# Pay Guide - Horticulture Award

# [MA000028]

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**When do the rates in the pay guide apply from?** Thefirst full pay period starting on or after 1 July 2025.

**What is in this pay guide?** It’s a summary of the award rates. Go to the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

**Where can I go for more information?** Our [Pay and Conditions Tool](https://calculate.fairwork.gov.au/) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](https://www.fairwork.gov.au/) also provides useful templates, best practice guides, fact sheets and online courses.

## Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/contact-us/). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

If the first aid, leading hand or wet work allowances apply the rates below should not be used, and should be calculated using the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

### Adult

### Full-time & part-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $922.70 | $24.28 | $48.56 | $27.92 | $27.92 |
| Level 2 | $948.00 | $24.95 | $49.90 | $28.69 | $28.69 |
| Level 3 | $973.80 | $25.63 | $51.26 | $29.47 | $29.47 |
| Level 4 | $1,009.00 | $26.55 | $53.10 | $30.53 | $30.53 |
| Level 5 | $1,068.40 | $28.12 | $56.24 | $32.34 | $32.34 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday** | **Overtime - Sunday (outside harvest period)** | **Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week** | **Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $36.42 | $48.56 | $36.42 | $48.56 | $48.56 |
| Level 2 | $37.43 | $49.90 | $37.43 | $49.90 | $49.90 |
| Level 3 | $38.45 | $51.26 | $38.45 | $51.26 | $51.26 |
| Level 4 | $39.83 | $53.10 | $39.83 | $53.10 | $53.10 |
| Level 5 | $42.18 | $56.24 | $42.18 | $56.24 | $56.24 |

### Casual

| **Classification** | **Hourly pay rate** | **Public holiday** | **Outside span of hours** | **Overtime** | **Working through a meal break** | **Less than 10 hour break** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $30.35 | $54.63 | $33.99 | $42.49 | $54.63 | $42.49 |
| Level 2 | $31.19 | $56.14 | $34.93 | $43.66 | $56.14 | $43.66 |
| Level 3 | $32.04 | $57.67 | $35.88 | $44.85 | $57.67 | $44.85 |
| Level 4 | $33.19 | $59.74 | $37.17 | $46.46 | $59.74 | $46.46 |
| Level 5 | $35.15 | $63.27 | $39.37 | $49.21 | $63.27 | $49.21 |

### Junior - Full-time & part-time - Under 16 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Overtime - Monday to Saturday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $12.14 | $24.28 | $13.96 | $13.96 | $18.21 |
| Level 2 | $12.47 | $24.94 | $14.34 | $14.34 | $18.71 |
| Level 3 | $12.81 | $25.62 | $14.73 | $14.73 | $19.22 |
| Level 4 | $13.28 | $26.56 | $15.27 | $15.27 | $19.92 |
| Level 5 | $14.06 | $28.12 | $16.17 | $16.17 | $21.09 |

**Table 2 of 2**

| **Classification** | **Overtime - Sunday (outside harvest period)** | **Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week** | **Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work** | **Working through a meal break** |
| --- | --- | --- | --- | --- |
| Level 1 | $24.28 | $18.21 | $24.28 | $24.28 |
| Level 2 | $24.94 | $18.71 | $24.94 | $24.94 |
| Level 3 | $25.62 | $19.22 | $25.62 | $25.62 |
| Level 4 | $26.56 | $19.92 | $26.56 | $26.56 |
| Level 5 | $28.12 | $21.09 | $28.12 | $28.12 |

### Junior - Full-time & part-time - 16 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Overtime - Monday to Saturday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $14.57 | $29.14 | $16.76 | $16.76 | $21.86 |
| Level 2 | $14.97 | $29.94 | $17.22 | $17.22 | $22.46 |
| Level 3 | $15.38 | $30.76 | $17.69 | $17.69 | $23.07 |
| Level 4 | $15.93 | $31.86 | $18.32 | $18.32 | $23.90 |
| Level 5 | $16.87 | $33.74 | $19.40 | $19.40 | $25.31 |

