

Gardening and Landscaping Services Award 2020

WAGES INFORMATION SHEET - Effective from 1 July 2021

KEY NOTES:

- This information sheet reflects the provisions of the ***Gardening and Landscaping Services Award*** (the Award).
- All calculations in this schedule are **rounded to the nearest cent** in accordance with current guidelines from the Fair Work Commission.

SCHEDULE OF RATES:

- Schedule 1 – Adult minimum wage rates – 20 years and over
- Schedule 2 – 19 years
- Schedule 3 – 18 years
- Schedule 4 – 17 years and under
- Schedule 5 - Apprentice rates
- Schedule 6 - Allowances
- Schedule 7 - Classifications

SCHEDULE 1 – ADULT MINIMUM WAGE RATES 20 YEARS AND OVER

| Full-time and Part-time Employee rates | | | | | |
|--|-------------------|-------------|---------------------------------|-----------------------|-----------------|
| Employee Classification | Weekly Rate | Hourly rate | Overtime rates Monday to Sunday | | Public holidays |
| | Based on 38 hours | 100% | First 2 hours 150%* | After 2 hours 200% | 250% |
| Introductory level | \$772.60 | \$20.33 | \$30.50 | \$40.66 | \$50.83 |
| Level 1 | \$794.80 | \$20.92 | \$31.38 | \$41.84 | \$52.30 |
| Level 2 | \$825.20 | \$21.72 | \$32.58 | \$43.44 | \$54.30 |
| Level 3 | \$863.50 | \$22.72 | \$34.08 | \$45.44 | \$56.80 |
| Level 4 | \$899.50 | \$23.67 | \$35.51 | \$47.34 | \$59.18 |
| Level 5 | \$927.70 | \$24.41 | \$36.62 | \$48.82 | \$61.03 |

| Casual Employee rates | | | | | |
|------------------------------------|----------------------|--------------------|---------------------------------|-----------------------|-----------------|
| Employee Classification | Ordinary Hourly rate | Casual Hourly rate | Overtime rates Monday to Sunday | | Public holidays |
| | 100% | 125% | First 2 hours 175%* | After 2 hours 225% | 275% |
| Introductory level | \$20.33 | \$25.41 | \$35.58 | \$45.74 | \$55.91 |
| Level 1 | \$20.92 | \$26.15 | \$36.61 | \$47.07 | \$57.53 |
| Level 2 | \$21.72 | \$27.15 | \$38.01 | \$48.87 | \$59.73 |
| Level 3 | \$22.72 | \$28.40 | \$39.76 | \$51.12 | \$62.48 |
| Level 4 | \$23.67 | \$29.59 | \$41.42 | \$53.26 | \$65.09 |
| Level 5 | \$24.41 | \$30.51 | \$42.72 | \$54.92 | \$67.13 |

*Where an employee is subject to water restrictions, this rate is applicable for hours worked 6.00pm – 6.00am Monday to Friday and before 6.00am Saturday

SCHEDULE 2 – 19 YEARS– 90% OF ADULT RATES

Full-time and Part-time Employee rates

| Employee Classification | Weekly Rate Based on 38 hours | Hourly rate 100% | Overtime rates Monday to Sunday | | Public holidays 250% |
|------------------------------------|-------------------------------------|---------------------|---------------------------------|-----------------------|-------------------------|
| | | | First 2 hours 150%* | After 2 hours 200% | |
| Introductory level | \$695.30 | \$18.30 | \$27.45 | \$36.60 | \$45.75 |
| Level 1 | \$715.30 | \$18.82 | \$28.23 | \$37.64 | \$47.05 |
| Level 2 | \$742.70 | \$19.54 | \$29.31 | \$39.08 | \$48.85 |
| Level 3 | \$777.20 | \$20.45 | \$30.68 | \$40.90 | \$51.13 |
| Level 4 | \$809.60 | \$21.31 | \$31.97 | \$42.62 | \$53.28 |
| Level 5 | \$834.90 | \$21.97 | \$32.96 | \$43.94 | \$54.93 |

Casual Employee rates

| Employee Classification | Ordinary Hourly rate 100% | Casual Hourly rate 125% | Overtime rates Monday to Sunday | | Public holidays 275% |
|------------------------------------|---------------------------------|-------------------------------|---------------------------------|-----------------------|-------------------------|
| | | | First 2 hours 175%* | After 2 hours 225% | |
| Introductory level | \$18.30 | \$22.88 | \$32.03 | \$41.18 | \$50.33 |
| Level 1 | \$18.82 | \$23.53 | \$32.94 | \$42.35 | \$51.76 |
| Level 2 | \$19.54 | \$24.43 | \$34.20 | \$43.97 | \$53.74 |
| Level 3 | \$20.45 | \$25.56 | \$35.79 | \$46.01 | \$56.24 |
| Level 4 | \$21.31 | \$26.64 | \$37.29 | \$47.95 | \$58.60 |
| Level 5 | \$21.97 | \$27.46 | \$38.45 | \$49.43 | \$60.42 |

