

## Pay Guide - Real Estate Industry Award

[MA000106]

Published 01 November 2020

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

| Classification   | Weekly pay rate | Hourly pay rate | Overtime - work on day off or half day - first 2 hours | Overtime - work on day off or half day - after 2 hours | Public holiday |
|--|-----------------|-----------------|--|--|----------------|
| Real estate employee level 1 (associate level) - first 12 months at this level       | \$789.90        | \$20.79         | \$31.19  | \$41.58  | \$41.58        |
| Real estate employee level 1 (associate level) - after first 12 months at this level | \$833.70        | \$21.94         | \$32.91  | \$43.88  | \$43.88        |
| Real estate employee level 2 (representative level)                                  | \$877.60        | \$23.09         | \$34.64  | \$46.18  | \$46.18        |
| Real estate employee level 3 (supervisory level)                                     | \$965.40        | \$25.41         | \$38.12  | \$50.82  | \$50.82        |
| Real estate employee level 4 (in-charge level)                                       | \$1,009.40      | \$26.56         | \$39.84  | \$53.12  | \$53.12        |

### Casual

| Classification   | Hourly pay rate | Public holiday |
|--|-----------------|----------------|
| Real estate employee level 1 (associate level) - first 12 months at this level       | \$25.99         | \$51.98        |
| Real estate employee level 1 (associate level) - after first 12 months at this level | \$27.43         | \$54.86        |
| Real estate employee level 2 (representative level)                                  | \$28.86         | \$57.72        |
| Real estate employee level 3 (supervisory level)                                     | \$31.76         | \$63.52        |
| Real estate employee level 4 (in-charge level)                                       | \$33.20         | \$66.40        |

### Junior - Full-time & part-time - 18 years and under

| Classification   | Weekly pay rate | Hourly pay rate | Overtime - work on day off or half day - first 2 hours | Overtime - work on day off or half day - after 2 hours | Public holiday |
|--|-----------------|-----------------|--|--|----------------|
| Real estate employee level 1 (associate level) - first 12 months at this level       | \$473.94        | \$12.47         | \$18.71  | \$24.94  | \$24.94        |
| Real estate employee level 1 (associate level) - after first 12 months at this level | \$500.22        | \$13.16         | \$19.74  | \$26.32  | \$26.32        |
| Real estate employee level 2 (representative level)                                  | \$526.56        | \$13.86         | \$20.79  | \$27.72  | \$27.72        |
| Real estate employee level 3 (supervisory level)                                     | \$579.24        | \$15.24         | \$22.86  | \$30.48  | \$30.48        |
| Real estate employee level 4 (in-charge level)                                       | \$605.64        | \$15.94         | \$23.91  | \$31.88  | \$31.88        |

### Junior - Full-time & part-time - 19 years

| Classification   | Weekly pay rate | Hourly pay rate | Overtime - work on day off or half day - first 2 hours | Overtime - work on day off or half day - after 2 hours | Public holiday |
|--|-----------------|-----------------|--|--|----------------|
| Real estate employee level 1 (associate level) - first 12 months at this level       | \$552.93        | \$14.55         | \$21.83  | \$29.10  | \$29.10        |
| Real estate employee level 1 (associate level) - after first 12 months at this level | \$583.59        | \$15.36         | \$23.04  | \$30.72  | \$30.72        |
| Real estate employee level 2 (representative level)                                  | \$614.32        | \$16.17         | \$24.26  | \$32.34  | \$32.34        |
| Real estate employee level 3 (supervisory level)                                     | \$675.78        | \$17.78         | \$26.67  | \$35.56  | \$35.56        |
| Real estate employee level 4 (in-charge level)                                       | \$706.58        | \$18.59         | \$27.89  | \$37.18  | \$37.18        |

### Junior - Full-time & part-time - 20 years

| Classification   | Weekly pay rate | Hourly pay rate | Overtime - work on day off or half day - first 2 hours | Overtime - work on day off or half day - after 2 hours | Public holiday |
|--|-----------------|-----------------|--|--|----------------|
| Real estate employee level 1 (associate level) - first 12 months at this level       | \$631.92        | \$16.63         | \$24.95  | \$33.26  | \$33.26        |
| Real estate employee level 1 (associate level) - after first 12 months at this level | \$666.96        | \$17.55         | \$26.33  | \$35.10  | \$35.10        |
| Real estate employee level 2 (representative level)                                  | \$702.08        | \$18.48         | \$27.72  | \$36.96  | \$36.96        |
| Real estate employee level 3 (supervisory level)                                     | \$772.32        | \$20.32         | \$30.48  | \$40.64  | \$40.64        |
| Real estate employee level 4 (in-charge level)                                       | \$807.52        | \$21.25         | \$31.88  | \$42.50  | \$42.50        |

