \$33.13 | \$42.59 | \$42.59 |
| Maintenance and horticulture employee level 1 | \$29.57 | \$39.42 | \$54.20 | \$34.49 | \$44.35 | \$44.35 |
| Maintenance and horticulture employee level 2 | \$31.89 | \$42.52 | \$58.47 | \$37.21 | \$47.84 | \$47.84 |
| Tradesperson | \$33.06 | \$44.08 | \$60.61 | \$38.57 | \$49.59 | \$49.59 |
| Trackwork and pool supervisor | \$35.66 | \$47.54 | \$65.37 | \$41.60 | \$53.48 | \$53.48 |
| Management employee level 1 | \$38.24 | \$50.98 | \$70.10 | \$44.61 | \$57.35 | \$57.35 |
| Management employee level 2 | \$42.21 | \$56.28 | \$77.39 | \$49.25 | \$63.32 | \$63.32 |

Junior - Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Morning work before 6.30am - track crossing attendants | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break |
|--------------------|-----------------|-----------------|--|--|--|------------------------------|
| 18 years and under | \$561.68 | \$14.78 | \$18.48 | \$22.17 | \$17.00 | \$22.17 |
| 19 and 20 years | \$748.90 | \$19.71 | \$24.64 | \$29.57 | \$22.67 | \$29.57 |

Table 2 of 2

| Classification | Saturday - public event | Sunday - public event | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|--------------------|-------------------------|-----------------------|----------------|---|---|-------------------|--|
| 18 years and under | \$18.48 | \$25.87 | \$36.95 | \$22.17 | \$29.56 | \$29.56 | \$29.56 |
| 19 and 20 years | \$24.64 | \$34.49 | \$49.28 | \$29.57 | \$39.42 | \$39.42 | \$39.42 |

Junior - Casual

Table 1 of 2

| Classification | Hourly pay rate | Morning work before 6.30am - track crossing attendants | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Night cleaning shift | Working through a meal break |
|--------------------|-----------------|--|--|--|----------------------|------------------------------|
| 18 years and under | \$18.48 | \$22.17 | \$25.87 | \$20.69 | \$22.91 | \$25.87 |
| 19 and 20 years | \$24.64 | \$29.57 | \$34.49 | \$27.59 | \$30.55 | \$34.49 |

Table 2 of 2

| Classification | Saturday - public event | Sunday - public event | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|--------------------|-------------------------|-----------------------|----------------|---|---|-------------------|
| 18 years and under | \$22.17 | \$29.56 | \$40.65 | \$25.87 | \$33.26 | \$33.26 |
| 19 and 20 years | \$29.57 | \$39.42 | \$54.20 | \$34.49 | \$44.35 | \$44.35 |

Apprentice - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 2

| Classification | Hourly pay rate | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break | Saturday - public event | Sunday - public event |
|-----------------------|-----------------|--|--|------------------------------|-------------------------|-----------------------|
| Apprentice - 1st year | \$10.47 | \$15.71 | \$12.04 | \$15.71 | \$13.09 | \$18.32 |
| Apprentice - 2nd year | \$13.22 | \$19.83 | \$15.20 | \$19.83 | \$16.53 | \$23.14 |
| Apprentice - 3rd year | \$16.53 | \$24.80 | \$19.01 | \$24.80 | \$20.66 | \$28.93 |
| Apprentice - 4th year | \$20.94 | \$31.41 | \$24.08 | \$31.41 | \$26.18 | \$36.65 |

Table 2 of 2

| Classification | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|-----------------------|----------------|---|---|-------------------|--|
| Apprentice - 1st year | \$26.18 | \$15.71 | \$20.94 | \$20.94 | \$20.94 |
| Apprentice - 2nd year | \$33.05 | \$19.83 | \$26.44 | \$26.44 | \$26.44 |
| Apprentice - 3rd year | \$41.33 | \$24.80 | \$33.06 | \$33.06 | \$33.06 |
| Apprentice - 4th year | \$52.35 | \$31.41 | \$41.88 | \$41.88 | \$41.88 |

Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time

Table 1 of 2

| Classification | Hourly pay rate | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break | Saturday - public event | Sunday - public event |
|-----------------------|-----------------|--|--|------------------------------|-------------------------|-----------------------|
| Apprentice - 1st year | \$11.02 | \$16.53 | \$12.67 | \$16.53 | \$13.78 | \$19.29 |
| Apprentice - 2nd year | \$13.22 | \$19.83 | \$15.20 | \$19.83 | \$16.53 | \$23.14 |
| Apprentice - 3rd year | \$16.53 | \$24.80 | \$19.01 | \$24.80 | \$20.66 | \$28.93 |
| Apprentice - 4th year | \$20.94 | \$31.41 | \$24.08 | \$31.41 | \$26.18 | \$36.65 |

