

Pay Guide - Racing Industry Ground Maintenance Award

[MA000014]

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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 any Tool 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

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	\$740.80	\$19.49	\$24.36	\$29.24	\$22.41	\$29.24
Maintenance and horticulture employee level 1	\$771.40	\$20.30	\$25.38	\$30.45	\$23.35	\$30.45
Maintenance and horticulture employee level 2	\$832.10	\$21.90	\$27.38	\$32.85	\$25.19	\$32.85
Tradesperson	\$862.50	\$22.70	N/A	\$34.05	\$26.11	\$34.05
Trackwork and pool supervisor	\$930.20	\$24.48	N/A	\$36.72	\$28.15	\$36.72
Management employee level 1	\$997.90	\$26.26	N/A	\$39.39	\$30.20	\$39.39
Management employee level 2	\$1,101.50	\$28.99	N/A	\$43.49	\$33.34	\$43.49

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	Less than 10 hour break between shifts
Introductory level	\$24.36	\$34.11	\$48.73	\$29.24	\$38.98	\$38.98	\$38.98
Maintenance and horticulture employee level 1	\$25.38	\$35.53	\$50.75	\$30.45	\$40.60	\$40.60	\$40.60
Maintenance and horticulture employee level 2	\$27.38	\$38.33	\$54.75	\$32.85	\$43.80	\$43.80	\$43.80
Tradesperson	\$28.38	\$39.73	\$56.75	\$34.05	\$45.40	\$45.40	\$45.40
Trackwork and pool supervisor	\$30.60	\$42.84	\$61.20	\$36.72	\$48.96	\$48.96	\$48.96
Management employee level 1	\$32.83	\$45.96	\$65.65	\$39.39	\$52.52	\$52.52	\$52.52
Management employee level 2	\$36.24	\$50.73	\$72.48	\$43.49	\$57.98	\$57.98	\$57.98

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	\$24.36	\$29.24	\$34.11	\$27.29	\$30.21	\$34.11
Maintenance and horticulture employee level 1	\$25.38	\$30.45	\$35.53	\$28.42	\$31.47	\$35.53
Maintenance and horticulture employee level 2	\$27.38	\$32.85	\$38.33	\$30.66	\$33.95	\$38.33
Tradesperson	\$28.38	N/A	\$39.73	\$31.78	\$35.19	\$39.73
Trackwork and pool supervisor	\$30.60	N/A	\$42.84	\$34.27	\$37.94	\$42.84
Management employee level 1	\$32.83	N/A	\$45.96	\$36.76	\$40.70	\$45.96
Management employee level 2	\$36.24	N/A	\$50.73	\$40.59	\$44.93	\$50.73

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	\$29.24	\$38.98	\$53.60	\$34.11	\$43.85	\$43.85
Maintenance and horticulture employee level 1	\$30.45	\$40.60	\$55.83	\$35.53	\$45.68	\$45.68
Maintenance and horticulture employee level 2	\$32.85	\$43.80	\$60.23	\$38.33	\$49.28	\$49.28
Tradesperson	\$34.05	\$45.40	\$62.43	\$39.73	\$51.08	\$51.08
Trackwork and pool supervisor	\$36.72	\$48.96	\$67.32	\$42.84	\$55.08	\$55.08
Management employee level 1	\$39.39	\$52.52	\$72.22	\$45.96	\$59.09	\$59.09
Management employee level 2	\$43.49	\$57.98	\$79.72	\$50.73	\$65.23	\$65.23

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	\$578.55	\$15.23	\$19.04	\$22.85	\$17.51	\$22.85
19 and 20 years	\$771.40	\$20.30	\$25.38	\$30.45	\$23.35	\$30.45

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	\$19.04	\$26.65	\$38.08	\$22.85	\$30.46	\$30.46	\$30.46
19 and 20 years	\$25.38	\$35.53	\$50.75	\$30.45	\$40.60	\$40.60	\$40.60

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	\$19.04	\$22.85	\$26.65	\$21.32	\$23.61	\$26.65
19 and 20 years	\$25.38	\$30.45	\$35.53	\$28.42	\$31.47	\$35.53

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	\$22.85	\$30.46	\$41.88	\$26.65	\$34.27	\$34.27
19 and 20 years	\$30.45	\$40.60	\$55.83	\$35.53	\$45.68	\$45.68

