

## Gardening and Landscaping Services Award 2020 Wages Information Sheet – Effective from 1 July 2023

This information sheet reflects the provisions of the [Gardening and Landscaping Services Award 2020](#) (the Award).

All **weekly calculations** on this sheet are based on **38 ordinary hours per week** as outlined in the **Award**. The calculations are **rounded to the nearest cent**, following the guidelines by the Fair Work Commission.

<b>Schedule 1</b>	Adult minimum wage rates – 20 years & over
<b>Schedule 2</b>	Gardening & Landscaping – 19 years
<b>Schedule 3</b>	Gardening & Landscaping – 18 years
<b>Schedule 4</b>	Gardening & Landscaping – 17 years and under
<b>Schedule 5</b>	Allowances
<b>Schedule 6</b>	Penalty rates and overtime
<b>Schedule 7</b>	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	\$859.30	\$22.61	\$33.92	\$45.22	\$56.53
Level 1	\$882.80	\$23.23	\$34.85	\$46.46	\$58.08
Level 2	\$914.90	\$24.08	\$36.12	\$48.16	\$60.20
Level 3	\$955.50	\$25.14	\$37.71	\$50.28	\$62.85
Level 4	\$995.00	\$26.18	\$39.27	\$52.36	\$65.45
Level 5	\$1,026.20	\$27.01	\$40.52	\$54.02	\$67.53

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	\$22.61	\$28.26	\$39.57	\$50.88	\$62.18
Level 1	\$23.23	\$29.04	\$40.65	\$52.27	\$63.88
Level 2	\$24.08	\$30.10	\$42.14	\$54.17	\$66.22
Level 3	\$25.14	\$31.43	\$44.00	\$56.58	\$69.14
Level 4	\$26.18	\$32.73	\$45.82	\$58.91	\$72.00
Level 5	\$27.01	\$33.76	\$47.27	\$60.76	\$74.28

\*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

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## SCHEDULE 2 – 19 YEARS– 90% OF ADULT RATES

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	\$773.40	\$20.35	\$30.53	\$40.70	\$50.88
Level 1	\$794.50	\$20.91	\$31.37	\$41.82	\$52.28
Level 2	\$823.40	\$21.67	\$32.51	\$43.34	\$54.18
Level 3	\$860.00	\$22.63	\$33.95	\$45.26	\$56.58
Level 4	\$895.50	\$23.57	\$35.36	\$47.14	\$58.93
Level 5	\$923.60	\$24.31	\$36.47	\$48.62	\$60.78

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	\$20.35	\$25.44	\$35.61	\$45.79	\$55.96
Level 1	\$20.91	\$26.14	\$36.59	\$47.04	\$57.50
Level 2	\$21.67	\$27.09	\$37.92	\$48.75	\$59.59
Level 3	\$22.63	\$28.29	\$39.60	\$50.92	\$62.23
Level 4	\$23.57	\$29.46	\$41.25	\$53.02	\$64.82
Level 5	\$24.31	\$30.39	\$42.54	\$54.69	\$66.85

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## SCHEDULE 3 – 18 YEARS– 80% OF ADULT RATES

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	\$687.40	\$18.09	\$27.14	\$36.18	\$45.23
Level 1	\$706.20	\$18.58	\$27.87	\$37.16	\$46.45
Level 2	\$731.90	\$19.26	\$28.89	\$38.52	\$48.15
Level 3	\$764.40	\$20.12	\$30.18	\$40.24	\$50.30
Level 4	\$796.00	\$20.95	\$31.43	\$41.90	\$52.38
Level 5	\$821.00	\$21.61	\$32.42	\$43.22	\$54.03

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	\$18.09	\$22.61	\$31.66	\$40.70	\$49.75
Level 1	\$18.58	\$23.23	\$32.52	\$41.81	\$51.10
Level 2	\$19.26	\$24.08	\$33.71	\$43.34	\$52.97
Level 3	\$20.12	\$25.15	\$35.21	\$45.26	\$55.33
Level 4	\$20.95	\$26.19	\$36.66	\$47.13	\$57.61
Level 5	\$21.61	\$27.01	\$37.82	\$48.61	\$59.43

\*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

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

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	\$601.51	\$15.83	\$23.75	\$31.66	\$39.58
Level 1	\$618.00	\$16.26	\$24.39	\$32.52	\$40.65
Level 2	\$640.40	\$16.85	\$25.28	\$33.70	\$42.13
Level 3	\$668.90	\$17.60	\$26.40	\$35.20	\$44.00
Level 4	\$696.50	\$18.33	\$27.50	\$36.66	\$45.83
Level 5	\$718.34	\$18.90	\$28.35	\$37.80	\$47.25