*Where an employee is subject to water restrictions, this rate is applicable for hours worked 6.00pm – 6.00am Monday to Friday and before 6.00am Saturday

SCHEDULE 3 – 18 YEARS– 80% OF ADULT RATES

Full-time and Part-time Employee rates

| Employee Classification | Weekly Rate Based on 38 hours | Hourly rate 100% | Overtime rates Monday to Sunday | | Public holidays 250% |
|------------------------------------|-------------------------------------|---------------------|---------------------------------|-----------------------|-------------------------|
| | | | First 2 hours 150%* | After 2 hours 200% | |
| Introductory level | \$618.10 | \$16.27 | \$24.41 | \$32.54 | \$40.68 |
| Level 1 | \$635.80 | \$16.73 | \$25.10 | \$33.46 | \$41.83 |
| Level 2 | \$660.20 | \$17.37 | \$26.06 | \$34.74 | \$43.43 |
| Level 3 | \$690.80 | \$18.18 | \$27.27 | \$36.36 | \$45.45 |
| Level 4 | \$719.60 | \$18.94 | \$28.41 | \$37.88 | \$47.35 |
| Level 5 | \$742.20 | \$19.53 | \$29.30 | \$39.06 | \$48.83 |

Casual Employee rates

| Employee Classification | Ordinary Hourly rate 100% | Casual Hourly rate 125% | Overtime rates Monday to Sunday | | Public holidays 275% |
|------------------------------------|---------------------------------|-------------------------------|---------------------------------|-----------------------|-------------------------|
| | | | First 2 hours 175%* | After 2 hours 225% | |
| Introductory level | \$16.27 | \$20.34 | \$28.47 | \$36.61 | \$44.74 |
| Level 1 | \$16.73 | \$20.91 | \$29.28 | \$37.64 | \$46.01 |
| Level 2 | \$17.37 | \$21.71 | \$30.40 | \$39.08 | \$47.77 |
| Level 3 | \$18.18 | \$22.73 | \$31.82 | \$40.91 | \$50.00 |
| Level 4 | \$18.94 | \$23.68 | \$33.15 | \$42.62 | \$52.09 |
| Level 5 | \$19.53 | \$24.41 | \$34.18 | \$43.94 | \$53.71 |

*Where an employee is subject to water restrictions, this rate is applicable for hours worked 6.00pm – 6.00am Monday to Friday and before 6.00am Saturday

SCHEDULE 4 – 17 YEARS & UNDER – 70% OF ADULT RATES

Full-time and Part-time Employee rates

| Employee Classification | Weekly Rate Based on 38 hours | Hourly rate 100% | Overtime rates Monday to Sunday | | Public holidays 250% |
|------------------------------------|-------------------------------------|---------------------|---------------------------------|-----------------------|-------------------------|
| | | | First 2 hours 150%* | After 2 hours 200% | |
| Introductory level | \$540.80 | \$14.23 | \$21.35 | \$28.46 | \$35.58 |
| Level 1 | \$556.40 | \$14.64 | \$21.96 | \$29.28 | \$36.60 |
| Level 2 | \$577.60 | \$15.20 | \$22.80 | \$30.40 | \$38.00 |
| Level 3 | \$604.50 | \$15.91 | \$23.87 | \$31.82 | \$39.78 |
| Level 4 | \$629.70 | \$16.57 | \$24.86 | \$33.14 | \$41.43 |
| Level 5 | \$649.40 | \$17.09 | \$25.64 | \$34.18 | \$42.73 |

Casual Employee rates

| Employee Classification | Ordinary Hourly rate 100% | Casual Hourly rate 125% | Overtime rates Monday to Sunday | | Public holidays 275% |
|------------------------------------|---------------------------------|-------------------------------|---------------------------------|-----------------------|-------------------------|
| | | | First 2 hours 175%* | After 2 hours 225% | |
| Introductory level | \$14.23 | \$17.79 | \$24.90 | \$32.02 | \$39.13 |
| Level 1 | \$14.64 | \$18.30 | \$25.62 | \$32.94 | \$40.26 |
| Level 2 | \$15.20 | \$19.00 | \$26.60 | \$34.20 | \$41.80 |
| Level 3 | \$15.91 | \$19.89 | \$27.84 | \$35.80 | \$43.75 |
| Level 4 | \$16.57 | \$20.71 | \$29.00 | \$37.28 | \$45.75 |
| Level 5 | \$17.09 | \$21.36 | \$29.91 | \$38.45 | \$47.00 |

*Where an employee is subject to water restrictions, this rate is applicable for hours worked 6.00pm – 6.00am Monday to Friday and before 6.00am Saturday

