



Fair Work  
OMBUDSMAN

## Pay Guide - Cleaning Services Award

[MA000022]

Published 26 June 2024

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Award Code: MA000022 Effective: 01/07/2024 Published: 26/06/2024

# Rates of pay

## Adult

### Full-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Cleaning service employee Level 1	\$949.00	\$24.97	\$28.72	\$32.46	\$37.46	\$49.94
Cleaning service employee Level 2	\$980.40	\$25.80	\$29.67	\$33.54	\$38.70	\$51.60
Cleaning service employee Level 3	\$1,032.30	\$27.17	\$31.25	\$35.32	\$40.76	\$54.34

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Cleaning service employee Level 1	\$62.43	\$37.46	\$49.94	\$49.94	\$62.43
Cleaning service employee Level 2	\$64.50	\$38.70	\$51.60	\$51.60	\$64.50
Cleaning service employee Level 3	\$67.93	\$40.76	\$54.34	\$54.34	\$67.93

## Part-time

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Cleaning service employee Level 1	\$28.72	\$32.46	\$32.46	\$41.20	\$53.69
Cleaning service employee Level 2	\$29.67	\$33.54	\$33.54	\$42.57	\$55.47
Cleaning service employee Level 3	\$31.25	\$35.32	\$35.32	\$44.83	\$58.42

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Cleaning service employee Level 1	\$66.17	\$37.46	\$49.94	\$49.94	\$62.43
Cleaning service employee Level 2	\$68.37	\$38.70	\$51.60	\$51.60	\$64.50
Cleaning service employee Level 3	\$72.00	\$40.76	\$54.34	\$54.34	\$67.93

## Casual

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Cleaning service employee Level 1	\$31.21	\$34.96	\$38.70	\$43.70	\$56.18
Cleaning service employee Level 2	\$32.25	\$36.12	\$39.99	\$45.15	\$58.05
Cleaning service employee Level 3	\$33.96	\$38.04	\$42.11	\$47.55	\$61.13

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Cleaning service employee Level 1	\$68.67	\$43.70	\$56.18	\$56.18	\$68.67
Cleaning service employee Level 2	\$70.95	\$45.15	\$58.05	\$58.05	\$70.95
Cleaning service employee Level 3	\$74.72	\$47.55	\$61.13	\$61.13	\$74.72

## Junior - Full-time - Employees of shopping trolley collection contractors only - Level 1

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$427.05	\$11.24	\$12.93	\$14.61	\$16.86	\$22.48
16 years	\$474.50	\$12.49	\$14.36	\$16.24	\$18.74	\$24.98
17 years	\$569.40	\$14.98	\$17.23	\$19.47	\$22.47	\$29.96
18 years	\$664.30	\$17.48	\$20.10	\$22.72	\$26.22	\$34.96
19 years	\$759.20	\$19.98	\$22.98	\$25.97	\$29.97	\$39.96
20 years	\$854.10	\$22.48	\$25.85	\$29.22	\$33.72	\$44.96

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$28.10	\$16.86	\$22.48	\$22.48	\$28.10
16 years	\$31.23	\$18.74	\$24.98	\$24.98	\$31.23
17 years	\$37.45	\$22.47	\$29.96	\$29.96	\$37.45
18 years	\$43.70	\$26.22	\$34.96	\$34.96	\$43.70
19 years	\$49.95	\$29.97	\$39.96	\$39.96	\$49.95
20 years	\$56.20	\$33.72	\$44.96	\$44.96	\$56.20

## Junior - Full-time - Employees of shopping trolley collection contractors only - Level 2

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$441.18	\$11.61	\$13.35	\$15.09	\$17.42	\$23.22
16 years	\$490.20	\$12.90	\$14.84	\$16.77	\$19.35	\$25.80
17 years	\$588.24	\$15.48	\$17.80	\$20.12	\$23.22	\$30.96
18 years	\$686.28	\$18.06	\$20.77	\$23.48	\$27.09	\$36.12
19 years	\$784.32	\$20.64	\$23.74	\$26.83	\$30.96	\$41.28
20 years	\$882.36	\$23.22	\$26.70	\$30.19	\$34.83	\$46.44

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$29.03	\$17.42	\$23.22	\$23.22	\$29.03
16 years	\$32.25	\$19.35	\$25.80	\$25.80	\$32.25
17 years	\$38.70	\$23.22	\$30.96	\$30.96	\$38.70
18 years	\$45.15	\$27.09	\$36.12	\$36.12	\$45.15
19 years	\$51.60	\$30.96	\$41.28	\$41.28	\$51.60
20 years	\$58.05	\$34.83	\$46.44	\$46.44	\$58.05