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	\$15.83	\$19.79	\$27.70	\$35.62	\$43.53
Level 1	\$16.26	\$20.33	\$28.46	\$36.59	\$44.72
Level 2	\$16.85	\$21.06	\$29.49	\$37.92	\$46.34
Level 3	\$17.60	\$22.00	\$30.80	\$39.61	\$48.40
Level 4	\$18.33	\$22.91	\$32.08	\$41.24	\$50.41
Level 5	\$18.90	\$23.63	\$33.08	\$42.53	\$51.98

\*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

<b>Apprentice – <u>did not</u> complete year 12</b>				
<b>Started after 1 January 2014</b>				
<b>Employee Classification</b>	<b>Hourly rate</b>	<b>Overtime rates Monday to Sunday</b>		<b>Public holidays</b>
	<b>100%</b>	<b>First 2 hours 150%*</b>	<b>After 2 hours 200%</b>	<b>250%</b>
Apprentice – 1 <sup>st</sup> year	\$13.09	\$19.64	\$26.18	\$32.73
Apprentice – 2 <sup>nd</sup> year	\$15.71	\$23.57	\$31.42	\$39.28
Apprentice – 3 <sup>rd</sup> year	\$19.64	\$29.46	\$39.28	\$49.10
Apprentice – 4 <sup>th</sup> year	\$24.87	\$37.31	\$49.74	\$62.18

<b>Apprentice – <u>did</u> complete year 12</b>				
<b>Started after 1 January 2014</b>				
<b>Employee Classification</b>	<b>Hourly rate</b>	<b>Overtime rates Monday to Sunday</b>		<b>Public holidays</b>
	<b>100%</b>	<b>First 2 hours 150%*</b>	<b>After 2 hours 200%</b>	<b>250%</b>
Apprentice – 1 <sup>st</sup> year	\$14.40	\$21.60	\$28.80	\$36.00
Apprentice – 2 <sup>nd</sup> year	\$17.02	\$25.53	\$34.04	\$42.55
Apprentice – 3 <sup>rd</sup> year	\$19.64	\$29.46	\$39.28	\$49.10
Apprentice – 4 <sup>th</sup> year	\$24.87	\$37.31	\$49.74	\$62.18

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<b>Adult Apprentice – commenced at 21 years or older</b>				
<b>Started after 1 January 2014</b>				
<b>Employee Classification</b>	<b>Hourly rate</b>	<b>Overtime rates Monday to Sunday</b>		<b>Public holidays</b>
	<b>100%</b>	<b>First 2 hours 150%*</b>	<b>After 2 hours 200%</b>	<b>250%</b>
Apprentice – 1 <sup>st</sup> year	\$20.94	\$31.41	\$41.88	\$52.35
Apprentice – 2 <sup>nd</sup> year	\$22.61	\$33.92	\$45.22	\$56.53
Apprentice – 3 <sup>rd</sup> year	\$22.61	\$33.92	\$45.22	\$56.53
Apprentice – 4 <sup>th</sup> year	\$24.87	\$37.31	\$49.74	\$62.18

\*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 6 – ALLOWANCE

### ALL-PURPOSE ALLOWANCES

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

<b>Allowance</b>	<b>Clause</b>		<b>\$</b>	<b>Payable</b>
<a href="#"><u>Leading Hand Allowance</u></a>	17.3(a)(i)	<b># of employees in charge of</b>		
		1 to 2 employees	\$19.90	Per week
		3 to 6 employees	\$39.80	Per week
		7 to 9 employees	\$49.75	Per week
		10 or more employees	\$69.65	Per week
<a href="#"><u>Vehicles and/or plant</u></a>	17.3(b)	Employee required to drive a work vehicle (which requires a license for a truck or tractor)	\$5.97	Per day

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<a href="#">First Aid Allowance</a>	17.3(c)	A person who holds a first aid certificate is appointed by employer to perform first aid duty's	\$0.52 \$19.90	Per hour Per week
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### EXPENSE RELATED ALLOWANCES

#### Adjusted by reference to the Consumer Price Index (CPI)

Allowance	Clause	Details
<a href="#">Tool allowance</a>	17.4(a)	Tradespersons must be paid a tool allowance of <b>\$15.48</b> per week, for all purposes of the award.
<a href="#">Vehicle allowance</a>	17.4(b)	An employee will be paid an allowance of <b>\$0.95</b> per kilometre travelled when directed by the employer to use the employee's motor vehicle for any purpose.
<a href="#">Clothing and equipment allowance</a>	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
<a href="#">Meal Allowance</a>	17.4(c)	An employee will be entitled to a payment of <b>\$17.23</b> or will be provided a suitable meal without cost if the employee: <ul style="list-style-type: none"> <li>• is required to work overtime for more than 1.5 hours after the employee's ordinary finishing time; and</li> <li>• immediately after the completion of 8 hours work on a Saturday, Sunday or public holiday</li> </ul>
<a href="#">Travel and accommodation allowance</a>	17.4(e)	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.  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.

## SCHEDULE 7 - CLASSIFICATIONS

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