

# **Cleaning Services Award**

## **Pay Guide**

### **MA000022**

If you are unsure about how this pay guide applies to your employees, you can contact IRAS on 1800845025

The rates of pay and allowances in this pay guide take effect from the beginning of the first full pay period commencing on or after 1 July 2020.

# Rates of pay

## Adult

### Full-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Cleaning service employee Level 1	\$804.90	\$21.18	\$24.36	\$27.53	\$31.77	\$42.36	\$52.95
Cleaning service employee Level 2	\$832.80	\$21.92	\$25.21	\$28.50	\$32.88	\$43.84	\$54.80
Cleaning service employee Level 3	\$877.60	\$23.09	\$26.55	\$30.02	\$34.64	\$46.18	\$57.73

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Cleaning service employee Level 1	\$31.77	\$42.36	\$42.36	\$52.95
Cleaning service employee Level 2	\$32.88	\$43.84	\$43.84	\$54.80
Cleaning service employee Level 3	\$34.64	\$46.18	\$46.18	\$57.73

## Part-time

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Cleaning service employee Level 1	\$24.36	\$27.53	\$27.53	\$34.95	\$45.54	\$56.13
Cleaning service employee Level 2	\$25.21	\$28.50	\$28.50	\$36.17	\$47.13	\$58.09
Cleaning service employee Level 3	\$26.55	\$30.02	\$30.02	\$38.10	\$49.64	\$61.19

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Cleaning service employee Level 1	\$31.77	\$42.36	\$42.36	\$52.95
Cleaning service employee Level 2	\$32.88	\$43.84	\$43.84	\$54.80
Cleaning service employee Level 3	\$34.64	\$46.18	\$46.18	\$57.73

## Casual

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Cleaning service employee Level 1	\$26.48	\$29.65	\$32.83	\$37.07	\$47.66	\$58.25
Cleaning service employee Level 2	\$27.40	\$30.69	\$33.98	\$38.36	\$49.32	\$60.28
Cleaning service employee Level 3	\$28.86	\$32.33	\$35.79	\$40.41	\$51.95	\$63.50

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Cleaning service employee Level 1	\$37.07	\$47.66	\$47.66	\$58.25
Cleaning service employee Level 2	\$38.36	\$49.32	\$49.32	\$60.28
Cleaning service employee Level 3	\$40.41	\$51.95	\$51.95	\$63.50

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Under 16 years	\$362.21	\$9.53	\$10.96	\$12.39	\$14.30	\$19.06	\$23.83
16 years	\$402.45	\$10.59	\$12.18	\$13.77	\$15.89	\$21.18	\$26.48
17 years	\$482.94	\$12.71	\$14.62	\$16.52	\$19.07	\$25.42	\$31.78
18 years	\$563.43	\$14.83	\$17.05	\$19.28	\$22.25	\$29.66	\$37.08
19 years	\$643.92	\$16.95	\$19.49	\$22.04	\$25.43	\$33.90	\$42.38
20 years	\$724.41	\$19.06	\$21.92	\$24.78	\$28.59	\$38.12	\$47.65

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$14.30	\$19.06	\$19.06	\$23.83
16 years	\$15.89	\$21.18	\$21.18	\$26.48
17 years	\$19.07	\$25.42	\$25.42	\$31.78
18 years	\$22.25	\$29.66	\$29.66	\$37.08
19 years	\$25.43	\$33.90	\$33.90	\$42.38
20 years	\$28.59	\$38.12	\$38.12	\$47.65

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Under 16 years	\$374.76	\$9.86	\$11.34	\$12.82	\$14.79	\$19.72	\$24.65
16 years	\$416.40	\$10.96	\$12.60	\$14.25	\$16.44	\$21.92	\$27.40
17 years	\$499.68	\$13.15	\$15.12	\$17.10	\$19.73	\$26.30	\$32.88
18 years	\$582.96	\$15.34	\$17.64	\$19.94	\$23.01	\$30.68	\$38.35
19 years	\$666.24	\$17.53	\$20.16	\$22.79	\$26.30	\$35.06	\$43.83
20 years	\$749.52	\$19.72	\$22.68	\$25.64	\$29.58	\$39.44	\$49.30

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$14.79	\$19.72	\$19.72	\$24.65
16 years	\$16.44	\$21.92	\$21.92	\$27.40
17 years	\$19.73	\$26.30	\$26.30	\$32.88
18 years	\$23.01	\$30.68	\$30.68	\$38.35
19 years	\$26.30	\$35.06	\$35.06	\$43.83
20 years	\$29.58	\$39.44	\$39.44	\$49.30