## Junior - Full-time - Employees of shopping trolley collection contractors only - Level 3

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$464.54	\$12.22	\$14.05	\$15.89	\$18.33	\$24.44
16 years	\$516.15	\$13.58	\$15.62	\$17.65	\$20.37	\$27.16
17 years	\$619.38	\$16.30	\$18.75	\$21.19	\$24.45	\$32.60
18 years	\$722.61	\$19.02	\$21.87	\$24.73	\$28.53	\$38.04
19 years	\$825.84	\$21.73	\$24.99	\$28.25	\$32.60	\$43.46
20 years	\$929.07	\$24.45	\$28.12	\$31.79	\$36.68	\$48.90

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$30.55	\$18.33	\$24.44	\$24.44	\$30.55
16 years	\$33.95	\$20.37	\$27.16	\$27.16	\$33.95
17 years	\$40.75	\$24.45	\$32.60	\$32.60	\$40.75
18 years	\$47.55	\$28.53	\$38.04	\$38.04	\$47.55
19 years	\$54.33	\$32.60	\$43.46	\$43.46	\$54.33
20 years	\$61.13	\$36.68	\$48.90	\$48.90	\$61.13

## Junior - Part-time - Employees of shopping trolley collection contractors only - Level 1

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$12.93	\$14.61	\$14.61	\$18.55	\$24.17
16 years	\$14.36	\$16.24	\$16.24	\$20.61	\$26.85
17 years	\$17.23	\$19.47	\$19.47	\$24.72	\$32.21
18 years	\$20.10	\$22.72	\$22.72	\$28.84	\$37.58
19 years	\$22.98	\$25.97	\$25.97	\$32.97	\$42.96
20 years	\$25.85	\$29.22	\$29.22	\$37.09	\$48.33

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$29.79	\$16.86	\$22.48	\$22.48	\$28.10
16 years	\$33.10	\$18.74	\$24.98	\$24.98	\$31.23
17 years	\$39.70	\$22.47	\$29.96	\$29.96	\$37.45
18 years	\$46.32	\$26.22	\$34.96	\$34.96	\$43.70
19 years	\$52.95	\$29.97	\$39.96	\$39.96	\$49.95
20 years	\$59.57	\$33.72	\$44.96	\$44.96	\$56.20



## Junior - Part-time - Employees of shopping trolley collection contractors only - Level 2

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$13.35	\$15.09	\$15.09	\$19.16	\$24.96
16 years	\$14.84	\$16.77	\$16.77	\$21.29	\$27.74
17 years	\$17.80	\$20.12	\$20.12	\$25.54	\$33.28
18 years	\$20.77	\$23.48	\$23.48	\$29.80	\$38.83
19 years	\$23.74	\$26.83	\$26.83	\$34.06	\$44.38
20 years	\$26.70	\$30.19	\$30.19	\$38.31	\$49.92

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$30.77	\$17.42	\$23.22	\$23.22	\$29.03
16 years	\$34.19	\$19.35	\$25.80	\$25.80	\$32.25
17 years	\$41.02	\$23.22	\$30.96	\$30.96	\$38.70
18 years	\$47.86	\$27.09	\$36.12	\$36.12	\$45.15
19 years	\$54.70	\$30.96	\$41.28	\$41.28	\$51.60
20 years	\$61.53	\$34.83	\$46.44	\$46.44	\$58.05

## Junior - Part-time - Employees of shopping trolley collection contractors only - Level 3

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$14.05	\$15.89	\$15.89	\$20.16	\$26.27
16 years	\$15.62	\$17.65	\$17.65	\$22.41	\$29.20
17 years	\$18.75	\$21.19	\$21.19	\$26.90	\$35.05
18 years	\$21.87	\$24.73	\$24.73	\$31.38	\$40.89
19 years	\$24.99	\$28.25	\$28.25	\$35.85	\$46.72
20 years	\$28.12	\$31.79	\$31.79	\$40.34	\$52.57

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$32.38	\$18.33	\$24.44	\$24.44	\$30.55
16 years	\$35.99	\$20.37	\$27.16	\$27.16	\$33.95
17 years	\$43.20	\$24.45	\$32.60	\$32.60	\$40.75
18 years	\$50.40	\$28.53	\$38.04	\$38.04	\$47.55
19 years	\$57.58	\$32.60	\$43.46	\$43.46	\$54.33
20 years	\$64.79	\$36.68	\$48.90	\$48.90	\$61.13

