

Gardening and Landscaping Services Award 2020 Wages Sheet Effective from 1 July 2024

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.

Schedule 1	Types of Employment
Schedule 2	Adult minimum wage rates – 20 years & over
Schedule 3	Gardening & Landscaping – 19 years
Schedule 4	Gardening & Landscaping – 18 years
Schedule 5	Gardening & Landscaping – 17 years and under
Schedule 6	Allowances
Schedule 7	Penalty rates and overtime
Schedule 8	Classifications

Notes:

The Gardening and Landscaping Services Award 2020 provides that ordinary hours can be worked at an alternate agreed time, subject to penalty rates being paid when water restrictions apply. **Water restrictions** means restriction or rationing in the use of water in accordance with orders or regulations approved by the appropriate lawful authority.

SCHEDULE 1 – TYPES OF EMPLOYMENT

Full time

A full-time employee is engaged to work an average of 38 ordinary hours per week.

A Full-time employee is engaged for 38 ordinary hours per week and whose notice of termination is outlined in the National Employment Standards (NES) and table below.

Full time employees receive all other permanent employment benefits including annual leave, personal leave and redundancy pay.

Period of Continuous Service	Period of Notice
Not more than 1 year	1 week
1 to 3 years	2 weeks
3 to 5 years	3 weeks
More than 5 years	4 weeks
If employee is over 45 years of age and service at least 2 years, the period increases by 1 week.	

Part time

A part time employee:

- is engaged to work for less than an average of 38 ordinary hours per week; and
- receives a pro-rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.

At the time of engagement a part-time employee, the employer and employee must agree in writing on all the following:

- a) the number of hours to be worked each day; and
- b) the days of the week on which the employee will work; and
- c) the times at which the employee will start and finish work each day.

Casual

Casual employees work irregular hours of less than an average of 38 ordinary hours and an employer must pay a casual employee for a minimum of 3 hours' work on each engagement even if they are rostered to work fewer than 3 consecutive hours.

A casual employee receives an additional loading on the hourly rate to compensate for annual leave, personal leave, redundancy, notice of termination and permanent benefits. This is called Casual Loading.

Casual employees may be eligible for conversion to permanent employment under the conditions of the National Employment Standards.

SCHEDULE 2 – ADULT MINIMUM WAGE RATES 20 YEARS AND OVER

Full-time and Part-time Rates					
Employee Classification	Weekly Rate	Hourly rate	Overtime Monday to Sunday		Public holidays
	Based on 38 hours	100%	First 2 hours 150%*	After 2 hours 200%	250%
Introductory level	\$891.50	\$23.46	\$35.19	\$46.92	\$58.65
Level 1	\$915.90	\$24.10	\$36.15	\$48.20	\$60.25
Level 2	\$949.20	\$24.98	\$37.47	\$49.96	\$62.45
Level 3	\$991.30	\$26.09	\$39.14	\$52.18	\$65.23
Level 4	\$1,032.30	\$27.17	\$40.76	\$54.34	\$67.93
Level 5	\$1,064.70	\$28.02	\$42.03	\$56.04	\$70.05

Casual Employee Rates					
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Overtime Monday to Sunday		Public holidays
	100%	125%	First 2 hours 175%*	After 2 hours 225%	275%
Introductory level	\$23.46	\$29.33	\$41.06	\$52.79	\$64.52
Level 1	\$24.10	\$30.13	\$42.18	\$54.23	\$66.28
Level 2	\$24.98	\$31.23	\$43.72	\$56.20	\$68.70
Level 3	\$26.09	\$32.61	\$45.66	\$58.70	\$71.75
Level 4	\$27.17	\$33.96	\$47.55	\$61.12	\$74.72
Level 5	\$28.02	\$35.03	\$49.04	\$63.04	\$77.06

*Where an employer 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 – 19 YEARS 90% OF ADULT RATES