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Under 16 years	\$394.92	\$10.39	\$11.95	\$13.51	\$15.59	\$20.78	\$25.98
16 years	\$438.80	\$11.55	\$13.28	\$15.02	\$17.33	\$23.10	\$28.88
17 years	\$526.56	\$13.86	\$15.94	\$18.02	\$20.79	\$27.72	\$34.65
18 years	\$614.32	\$16.17	\$18.60	\$21.02	\$24.26	\$32.34	\$40.43
19 years	\$702.08	\$18.48	\$21.25	\$24.02	\$27.72	\$36.96	\$46.20
20 years	\$789.84	\$20.79	\$23.91	\$27.03	\$31.19	\$41.58	\$51.98

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$15.59	\$20.78	\$20.78	\$25.98
16 years	\$17.33	\$23.10	\$23.10	\$28.88
17 years	\$20.79	\$27.72	\$27.72	\$34.65
18 years	\$24.26	\$32.34	\$32.34	\$40.43
19 years	\$27.72	\$36.96	\$36.96	\$46.20
20 years	\$31.19	\$41.58	\$41.58	\$51.98

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Under 16 years	\$10.96	\$12.39	\$12.39	\$15.72	\$20.49	\$25.25
16 years	\$12.18	\$13.77	\$13.77	\$17.47	\$22.77	\$28.06
17 years	\$14.62	\$16.52	\$16.52	\$20.97	\$27.33	\$33.68
18 years	\$17.05	\$19.28	\$19.28	\$24.47	\$31.88	\$39.30
19 years	\$19.49	\$22.04	\$22.04	\$27.97	\$36.44	\$44.92
20 years	\$21.92	\$24.78	\$24.78	\$31.45	\$40.98	\$50.51

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$14.30	\$19.06	\$19.06	\$23.83
16 years	\$15.89	\$21.18	\$21.18	\$26.48
17 years	\$19.07	\$25.42	\$25.42	\$31.78
18 years	\$22.25	\$29.66	\$29.66	\$37.08
19 years	\$25.43	\$33.90	\$33.90	\$42.38
20 years	\$28.59	\$38.12	\$38.12	\$47.65

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Under 16 years	\$11.34	\$12.82	\$12.82	\$16.27	\$21.20	\$26.13
16 years	\$12.60	\$14.25	\$14.25	\$18.08	\$23.56	\$29.04
17 years	\$15.12	\$17.10	\$17.10	\$21.70	\$28.27	\$34.85
18 years	\$17.64	\$19.94	\$19.94	\$25.31	\$32.98	\$40.65
19 years	\$20.16	\$22.79	\$22.79	\$28.92	\$37.69	\$46.45
20 years	\$22.68	\$25.64	\$25.64	\$32.54	\$42.40	\$52.26

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$14.79	\$19.72	\$19.72	\$24.65
16 years	\$16.44	\$21.92	\$21.92	\$27.40
17 years	\$19.73	\$26.30	\$26.30	\$32.88
18 years	\$23.01	\$30.68	\$30.68	\$38.35
19 years	\$26.30	\$35.06	\$35.06	\$43.83
20 years	\$29.58	\$39.44	\$39.44	\$49.30

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Under 16 years	\$11.95	\$13.51	\$13.51	\$17.14	\$22.34	\$27.53
16 years	\$13.28	\$15.02	\$15.02	\$19.06	\$24.83	\$30.61
17 years	\$15.94	\$18.02	\$18.02	\$22.87	\$29.80	\$36.73
18 years	\$18.60	\$21.02	\$21.02	\$26.68	\$34.77	\$42.85
19 years	\$21.25	\$24.02	\$24.02	\$30.49	\$39.73	\$48.97
20 years	\$23.91	\$27.03	\$27.03	\$34.30	\$44.70	\$55.09

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$15.59	\$20.78	\$20.78	\$25.98
16 years	\$17.33	\$23.10	\$23.10	\$28.88
17 years	\$20.79	\$27.72	\$27.72	\$34.65
18 years	\$24.26	\$32.34	\$32.34	\$40.43
19 years	\$27.72	\$36.96	\$36.96	\$46.20
20 years	\$31.19	\$41.58	\$41.58	\$51.98

