

Pay Guide - Horticulture Award

[MA000028]

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When do the rates in the pay guide apply from? The first 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](#) 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](#) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](#) 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](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [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](#) 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](#).

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