Full-time and Part-time Rates					
Employee Classification	Weekly Rate	Hourly rate	Overtime Monday to Sunday		Public holidays
	Based on 38 hours	100%	First 2 hours 150%*	After 2 hours 200%	250%
Introductory level	\$802.40	\$21.12	\$31.68	\$42.24	\$52.80
Level 1	\$824.30	\$21.69	\$32.54	\$43.38	\$54.23
Level 2	\$854.30	\$22.48	\$33.72	\$44.96	\$56.20
Level 3	\$892.20	\$23.48	\$35.22	\$46.96	\$58.70
Level 4	\$929.10	\$24.45	\$36.68	\$48.90	\$61.13
Level 5	\$958.20	\$25.22	\$37.83	\$50.44	\$63.05

Casual Employee Rates					
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Overtime Monday to Sunday		Public holidays
	100%	125%	First 2 hours 175%*	After 2 hours 225%	275%
Introductory level	\$21.12	\$26.40	\$36.96	\$47.53	\$58.08
Level 1	\$21.69	\$27.11	\$37.96	\$48.81	\$59.65
Level 2	\$22.48	\$28.10	\$39.34	\$50.58	\$61.82
Level 3	\$23.48	\$29.35	\$41.09	\$52.83	\$64.57
Level 4	\$24.45	\$30.56	\$42.79	\$55.01	\$67.24
Level 5	\$25.22	\$31.53	\$44.14	\$56.74	\$69.36

*Where an employer 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 – 18 YEARS 80% OF ADULT RATES

Full-time and Part-time Rates					
Employee Classification	Weekly Rate	Hourly rate	Overtime Monday to Sunday		Public holidays
	Based on 38 hours	100%	First 2 hours 150%*	After 2 hours 200%	250%
Introductory level	\$713.20	\$18.77	\$28.16	\$37.54	\$46.93
Level 1	\$732.70	\$19.28	\$28.92	\$38.56	\$48.20
Level 2	\$759.40	\$19.98	\$29.97	\$39.96	\$49.95
Level 3	\$793.00	\$20.87	\$31.31	\$41.74	\$52.18
Level 4	\$825.80	\$21.73	\$32.60	\$43.46	\$54.33
Level 5	\$851.80	\$22.42	\$33.63	\$44.84	\$56.05

Casual Employee Rates					
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Overtime Monday to Sunday		Public holidays
	100%	125%	First 2 hours 175%*	After 2 hours 225%	275%
Introductory level	\$18.77	\$23.46	\$32.85	\$42.23	\$51.62
Level 1	\$19.28	\$24.10	\$33.74	\$43.38	\$53.02
Level 2	\$19.98	\$24.98	\$34.97	\$44.96	\$54.95
Level 3	\$20.87	\$26.09	\$36.52	\$46.95	\$57.39
Level 4	\$21.73	\$27.16	\$38.03	\$48.90	\$59.76
Level 5	\$22.42	\$28.03	\$39.24	\$50.44	\$61.66

*Where an employer 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 – UNDER 18 YEARS 70% OF ADULT RATES

Full-time and Part-time Rates					
Employee Classification	Weekly Rate	Hourly rate	Overtime Monday to Sunday		Public holidays
	Based on 38 hours	100%	First 2 hours 150%*	After 2 hours 200%	250%
Introductory level	\$624.10	\$16.42	\$24.63	\$32.84	\$41.05
Level 1	\$641.10	\$16.87	\$25.31	\$33.74	\$42.18
Level 2	\$664.40	\$17.48	\$26.22	\$34.96	\$43.70
Level 3	\$693.90	\$18.26	\$27.39	\$36.52	\$45.65
Level 4	\$722.60	\$19.02	\$28.53	\$38.04	\$47.55
Level 5	\$745.30	\$19.61	\$29.42	\$39.22	\$49.03