Table 2 of 2

| Classification | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|-----------------------|----------------|---|---|-------------------|--|
| Apprentice - 1st year | \$27.55 | \$16.53 | \$22.04 | \$22.04 | \$22.04 |
| Apprentice - 2nd year | \$33.05 | \$19.83 | \$26.44 | \$26.44 | \$26.44 |
| Apprentice - 3rd year | \$41.33 | \$24.80 | \$33.06 | \$33.06 | \$33.06 |
| Apprentice - 4th year | \$52.35 | \$31.41 | \$41.88 | \$41.88 | \$41.88 |

Apprentice - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time

Table 1 of 2

| Classification | Hourly pay rate | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break | Saturday - public event | Sunday - public event |
|-----------------------|-----------------|--|--|------------------------------|-------------------------|-----------------------|
| Apprentice - 1st year | \$12.12 | \$18.18 | \$13.94 | \$18.18 | \$15.15 | \$21.21 |
| Apprentice - 2nd year | \$14.33 | \$21.50 | \$16.48 | \$21.50 | \$17.91 | \$25.08 |
| Apprentice - 3rd year | \$16.53 | \$24.80 | \$19.01 | \$24.80 | \$20.66 | \$28.93 |
| Apprentice - 4th year | \$20.94 | \$31.41 | \$24.08 | \$31.41 | \$26.18 | \$36.65 |

Table 2 of 2

| Classification | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|-----------------------|----------------|---|---|-------------------|--|
| Apprentice - 1st year | \$30.30 | \$18.18 | \$24.24 | \$24.24 | \$24.24 |
| Apprentice - 2nd year | \$35.83 | \$21.50 | \$28.66 | \$28.66 | \$28.66 |
| Apprentice - 3rd year | \$41.33 | \$24.80 | \$33.06 | \$33.06 | \$33.06 |
| Apprentice - 4th year | \$52.35 | \$31.41 | \$41.88 | \$41.88 | \$41.88 |

Adult apprentice - Started after 1 Jan 2014 - Full-time & part-time

Table 1 of 2

| Classification | Hourly pay rate | Monday to Friday - between 6.30pm and 6.30am when water restrictions apply | Evening work 6pm to 11pm - greyhound or harness racing meeting | Working through a meal break | Saturday - public event | Sunday - public event |
|-----------------------|-----------------|--|--|------------------------------|-------------------------|-----------------------|
| Apprentice - 1st year | \$17.63 | \$26.45 | \$20.27 | \$26.45 | \$22.04 | \$30.85 |
| Apprentice - 2nd year | \$18.93 | \$28.40 | \$21.77 | \$28.40 | \$23.66 | \$33.13 |
| Apprentice - 3rd year | \$18.93 | \$28.40 | \$21.77 | \$28.40 | \$23.66 | \$33.13 |
| Apprentice - 4th year | \$20.94 | \$31.41 | \$24.08 | \$31.41 | \$26.18 | \$36.65 |

Table 2 of 2

| Classification | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Less than 10 hour break between shifts |
|-----------------------|----------------|---|---|-------------------|--|
| Apprentice - 1st year | \$44.08 | \$26.45 | \$35.26 | \$35.26 | \$35.26 |
| Apprentice - 2nd year | \$47.33 | \$28.40 | \$37.86 | \$37.86 | \$37.86 |
| Apprentice - 3rd year | \$47.33 | \$28.40 | \$37.86 | \$37.86 | \$37.86 |
| Apprentice - 4th year | \$52.35 | \$31.41 | \$41.88 | \$41.88 | \$41.88 |

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before penalties and overtime are calculated.

| Allowances | Rate |
|--|--|
| Accommodation allowance - caretaker on premises | an allowance equal to the amount of the rental charged for the accommodation |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| First aid allowance | \$0.44 per hour up to a maximum of \$16.75 per week |
| In charge of tractor plant allowance | \$0.66 per hour |
| Leading hand allowance - in charge of fewer than 3 employees - does not apply to Management employee level 2 | \$0.44 per hour up to a maximum of \$16.75 per week |
| Leading hand allowance - in charge of 3 - 6 employees - does not apply to Management employee level 2 | \$0.88 per hour up to a maximum of \$33.50 per week |
| Leading hand allowance - in charge of 7 or more employees - does not apply to Management employee level 2 | \$1.10 per hour up to a maximum of \$41.87 per week |
| Loss of clothing reimbursement | reimbursement up to a maximum of \$795.53 for a single claim |
| Meal allowance | \$11.33 for a meal |
| Protective clothing and equipment reimbursement | reimbursement for the cost of purchasing the special clothing and equipment |
| * Tool allowance - tradesperson (not carpenter) | \$0.36 per hour |
| * Tool allowance - carpenter | \$0.69 per hour |

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.