## Junior - Casual - Employees of shopping trolley collection contractors only - Level 1

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$14.05	\$15.74	\$17.42	\$19.67	\$25.29
16 years	\$15.61	\$17.49	\$19.36	\$21.86	\$28.10
17 years	\$18.73	\$20.97	\$23.22	\$26.22	\$33.71
18 years	\$21.85	\$24.47	\$27.09	\$30.59	\$39.33
19 years	\$24.98	\$27.97	\$30.97	\$34.97	\$44.96
20 years	\$28.10	\$31.47	\$34.84	\$39.34	\$50.58

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$30.91	\$19.67	\$25.29	\$25.29	\$30.91
16 years	\$34.35	\$21.86	\$28.10	\$28.10	\$34.35
17 years	\$41.20	\$26.22	\$33.71	\$33.71	\$41.20
18 years	\$48.07	\$30.59	\$39.33	\$39.33	\$48.07
19 years	\$54.95	\$34.97	\$44.96	\$44.96	\$54.95
20 years	\$61.82	\$39.34	\$50.58	\$50.58	\$61.82

## Junior - Casual - Employees of shopping trolley collection contractors only - Level 2

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$14.51	\$16.25	\$18.00	\$20.32	\$26.12
16 years	\$16.13	\$18.06	\$20.00	\$22.58	\$29.03
17 years	\$19.35	\$21.67	\$23.99	\$27.09	\$34.83
18 years	\$22.58	\$25.28	\$27.99	\$31.61	\$40.64
19 years	\$25.80	\$28.90	\$31.99	\$36.12	\$46.44
20 years	\$29.03	\$32.51	\$35.99	\$40.64	\$52.25

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$31.93	\$20.32	\$26.12	\$26.12	\$31.93
16 years	\$35.48	\$22.58	\$29.03	\$29.03	\$35.48
17 years	\$42.57	\$27.09	\$34.83	\$34.83	\$42.57
18 years	\$49.67	\$31.61	\$40.64	\$40.64	\$49.67
19 years	\$56.76	\$36.12	\$46.44	\$46.44	\$56.76
20 years	\$63.86	\$40.64	\$52.25	\$52.25	\$63.86

## Junior - Casual - Employees of shopping trolley collection contractors only - Level 3

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - shift starting before 6am or finishing after 6pm	Non-rotating shift - finishes after midnight and at or before 8am	Saturday	Sunday
Under 16 years	\$15.28	\$17.11	\$18.94	\$21.39	\$27.50
16 years	\$16.98	\$19.01	\$21.05	\$23.77	\$30.56
17 years	\$20.38	\$22.82	\$25.27	\$28.53	\$36.68
18 years	\$23.78	\$26.63	\$29.48	\$33.29	\$42.80
19 years	\$27.16	\$30.42	\$33.68	\$38.03	\$48.89
20 years	\$30.56	\$34.23	\$37.90	\$42.79	\$55.01

Table 2 of 2

Classification	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$33.61	\$21.39	\$27.50	\$27.50	\$33.61
16 years	\$37.35	\$23.77	\$30.56	\$30.56	\$37.35
17 years	\$44.83	\$28.53	\$36.68	\$36.68	\$44.83
18 years	\$52.31	\$33.29	\$42.80	\$42.80	\$52.31
19 years	\$59.76	\$38.03	\$48.89	\$48.89	\$59.76
20 years	\$67.24	\$42.79	\$55.01	\$55.01	\$67.24

## Allowances

<b>Allowances</b>	<b>Rate</b>
Broken shift allowance	\$4.35 per day, up to a maximum of \$21.73 per week
Cold places allowance	\$0.64 per hour
First aid allowance	\$15.56 per week
Height allowance - cleaning multi-storied buildings from outside - up to and including the 22nd floor above ground level	\$1.02 per hour, or part thereof
Height allowance - cleaning multi-storied buildings from outside - working above the 22nd floor above ground level	\$2.10 per hour, or part thereof
Hot places allowance - between 46 and 54 degrees Celsius	\$0.64 per hour
Hot places allowance - exceeding 54 degrees Celsius	\$0.77 per hour
Leading hand allowance - Cleaning service employee Level 2 only - 1 to 10 employees	\$56.94 per week
Leading hand allowance - Cleaning service employee Level 2 only - 11 to 20 employees	\$73.26 per week
Leading hand allowance - Cleaning service employee Level 2 only - over 20 employees	\$89.59 per week
Meal allowance	\$16.41 per meal
Refuse collection allowance	\$4.33 per shift
Toilet cleaning allowance	\$3.41 per shift, up to a maximum of \$16.76 per week
Travel time payment	the appropriate shift rate for all time spent travelling
Uniform reimbursement	reimbursement for the cost of uniforms purchased
Vehicle allowance - motor vehicle	\$0.99 per km
Vehicle allowance - motor cycle	\$0.33 per km

