

# Pay Guide - Nursery Award

## [MA000033]

Published 25 June 2025

**When do the rates in the pay guide apply from?** The first full pay period starting on or after 01 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 allowance applies, the rates in the tables below should not be used, and should be calculated using the [Pay and Conditions Tool](#).

Note: Trade qualified juniors must be paid the appropriate adult rate.

### Adult

#### Full-time & part-time

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$922.70	\$24.28	\$30.35	\$48.56	\$60.70	\$48.56	\$36.42	\$48.56	\$48.56
Grade 1B	\$948.00	\$24.95	\$31.19	\$49.90	\$62.38	\$49.90	\$37.43	\$49.90	\$49.90
Grade 2	\$964.50	\$25.38	\$31.73	\$50.76	\$63.45	\$50.76	\$38.07	\$50.76	\$50.76
Grade 3	\$1,008.90	\$26.55	\$33.19	\$53.10	\$66.38	\$53.10	\$39.83	\$53.10	\$53.10
Grade 4	\$1,068.40	\$28.12	\$35.15	\$56.24	\$70.30	\$56.24	\$42.18	\$56.24	\$56.24
Grade 5	\$1,180.40	\$31.06	\$38.83	\$62.12	\$77.65	\$62.12	\$46.59	\$62.12	\$62.12
Grade 6	\$1,285.30	\$33.82	\$42.28	\$67.64	\$84.55	\$67.64	\$50.73	\$67.64	\$67.64

### Casual

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$30.35	\$36.42	\$54.63	\$66.77	\$54.63	\$42.49	\$54.63	\$54.63
Grade 1B	\$31.19	\$37.43	\$56.14	\$68.61	\$56.14	\$43.66	\$56.14	\$56.14
Grade 2	\$31.73	\$38.07	\$57.11	\$69.80	\$57.11	\$44.42	\$57.11	\$57.11
Grade 3	\$33.19	\$39.83	\$59.74	\$73.01	\$59.74	\$46.46	\$59.74	\$59.74
Grade 4	\$35.15	\$42.18	\$63.27	\$77.33	\$63.27	\$49.21	\$63.27	\$63.27
Grade 5	\$38.83	\$46.59	\$69.89	\$85.42	\$69.89	\$54.36	\$69.89	\$69.89
Grade 6	\$42.28	\$50.73	\$76.10	\$93.01	\$76.10	\$59.19	\$76.10	\$76.10

## Junior - Full-time & part-time

### Under 16 years of age

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$12.14	\$15.18	\$24.28	\$30.35	\$24.28	\$18.21	\$24.28	\$24.28
Grade 1B	\$12.48	\$15.60	\$24.96	\$31.20	\$24.96	\$18.72	\$24.96	\$24.96
Grade 2	\$12.69	\$15.86	\$25.38	\$31.73	\$25.38	\$19.04	\$25.38	\$25.38
Grade 3	\$13.28	\$16.60	\$26.56	\$33.20	\$26.56	\$19.92	\$26.56	\$26.56
Grade 4	\$14.06	\$17.58	\$28.12	\$35.15	\$28.12	\$21.09	\$28.12	\$28.12
Grade 5	\$15.53	\$19.41	\$31.06	\$38.83	\$31.06	\$23.30	\$31.06	\$31.06
Grade 6	\$16.91	\$21.14	\$33.82	\$42.28	\$33.82	\$25.37	\$33.82	\$33.82

### 16 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$14.57	\$18.21	\$29.14	\$36.43	\$29.14	\$21.86	\$29.14	\$29.14
Grade 1B	\$14.97	\$18.71	\$29.94	\$37.43	\$29.94	\$22.46	\$29.94	\$29.94
Grade 2	\$15.23	\$19.04	\$30.46	\$38.08	\$30.46	\$22.85	\$30.46	\$30.46
Grade 3	\$15.93	\$19.91	\$31.86	\$39.83	\$31.86	\$23.90	\$31.86	\$31.86
Grade 4	\$16.87	\$21.09	\$33.74	\$42.18	\$33.74	\$25.31	\$33.74	\$33.74
Grade 5	\$18.64	\$23.30	\$37.28	\$46.60	\$37.28	\$27.96	\$37.28	\$37.28
Grade 6	\$20.29	\$25.36	\$40.58	\$50.73	\$40.58	\$30.44	\$40.58	\$40.58