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Under 16 years	\$11.91	\$13.34	\$14.77	\$16.68	\$21.44	\$26.21
16 years	\$13.24	\$14.83	\$16.41	\$18.53	\$23.83	\$29.12
17 years	\$15.89	\$17.79	\$19.70	\$22.24	\$28.60	\$34.95
18 years	\$18.54	\$20.76	\$22.99	\$25.95	\$33.37	\$40.78
19 years	\$21.19	\$23.73	\$26.27	\$29.66	\$38.14	\$46.61
20 years	\$23.83	\$26.68	\$29.54	\$33.36	\$42.89	\$52.42

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$16.68	\$21.44	\$21.44	\$26.21
16 years	\$18.53	\$23.83	\$23.83	\$29.12
17 years	\$22.24	\$28.60	\$28.60	\$34.95
18 years	\$25.95	\$33.37	\$33.37	\$40.78
19 years	\$29.66	\$38.14	\$38.14	\$46.61
20 years	\$33.36	\$42.89	\$42.89	\$52.42

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Under 16 years	\$12.33	\$13.80	\$15.28	\$17.26	\$22.19	\$27.12
16 years	\$13.70	\$15.34	\$16.99	\$19.18	\$24.66	\$30.14
17 years	\$16.44	\$18.41	\$20.38	\$23.01	\$29.59	\$36.16
18 years	\$19.18	\$21.48	\$23.78	\$26.85	\$34.52	\$42.19
19 years	\$21.91	\$24.54	\$27.17	\$30.68	\$39.44	\$48.21
20 years	\$24.65	\$27.61	\$30.57	\$34.51	\$44.37	\$54.23

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$17.26	\$22.19	\$22.19	\$27.12
16 years	\$19.18	\$24.66	\$24.66	\$30.14
17 years	\$23.01	\$29.59	\$29.59	\$36.16
18 years	\$26.85	\$34.52	\$34.52	\$42.19
19 years	\$30.68	\$39.44	\$39.44	\$48.21
20 years	\$34.51	\$44.37	\$44.37	\$54.23

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

Table 1 of 2

Classification	Hourly pay rate	Early morning, afternoon and non-permanent night shift - Monday to Friday	Night shift - permanent - Monday to Friday	Saturday	Sunday	Public holiday
Under 16 years	\$12.99	\$14.55	\$16.10	\$18.18	\$23.38	\$28.57
16 years	\$14.44	\$16.17	\$17.90	\$20.21	\$25.99	\$31.76
17 years	\$17.33	\$19.40	\$21.48	\$24.26	\$31.19	\$38.12
18 years	\$20.21	\$22.64	\$25.06	\$28.30	\$36.38	\$44.47
19 years	\$23.10	\$25.87	\$28.64	\$32.34	\$41.58	\$50.82
20 years	\$25.99	\$29.11	\$32.22	\$36.38	\$46.78	\$57.17

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Under 16 years	\$18.18	\$23.38	\$23.38	\$28.57
16 years	\$20.21	\$25.99	\$25.99	\$31.76
17 years	\$24.26	\$31.19	\$31.19	\$38.12
18 years	\$28.30	\$36.38	\$36.38	\$44.47
19 years	\$32.34	\$41.58	\$41.58	\$50.82
20 years	\$36.38	\$46.78	\$46.78	\$57.17

## Allowances

Allowances	Rate
Broken shift allowance	\$3.69 per day, up to a maximum of \$18.43 per week
Cold places allowance	\$0.54 per hour
First aid allowance	\$13.20 per week
Height allowance - cleaning multi-storied buildings from outside - up to and including the 22nd floor above ground level	\$0.87 per hour, or part thereof
Height allowance - cleaning multi-storied buildings from outside - working above the 22nd floor above ground level	\$1.78 per hour, or part thereof
Hot places allowance - between 46 and 54 degrees Celsius	\$0.54 per hour
Hot places allowance - exceeding 54 degrees Celsius	\$0.65 per hour
Leading hand allowance - 1 to 10 employees	\$48.29 per week
Leading hand allowance - 11 to 20 employees	\$62.14 per week
Leading hand allowance - over 20 employees	\$75.98 per week
Meal allowance	\$13.74 per meal
Refuse collection allowance	\$3.67 per shift
Toilet cleaning allowance	\$2.89 per shift, up to a maximum of \$14.21 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	\$0.80 per km
Vehicle allowance - motor cycle	\$0.27 per km

## Disclaimer

The information contained in this guide is general in nature. If you are unsure about how this pay guide applies to your employees, you can contact us at IRAS on 1800845025