**Table 2 of 2**

| **Classification** | **Overtime - Sunday (outside harvest period)** | **Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week** | **Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work** | **Working through a meal break** |
| --- | --- | --- | --- | --- |
| Level 1 | $29.14 | $21.86 | $29.14 | $29.14 |
| Level 2 | $29.94 | $22.46 | $29.94 | $29.94 |
| Level 3 | $30.76 | $23.07 | $30.76 | $30.76 |
| Level 4 | $31.86 | $23.90 | $31.86 | $31.86 |
| Level 5 | $33.74 | $25.31 | $33.74 | $33.74 |

### Junior - Full-time & part-time - 17 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Overtime - Monday to Saturday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $17.00 | $34.00 | $19.55 | $19.55 | $25.50 |
| Level 2 | $17.46 | $34.92 | $20.08 | $20.08 | $26.19 |
| Level 3 | $17.94 | $35.88 | $20.63 | $20.63 | $26.91 |
| Level 4 | $18.59 | $37.18 | $21.38 | $21.38 | $27.89 |
| Level 5 | $19.68 | $39.36 | $22.63 | $22.63 | $29.52 |

**Table 2 of 2**

| **Classification** | **Overtime - Sunday (outside harvest period)** | **Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week** | **Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work** | **Working through a meal break** |
| --- | --- | --- | --- | --- |
| Level 1 | $34.00 | $25.50 | $34.00 | $34.00 |
| Level 2 | $34.92 | $26.19 | $34.92 | $34.92 |
| Level 3 | $35.88 | $26.91 | $35.88 | $35.88 |
| Level 4 | $37.18 | $27.89 | $37.18 | $37.18 |
| Level 5 | $39.36 | $29.52 | $39.36 | $39.36 |

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

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Overtime - Monday to Saturday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $19.43 | $38.86 | $22.34 | $22.34 | $29.15 |
| Level 2 | $19.96 | $39.92 | $22.95 | $22.95 | $29.94 |
| Level 3 | $20.50 | $41.00 | $23.58 | $23.58 | $30.75 |
| Level 4 | $21.24 | $42.48 | $24.43 | $24.43 | $31.86 |
| Level 5 | $22.49 | $44.98 | $25.86 | $25.86 | $33.74 |

**Table 2 of 2**

| **Classification** | **Overtime - Sunday (outside harvest period)** | **Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week** | **Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work** | **Working through a meal break** |
| --- | --- | --- | --- | --- |
| Level 1 | $38.86 | $29.15 | $38.86 | $38.86 |
| Level 2 | $39.92 | $29.94 | $39.92 | $39.92 |
| Level 3 | $41.00 | $30.75 | $41.00 | $41.00 |
| Level 4 | $42.48 | $31.86 | $42.48 | $42.48 |
| Level 5 | $44.98 | $33.74 | $44.98 | $44.98 |

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

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Overtime - Monday to Saturday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $21.85 | $43.70 | $25.13 | $25.13 | $32.78 |
| Level 2 | $22.45 | $44.90 | $25.82 | $25.82 | $33.68 |
| Level 3 | $23.06 | $46.12 | $26.52 | $26.52 | $34.59 |
| Level 4 | $23.90 | $47.80 | $27.49 | $27.49 | $35.85 |
| Level 5 | $25.31 | $50.62 | $29.11 | $29.11 | $37.97 |

**Table 2 of 2**

| **Classification** | **Overtime - Sunday (outside harvest period)** | **Overtime - Sunday - harvest period - first 5 hours within first 8 hours of overtime per week** | **Overtime - Sunday - harvest period - after 8 hours overtime in a week or after 5 hours work** | **Working through a meal break** |
| --- | --- | --- | --- | --- |
| Level 1 | $43.70 | $32.78 | $43.70 | $43.70 |
| Level 2 | $44.90 | $33.68 | $44.90 | $44.90 |
| Level 3 | $46.12 | $34.59 | $46.12 | $46.12 |
| Level 4 | $47.80 | $35.85 | $47.80 | $47.80 |
| Level 5 | $50.62 | $37.97 | $50.62 | $50.62 |