### 17 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$17.00	\$21.25	\$34.00	\$42.50	\$34.00	\$25.50	\$34.00	\$34.00
Grade 1B	\$17.47	\$21.84	\$34.94	\$43.68	\$34.94	\$26.21	\$34.94	\$34.94
Grade 2	\$17.77	\$22.21	\$35.54	\$44.43	\$35.54	\$26.66	\$35.54	\$35.54
Grade 3	\$18.59	\$23.24	\$37.18	\$46.48	\$37.18	\$27.89	\$37.18	\$37.18

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 4	\$19.68	\$24.60	\$39.36	\$49.20	\$39.36	\$29.52	\$39.36	\$39.36
Grade 5	\$21.74	\$27.18	\$43.48	\$54.35	\$43.48	\$32.61	\$43.48	\$43.48
Grade 6	\$23.67	\$29.59	\$47.34	\$59.18	\$47.34	\$35.51	\$47.34	\$47.34

## 18 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$19.42	\$24.28	\$38.84	\$48.55	\$38.84	\$29.13	\$38.84	\$38.84
Grade 1B	\$19.96	\$24.95	\$39.92	\$49.90	\$39.92	\$29.94	\$39.92	\$39.92
Grade 2	\$20.30	\$25.38	\$40.60	\$50.75	\$40.60	\$30.45	\$40.60	\$40.60
Grade 3	\$21.24	\$26.55	\$42.48	\$53.10	\$42.48	\$31.86	\$42.48	\$42.48
Grade 4	\$22.50	\$28.13	\$45.00	\$56.25	\$45.00	\$33.75	\$45.00	\$45.00
Grade 5	\$24.85	\$31.06	\$49.70	\$62.13	\$49.70	\$37.28	\$49.70	\$49.70
Grade 6	\$27.06	\$33.83	\$54.12	\$67.65	\$54.12	\$40.59	\$54.12	\$54.12

## 19 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$21.85	\$27.31	\$43.70	\$54.63	\$43.70	\$32.78	\$43.70	\$43.70
Grade 1B	\$22.46	\$28.08	\$44.92	\$56.15	\$44.92	\$33.69	\$44.92	\$44.92
Grade 2	\$22.84	\$28.55	\$45.68	\$57.10	\$45.68	\$34.26	\$45.68	\$45.68
Grade 3	\$23.90	\$29.88	\$47.80	\$59.75	\$47.80	\$35.85	\$47.80	\$47.80
Grade 4	\$25.31	\$31.64	\$50.62	\$63.28	\$50.62	\$37.97	\$50.62	\$50.62
Grade 5	\$27.95	\$34.94	\$55.90	\$69.88	\$55.90	\$41.93	\$55.90	\$55.90
Grade 6	\$30.44	\$38.05	\$60.88	\$76.10	\$60.88	\$45.66	\$60.88	\$60.88

## Junior - Casual

### Under 16 years of age

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$15.18	\$18.21	\$27.32	\$33.39	\$27.32	\$21.25	\$27.32	\$27.32
Grade 1B	\$15.60	\$18.72	\$28.08	\$34.32	\$28.08	\$21.84	\$28.08	\$28.08
Grade 2	\$15.86	\$19.04	\$28.55	\$34.90	\$28.55	\$22.21	\$28.55	\$28.55
Grade 3	\$16.60	\$19.92	\$29.88	\$36.52	\$29.88	\$23.24	\$29.88	\$29.88
Grade 4	\$17.58	\$21.09	\$31.64	\$38.67	\$31.64	\$24.61	\$31.64	\$31.64
Grade 5	\$19.41	\$23.30	\$34.94	\$42.71	\$34.94	\$27.18	\$34.94	\$34.94
Grade 6	\$21.14	\$25.37	\$38.05	\$46.50	\$38.05	\$29.59	\$38.05	\$38.05