Casual Employee Rates					
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Overtime Monday to Sunday		Public holidays
	100%	125%	First 2 hours 175%*	After 2 hours 225%	275%
Introductory level	\$16.42	\$20.53	\$28.74	\$36.95	\$45.16
Level 1	\$16.87	\$21.09	\$29.52	\$37.96	\$46.39
Level 2	\$17.48	\$21.85	\$30.59	\$39.34	\$48.07
Level 3	\$18.26	\$22.83	\$31.96	\$41.09	\$50.22
Level 4	\$19.02	\$23.78	\$33.29	\$42.79	\$52.31
Level 5	\$19.61	\$24.51	\$34.32	\$44.13	\$53.93

*Where an employer 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 – APPRENTICE RATES

Apprentice – <u>did not</u> complete year 12					
Started after 1 January 2014					
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%
Apprentice – 1 st year	\$516.15	\$13.59	\$20.39	\$27.18	\$33.98
Apprentice – 2 nd year	\$619.38	\$16.30	\$24.45	\$32.60	\$40.75
Apprentice – 3 rd year	\$774.23	\$20.38	\$30.57	\$40.76	\$50.95
Apprentice – 4 th year	\$980.69	\$25.81	\$38.72	\$51.62	\$64.53

Apprentice – <u>did</u> complete year 12					
Started after 1 January 2014					
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%
Apprentice – 1 st year	\$567.77	\$14.94	\$22.41	\$29.88	\$37.35
Apprentice – 2 nd year	\$671.00	\$17.66	\$26.49	\$35.32	\$44.15
Apprentice – 3 rd year	\$774.23	\$20.38	\$30.57	\$40.76	\$50.95
Apprentice – 4 th year	\$980.69	\$25.81	\$38.72	\$51.62	\$64.53

Adult Apprentice – 21 years and above when commenced apprenticeship					
Started after 1 January 2014					
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%
Apprentice – 1 st year	\$825.84	\$21.74	\$32.61	\$43.48	\$54.35
Apprentice – 2 nd year	\$891.50	\$23.46	\$35.19	\$46.92	\$58.65
Apprentice – 3 rd year	\$891.50	\$23.46	\$35.19	\$46.92	\$58.65
Apprentice – 4 th year	\$980.69	\$25.81	\$38.72	\$51.62	\$64.53

*Where an employer 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 7 – ALLOWANCES

<u>ALL-PURPOSE ALLOWANCES</u>				
To be added to minimum rate BEFORE casual loading, penalties and overtime are calculated				
Allowance	Clause		\$	Payable
Leading Hand Allowance	17.3(a)(i)	# of employees in charge of 1 to 2 employees	\$20.65	Per week
		3 to 6 employees	\$41.29	Per week
		7 to 9 employees	\$51.62	Per week
		10 or more employees	\$72.26	Per week
Vehicles and/or plant	17.3(b)	Employee required to drive a work vehicle (which requires a license for a truck or tractor)	\$6.19	Per day
First Aid Allowance	17.3(c)	A person who holds a first aid certificate is appointed by employer to perform first aid duty's	\$0.54	Per hour
			\$20.65	Per week

<u>EXPENSE RELATED ALLOWANCES</u>		
Adjusted by reference to the Consumer Price Index (CPI)		
Allowance	Clause	Details
Tool allowance	17.4(a)	Tradespersons must be paid a tool allowance of \$15.83 per week, for all purposes of the award.
Vehicle allowance	17.4(b)	An employee will be paid an allowance of \$0.98 per kilometre travelled when directed by the employer to use the employee's motor vehicle for any purpose.
Clothing and equipment allowance	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
Meal Allowance	17.4(c)	An employee will be entitled to a payment of \$18.36 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
Travel and accommodation allowance	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.

Please note: This information is a guide only has been provided with the disclaimer that clauses, interpretations, and meanings may change at any time. This document is intended to be read in conjunction with the full Award. Irrigation Australia or MPAQ does not take any legal liability for errors, omissions or loss or damage suffered by anyone relying on this document. The responsibility of compliance remains with the employer.

SCHEDULE 8 - CLASSIFICATIONS

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