SCHEDULE 5 – APPRENTICE RATES

Apprentice – did not complete year 12

Started after 1 January 2014

| Employee Classification | Hourly rate | Overtime rates Monday to Sunday | | Public holidays |
|-----------------------------------|-------------|---------------------------------|--------------------|-----------------|
| | | First 2 hours 150%* | After 2 hours 200% | |
| | 100% | | | 250% |
| Apprentice – 1 st year | \$11.84 | \$17.76 | \$23.68 | \$29.60 |
| Apprentice – 2 nd year | \$14.20 | \$21.30 | \$28.40 | \$35.50 |
| Apprentice – 3 rd year | \$17.75 | \$26.63 | \$35.50 | \$44.38 |
| Apprentice – 4 th year | \$22.49 | \$33.74 | \$44.98 | \$56.23 |

Apprentice – did complete year 12

Started after 1 January 2014

| Employee Classification | Hourly rate | Overtime rates Monday to Sunday | | Public holidays |
|-----------------------------------|-------------|---------------------------------|--------------------|-----------------|
| | | First 2 hours 150%* | After 2 hours 200% | |
| | 100% | | | 250% |
| Apprentice – 1 st year | \$13.02 | \$19.53 | \$26.04 | \$32.55 |
| Apprentice – 2 nd year | \$15.39 | \$23.09 | \$30.78 | \$38.48 |
| Apprentice – 3 rd year | \$17.75 | \$26.63 | \$35.50 | \$44.38 |
| Apprentice – 4 th year | \$22.49 | \$33.74 | \$44.98 | \$56.23 |

Adult Apprentice – commenced at 21 years or older

Started after 1 January 2014

| Employee Classification | Hourly rate | Overtime rates Monday to Sunday | | Public holidays |
|-----------------------------------|-------------|---------------------------------|--------------------|-----------------|
| | | First 2 hours 150%* | After 2 hours 200% | |
| | 100% | | | 250% |
| Apprentice – 1 st year | \$18.94 | \$28.41 | \$37.88 | \$47.35 |
| Apprentice – 2 nd year | \$20.33 | \$30.50 | \$40.66 | \$50.83 |
| Apprentice – 3 rd year | \$20.33 | \$30.50 | \$40.66 | \$50.83 |
| Apprentice – 4 th year | \$22.49 | \$33.74 | \$44.98 | \$56.23 |

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Updated 31.01.2022

SCHEDULE 6 – ALLOWANCES

ALL-PURPOSE ALLOWANCES

To be added to minimum rate BEFORE casual loading, penalties and overtime are calculated

| Allowance | Clause | | \$ | Payable |
|-------------------------------|---------|---|-------------------------|----------------------|
| <u>Leading Hand Allowance</u> | 17.3(a) | # of employees in charge of 1 to 2 employees | 17.99 | Per week |
| | | 3 to 6 employees | 35.98 | Per week |
| | | 7 to 9 employees | 44.98 | Per week |
| | | 10 or more employees | 62.97 | Per week |
| <u>Vehicles and/or plant</u> | 17.3(b) | Employee required to drive a work vehicle (which requires a license for a truck or tractor) | \$5.40 | Per day |
| <u>First Aid Allowance</u> | 17.3(c) | A person who holds a first aid certificate is appointed by employer to perform first aid duty's | \$0.47 Up to \$17.99 | Per hour Per week |

EXPENSE RELATED ALLOWANCES

Adjusted by reference to the Consumer Price Index (CPI)

| Allowance | Clause | Details |
|---|---------|--|
| <u>Tool allowance</u> | 17.4(a) | Tradespersons must be paid a tool allowance of \$14.20 per week, for all purposes of the award. |
| <u>Vehicle allowance</u> | 17.4(b) | An employee will be paid an allowance of \$0.80 per kilometre travelled when directed by the employer to use the employee's motor vehicle for any purpose. |
| <u>Clothing and equipment allowance</u> | 17.4(d) | The employer will reimburse the employee for the cost of supplying tools and equipment if the employer requires the employee to supply their own tools and equipment. Not applicable where tools and equipment are paid for by the employer |
| <u>Meal Allowance</u> | 17.4(c) | An employee will be entitled to a payment of \$15.62 or will be provided a suitable meal without cost if the employee: <ul style="list-style-type: none"> • is required to work overtime for more than 1.5 hours after the employee's ordinary finishing time; and • immediately after the completion of 8 hours work on a Saturday, Sunday or public holiday |

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Updated 31.01.2022

| | | |
|---|----------------|--|
| <p>Travel and accommodation allowance</p> | <p>17.4(e)</p> | <p>An employee who is required to work away from their usual place of residence, will be provided reasonable board and lodging or the employer will pay the demonstrable cost of such lodging.</p> <p>For all time reasonably spent in reaching and returning from such a job in excess of the time normally spent in travelling, they will be paid travel time at the ordinary rate of pay and fares reasonably incurred in excess of those normally incurred in travelling between home and the depot.</p> |
|---|----------------|--|

SCHEDULE 7 - CLASSIFICATIONS

For details of the different classifications level, click on the hyperlinks or [click here](#) for the full details in the Award.