Apprentice - Started before 1 Jan 2014

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	\$10.78	\$16.17	\$12.40	\$16.17	\$13.48	\$18.87
Apprentice - 2nd year	\$13.62	\$20.43	\$15.66	\$20.43	\$17.03	\$23.84
Apprentice - 3rd year	\$17.03	\$25.55	\$19.58	\$25.55	\$21.29	\$29.80
Apprentice - 4th year	\$21.57	\$32.36	\$24.81	\$32.36	\$26.96	\$37.75

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	\$26.95	\$16.17	\$21.56	\$21.56	\$21.56
Apprentice - 2nd year	\$34.05	\$20.43	\$27.24	\$27.24	\$27.24
Apprentice - 3rd year	\$42.58	\$25.55	\$34.06	\$34.06	\$34.06
Apprentice - 4th year	\$53.93	\$32.36	\$43.14	\$43.14	\$43.14

Apprentice - Started after 1 Jan 2014 - Did not complete year 12

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	\$11.35	\$17.03	\$13.05	\$17.03	\$14.19	\$19.86
Apprentice - 2nd year	\$13.62	\$20.43	\$15.66	\$20.43	\$17.03	\$23.84
Apprentice - 3rd year	\$17.03	\$25.55	\$19.58	\$25.55	\$21.29	\$29.80
Apprentice - 4th year	\$21.57	\$32.36	\$24.81	\$32.36	\$26.96	\$37.75

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	\$28.38	\$17.03	\$22.70	\$22.70	\$22.70
Apprentice - 2nd year	\$34.05	\$20.43	\$27.24	\$27.24	\$27.24
Apprentice - 3rd year	\$42.58	\$25.55	\$34.06	\$34.06	\$34.06
Apprentice - 4th year	\$53.93	\$32.36	\$43.14	\$43.14	\$43.14

Apprentice - Started after 1 Jan 2014 - Completed year 12

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	\$12.49	\$18.74	\$14.36	\$18.74	\$15.61	\$21.86
Apprentice - 2nd year	\$14.76	\$22.14	\$16.97	\$22.14	\$18.45	\$25.83
Apprentice - 3rd year	\$17.03	\$25.55	\$19.58	\$25.55	\$21.29	\$29.80
Apprentice - 4th year	\$21.57	\$32.36	\$24.81	\$32.36	\$26.96	\$37.75

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	\$31.23	\$18.74	\$24.98	\$24.98	\$24.98
Apprentice - 2nd year	\$36.90	\$22.14	\$29.52	\$29.52	\$29.52
Apprentice - 3rd year	\$42.58	\$25.55	\$34.06	\$34.06	\$34.06
Apprentice - 4th year	\$53.93	\$32.36	\$43.14	\$43.14	\$43.14

Adult apprentice - Started after 1 Jan 2014

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	\$18.16	\$27.24	\$20.88	\$27.24	\$22.70	\$31.78
Apprentice - 2nd year	\$19.49	\$29.24	\$22.41	\$29.24	\$24.36	\$34.11
Apprentice - 3rd year	\$19.49	\$29.24	\$22.41	\$29.24	\$24.36	\$34.11
Apprentice - 4th year	\$21.57	\$32.36	\$24.81	\$32.36	\$26.96	\$37.75

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	\$45.40	\$27.24	\$36.32	\$36.32	\$36.32
Apprentice - 2nd year	\$48.73	\$29.24	\$38.98	\$38.98	\$38.98
Apprentice - 3rd year	\$48.73	\$29.24	\$38.98	\$38.98	\$38.98
Apprentice - 4th year	\$53.93	\$32.36	\$43.14	\$43.14	\$43.14

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
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	\$0.45 per hour up to a maximum of \$17.25 per week
In charge of tractor plant allowance	\$0.68 per hour
Leading hand allowance - in charge of fewer than 3 employees - does not apply to Management employee level 2	\$0.45 per hour up to a maximum of \$17.25 per week
Leading hand allowance - in charge of 3 - 6 employees - does not apply to Management employee level 2	\$0.91 per hour up to a maximum of \$34.50 per week
Leading hand allowance - in charge of 7 or more employees - does not apply to Management employee level 2	\$1.14 per hour up to a maximum of \$43.13 per week
Loss of clothing reimbursement	reimbursement up to a maximum of \$819.38 for a single claim
Meal allowance	\$11.69 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.