### Junior - Casual - Under 16 years

| **Classification** | **Hourly pay rate** | **Public holiday** | **Outside span of hours** | **Overtime** | **Working through a meal break** | **Less than 10 hour break** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $15.18 | $27.32 | $17.00 | $21.25 | $27.32 | $21.25 |
| Level 2 | $15.59 | $28.06 | $17.46 | $21.82 | $28.06 | $21.82 |
| Level 3 | $16.01 | $28.82 | $17.93 | $22.42 | $28.82 | $22.42 |
| Level 4 | $16.60 | $29.88 | $18.59 | $23.24 | $29.88 | $23.24 |
| Level 5 | $17.58 | $31.64 | $19.68 | $24.61 | $31.64 | $24.61 |

### Junior - Casual - 16 years

| **Classification** | **Hourly pay rate** | **Public holiday** | **Outside span of hours** | **Overtime** | **Working through a meal break** | **Less than 10 hour break** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $18.21 | $32.78 | $20.40 | $25.50 | $32.78 | $25.50 |
| Level 2 | $18.71 | $33.68 | $20.96 | $26.20 | $33.68 | $26.20 |
| Level 3 | $19.23 | $34.61 | $21.53 | $26.92 | $34.61 | $26.92 |
| Level 4 | $19.91 | $35.84 | $22.30 | $27.88 | $35.84 | $27.88 |
| Level 5 | $21.09 | $37.96 | $23.62 | $29.52 | $37.96 | $29.52 |

### Junior - Casual - 17 years

| **Classification** | **Hourly pay rate** | **Public holiday** | **Outside span of hours** | **Overtime** | **Working through a meal break** | **Less than 10 hour break** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $21.25 | $38.25 | $23.80 | $29.75 | $38.25 | $29.75 |
| Level 2 | $21.83 | $39.29 | $24.44 | $30.56 | $39.29 | $30.56 |
| Level 3 | $22.43 | $40.37 | $25.12 | $31.40 | $40.37 | $31.40 |
| Level 4 | $23.24 | $41.83 | $26.03 | $32.53 | $41.83 | $32.53 |
| Level 5 | $24.60 | $44.28 | $27.55 | $34.44 | $44.28 | $34.44 |

### Junior - Casual - 18 years

| **Classification** | **Hourly pay rate** | **Public holiday** | **Outside span of hours** | **Overtime** | **Working through a meal break** | **Less than 10 hour break** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $24.29 | $43.72 | $27.20 | $34.00 | $43.72 | $34.00 |
| Level 2 | $24.95 | $44.91 | $27.94 | $34.93 | $44.91 | $34.93 |
| Level 3 | $25.63 | $46.13 | $28.70 | $35.88 | $46.13 | $35.88 |
| Level 4 | $26.55 | $47.79 | $29.74 | $37.17 | $47.79 | $37.17 |
| Level 5 | $28.11 | $50.60 | $31.49 | $39.36 | $50.60 | $39.36 |

### Junior - Casual - 19 years

| **Classification** | **Hourly pay rate** | **Public holiday** | **Outside span of hours** | **Overtime** | **Working through a meal break** | **Less than 10 hour break** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $27.31 | $49.16 | $30.59 | $38.24 | $49.16 | $38.24 |
| Level 2 | $28.06 | $50.51 | $31.43 | $39.29 | $50.51 | $39.29 |
| Level 3 | $28.83 | $51.89 | $32.28 | $40.36 | $51.89 | $40.36 |
| Level 4 | $29.88 | $53.78 | $33.46 | $41.83 | $53.78 | $41.83 |
| Level 5 | $31.64 | $56.95 | $35.43 | $44.29 | $56.95 | $44.29 |

## 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 reimbursement | reimbursement for the demonstrable cost of suitable accommodation |
| \* First aid allowance | $0.33 per hour |
| \* Leading hand allowance - in charge of 2 to 6 employees | $0.76 per hour |
| \* Leading hand allowance - in charge of 7 to 10 employees | $0.88 per hour |
| \* Leading hand allowance - in charge of 11 to 20 employees | $1.25 per hour |
| \* Leading hand allowance - in charge of more than 20 employees | $1.58 per hour |
| Meal allowance | $16.03 per meal |
| Tool and equipment reimbursement | reimbursement of the cost of the tools and equipment |
| Travelling time allowance | payment at the appropriate rate for time spent travelling |
| \* Wet work allowance | $2.50 per hour |