### 16 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$18.21	\$21.86	\$32.78	\$40.07	\$32.78	\$25.50	\$32.78	\$32.78
Grade 1B	\$18.71	\$22.46	\$33.68	\$41.17	\$33.68	\$26.20	\$33.68	\$33.68
Grade 2	\$19.04	\$22.85	\$34.27	\$41.88	\$34.27	\$26.65	\$34.27	\$34.27
Grade 3	\$19.91	\$23.90	\$35.84	\$43.81	\$35.84	\$27.88	\$35.84	\$35.84
Grade 4	\$21.09	\$25.31	\$37.96	\$46.39	\$37.96	\$29.52	\$37.96	\$37.96
Grade 5	\$23.30	\$27.96	\$41.94	\$51.26	\$41.94	\$32.62	\$41.94	\$41.94
Grade 6	\$25.36	\$30.44	\$45.65	\$55.80	\$45.65	\$35.51	\$45.65	\$45.65

### 17 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$21.25	\$25.50	\$38.25	\$46.75	\$38.25	\$29.75	\$38.25	\$38.25
Grade 1B	\$21.84	\$26.21	\$39.31	\$48.04	\$39.31	\$30.57	\$39.31	\$39.31
Grade 2	\$22.21	\$26.66	\$39.98	\$48.87	\$39.98	\$31.10	\$39.98	\$39.98
Grade 3	\$23.24	\$27.89	\$41.83	\$51.12	\$41.83	\$32.53	\$41.83	\$41.83

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 4	\$24.60	\$29.52	\$44.28	\$54.12	\$44.28	\$34.44	\$44.28	\$44.28
Grade 5	\$27.18	\$32.61	\$48.92	\$59.79	\$48.92	\$38.05	\$48.92	\$48.92
Grade 6	\$29.59	\$35.51	\$53.26	\$65.09	\$53.26	\$41.42	\$53.26	\$53.26

## 18 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$24.28	\$29.13	\$43.70	\$53.41	\$43.70	\$33.99	\$43.70	\$43.70
Grade 1B	\$24.95	\$29.94	\$44.91	\$54.89	\$44.91	\$34.93	\$44.91	\$44.91
Grade 2	\$25.38	\$30.45	\$45.68	\$55.83	\$45.68	\$35.53	\$45.68	\$45.68
Grade 3	\$26.55	\$31.86	\$47.79	\$58.41	\$47.79	\$37.17	\$47.79	\$47.79
Grade 4	\$28.13	\$33.75	\$50.63	\$61.88	\$50.63	\$39.38	\$50.63	\$50.63
Grade 5	\$31.06	\$37.28	\$55.91	\$68.34	\$55.91	\$43.49	\$55.91	\$55.91
Grade 6	\$33.83	\$40.59	\$60.89	\$74.42	\$60.89	\$47.36	\$60.89	\$60.89

## 19 years

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Grade 1A	\$27.31	\$32.78	\$49.16	\$60.09	\$49.16	\$38.24	\$49.16	\$49.16
Grade 1B	\$28.08	\$33.69	\$50.54	\$61.77	\$50.54	\$39.31	\$50.54	\$50.54
Grade 2	\$28.55	\$34.26	\$51.39	\$62.81	\$51.39	\$39.97	\$51.39	\$51.39
Grade 3	\$29.88	\$35.85	\$53.78	\$65.73	\$53.78	\$41.83	\$53.78	\$53.78
Grade 4	\$31.64	\$37.97	\$56.95	\$69.60	\$56.95	\$44.29	\$56.95	\$56.95
Grade 5	\$34.94	\$41.93	\$62.89	\$76.86	\$62.89	\$48.91	\$62.89	\$62.89
Grade 6	\$38.05	\$45.66	\$68.49	\$83.71	\$68.49	\$53.27	\$68.49	\$68.49

