RosterElf

Aboriginal Health Award (MA000115) — Pay Rates 2026/27

Effective the first full pay period on or after 1 July 2026 · Source: Fair Work pay guide (published 23 October 2026)

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Grade 1, Level 1 – trainee (entry)	Entry-level trainee health worker, working under direct supervision while completing initial training	$1068.10	$28.11	$35.14
Grade 2, Level 1 – trainee	Trainee health worker progressing through a Certificate III qualification	$1143.90	$30.10	$37.63
Grade 2, Level 2 – trainee	Trainee health worker in the second year of the training pathway	$1183.00	$31.13	$38.91
Grade 3, Level 1 – health worker	Qualified Aboriginal and/or Torres Strait Islander health worker delivering primary health care	$1244.80	$32.76	$40.95
Grade 3, Level 2 – health worker	Health worker with additional experience and a broader scope of practice	$1310.00	$34.47	$43.09
Grade 3, Level 3 – health worker	Experienced health worker; may mentor trainees	$1373.60	$36.15	$45.19
Grade 4, Level 1 – senior health worker	Senior health worker with program or clinical responsibility	$1412.00	$37.16	$46.45
Grade 4, Level 2 – senior health worker	Senior health worker coordinating a service area or supervising staff	$1449.90	$38.16	$47.70
Grade 4, Level 3 – senior health worker	Senior health worker with substantial autonomy and supervisory duties	$1483.40	$39.04	$48.80
Grade 5, Level 1 – health practitioner	Registered Aboriginal and Torres Strait Islander health practitioner	$1518.80	$39.97	$49.96
Grade 5, Level 2 – health practitioner	Health practitioner with advanced practice or team-leadership responsibility	$1554.50	$40.91	$51.14
Grade 5, Level 3 – health practitioner	Most senior practitioner classification in the stream	$1592.20	$41.90	$52.38

Casual /hr includes the 25% casual loading on ordinary hours. Penalties below apply on top.

Penalty rates

When worked	Full-time / part-time	Casual
Evening shift (finishes between 7pm and 7am)	$32.33 (115%)	$39.35 (140%)
Night shift (starts between 7pm and 7am)	$32.33 (115%)	$39.35 (140%)
Saturday (shiftworker)	$42.17 (150%)	$49.19 (175%)
Sunday (shiftworker)	$56.22 (200%)	$63.25 (225%)
Public holiday	$70.28 (250%)	$42.17 (150%)

Dollar figures are for Grade 1, Level 1 – trainee (entry). Other levels scale from their own ordinary rate above.

Common allowances

Allowance	Amount
Bilingual qualification allowance – level 1	$2,575.86 per year
Bilingual qualification allowance – level 2	$5,155.71 per year
Medication administration allowance	$3.11 per week
Nauseous work allowance	$0.62 per hour (minimum $3.36 per week)
On call – off duty period	$24.52 per 24-hour period or part thereof
On call – public holiday	$49.05 per 24-hour period or part thereof
Meal allowance – overtime	$17.30, and a further $15.60 when overtime exceeds 4 hours
Vehicle allowance	$1.01 per km
Uniform and special clothing allowance	Reimbursement of the cost of the special clothing required
Laundry allowance	Reimbursement for reasonable laundering and maintenance of special clothing
Telephone allowance	Reimbursement of installation cost and ongoing rental charges
Travelling expenses reimbursement	Reimbursement of fares, meals and accommodation reasonably incurred
Blood count allowance	Reimbursement of out-of-pocket expenses for tests

General information only — not legal, payroll, tax or financial advice; do not rely on it for payroll decisions. Rates are indicative FY2026/27 minimums under the Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020 [MA000115] and depend on classification, enterprise agreements and individual circumstances; always confirm against the current Fair Work pay guide before paying wages. RosterElf is not affiliated with, or endorsed by, the Fair Work Ombudsman, and Roster Elf Pty Ltd accepts no liability for reliance on this sheet.

Full guide, live calculator & penalty breakdowns: rosterelf.com/guides/award-rates/aboriginal-torres-strait-islander-health