### Junior - Casual - 18 years and under

| Classification   | Hourly pay rate | Public holiday |
|--|-----------------|----------------|
| Real estate employee level 1 (associate level) - first 12 months at this level       | \$15.59         | \$31.18        |
| Real estate employee level 1 (associate level) - after first 12 months at this level | \$16.45         | \$32.90        |
| Real estate employee level 2 (representative level)                                  | \$17.33         | \$34.66        |
| Real estate employee level 3 (supervisory level)                                     | \$19.05         | \$38.10        |
| Real estate employee level 4 (in-charge level)                                       | \$19.93         | \$39.86        |

### Junior - Casual - 19 years

| Classification   | Hourly pay rate | Public holiday |
|--|-----------------|----------------|
| Real estate employee level 1 (associate level) - first 12 months at this level       | \$18.19         | \$36.38        |
| Real estate employee level 1 (associate level) - after first 12 months at this level | \$19.20         | \$38.40        |
| Real estate employee level 2 (representative level)                                  | \$20.21         | \$40.42        |
| Real estate employee level 3 (supervisory level)                                     | \$22.23         | \$44.46        |
| Real estate employee level 4 (in-charge level)                                       | \$23.24         | \$46.48        |

### Junior - Casual - 20 years

| Classification   | Hourly pay rate | Public holiday |
|--|-----------------|----------------|
| Real estate employee level 1 (associate level) - first 12 months at this level       | \$20.79         | \$41.58        |
| Real estate employee level 1 (associate level) - after first 12 months at this level | \$21.94         | \$43.88        |
| Real estate employee level 2 (representative level)                                  | \$23.10         | \$46.20        |
| Real estate employee level 3 (supervisory level)                                     | \$25.40         | \$50.80        |
| Real estate employee level 4 (in-charge level)                                       | \$26.56         | \$53.12        |

## Allowances

| Allowances  | Rate  |
|---|---|
| Expenses reimbursement  | reimbursement for work-related expenses   |
| Mobile phone reimbursement - a mobile phone on plan   | reimbursement of at least 50% of the cost of the employee's monthly mobile phone plan (for a maximum monthly phone plan of \$100)               |
| Mobile phone reimbursement - a pre-paid mobile phone  | reimbursement of a reasonable amount agreed to in writing by the employer and employee  |
| Motorcycle allowance  | \$0.26 per km up to a maximum of 400 kms per week   |
| Stand-by and call-out allowance - strata / community title management or property management classifications only | a method of payment agreed in writing between the employee and employer for due compensation for the employee being on stand-by and/or call-out |

## Motor vehicle allowances

Where an employee is required to use their own motor vehicle in the course of their employment, they can be reimbursed by:

- Payment of a standing charge plus an amount per kilometre travelled in performing their duties, or
- Payment of a lump sum, or
- \$0.78 per kilometre to a maximum of 400km per week

| Engine capacity                     | Type of payment | Per week | Per day |
|-------------------------------------|-----------------|----------|---------|
| <b>Vehicle up to 5 years of age</b> |                 |          |         |
| Up to and including 1600cc          | Standing charge | \$79.60  | \$15.92 |
|                                     | Per kilometre   | \$0.13   | \$0.13  |
|                                     | Lump sum        | \$146.15 | \$29.23 |
| 1601cc up to and including 2600cc   | Standing charge | \$109.10 | \$21.82 |
|                                     | Per kilometre   | \$0.15   | \$0.15  |
|                                     | Lump sum        | \$187.91 | \$37.58 |
| Over 2600cc                         | Standing charge | \$113.52 | \$22.70 |
|                                     | Per kilometre   | \$0.17   | \$0.17  |
|                                     | Lump sum        | \$203.57 | \$40.71 |

| Engine capacity                    | Type of payment | Per week | Per day |
|------------------------------------|-----------------|----------|---------|
| <b>Vehicle over 5 years of age</b> |                 |          |         |
| Up to and including 1600cc         | Standing charge | \$40.45  | \$8.09  |
|                                    | Per kilometre   | \$0.13   | \$0.13  |
|                                    | Lump sum        | \$109.61 | \$21.92 |
| 1601cc up to and including 2600cc  | Standing charge | \$60.55  | \$12.11 |
|                                    | Per kilometre   | \$0.15   | \$0.15  |
|                                    | Lump sum        | \$140.92 | \$28.18 |
| Over 2600cc                        | Standing charge | \$66.03  | \$13.21 |
|                                    | Per kilometre   | \$0.19   | \$0.19  |
|                                    | Lump sum        | \$167.03 | \$33.41 |

### 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.