### Apprentice - Started before 1 Jan 2014

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Apprentice 1st year	\$14.06	\$17.58	\$28.12	\$35.15	\$28.12	\$21.09	\$28.12	\$28.12
Apprentice 2nd year	\$17.72	\$22.15	\$35.44	\$44.30	\$35.44	\$26.58	\$35.44	\$35.44
Apprentice 3rd year	\$21.09	\$26.36	\$42.18	\$52.73	\$42.18	\$31.64	\$42.18	\$42.18
Apprentice 4th year	\$25.31	\$31.64	\$50.62	\$63.28	\$50.62	\$37.97	\$50.62	\$50.62

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

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Apprentice 1st year	\$14.06	\$17.58	\$28.12	\$35.15	\$28.12	\$21.09	\$28.12	\$28.12
Apprentice 2nd year	\$17.72	\$22.15	\$35.44	\$44.30	\$35.44	\$26.58	\$35.44	\$35.44
Apprentice 3rd year	\$21.09	\$26.36	\$42.18	\$52.73	\$42.18	\$31.64	\$42.18	\$42.18
Apprentice 4th year	\$25.31	\$31.64	\$50.62	\$63.28	\$50.62	\$37.97	\$50.62	\$50.62

### Apprentice - Started after 1 Jan 2014 - Completed year 12

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Apprentice 1st year	\$15.47	\$19.34	\$30.94	\$38.68	\$30.94	\$23.21	\$30.94	\$30.94
Apprentice 2nd year	\$18.28	\$22.85	\$36.56	\$45.70	\$36.56	\$27.42	\$36.56	\$36.56
Apprentice 3rd year	\$21.09	\$26.36	\$42.18	\$52.73	\$42.18	\$31.64	\$42.18	\$42.18
Apprentice 4th year	\$25.31	\$31.64	\$50.62	\$63.28	\$50.62	\$37.97	\$50.62	\$50.62

### Adult apprentice - Started before 1 Jan 2014

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Apprentice 1st year	\$14.06	\$17.58	\$28.12	\$35.15	\$28.12	\$21.09	\$28.12	\$28.12
Apprentice 2nd year	\$17.72	\$22.15	\$35.44	\$44.30	\$35.44	\$26.58	\$35.44	\$35.44
Apprentice 3rd year	\$21.09	\$26.36	\$42.18	\$52.73	\$42.18	\$31.64	\$42.18	\$42.18
Apprentice 4th year	\$25.31	\$31.64	\$50.62	\$63.28	\$50.62	\$37.97	\$50.62	\$50.62

### Adult apprentice - Started after 1 Jan 2014

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Working through a meal break	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday
Apprentice 1st year	\$22.50	\$28.13	\$45.00	\$56.25	\$45.00	\$33.75	\$45.00	\$45.00
Apprentice 2nd year	\$24.28	\$30.35	\$48.56	\$60.70	\$48.56	\$36.42	\$48.56	\$48.56
Apprentice 3rd year	\$24.28	\$30.35	\$48.56	\$60.70	\$48.56	\$36.42	\$48.56	\$48.56
Apprentice 4th year	\$25.31	\$31.64	\$50.62	\$63.28	\$50.62	\$37.97	\$50.62	\$50.62



## 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
Apprentice block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Accommodation reimbursement	reimbursement for the demonstrable cost of suitable accommodation
* First aid allowance	\$0.47 per hour
Meal allowance	\$17.19 for the first meal and \$17.19 for an extra meal
Tools and equipment reimbursement	reimbursement for the cost of supplying tools and equipment