

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Direct care – level 1 (Introductory)	Entry-level personal care, pre-qualification	\$1239.00	\$32.61	\$40.76
Direct care – level 2 (Direct carer)	Personal care worker / assistant in nursing	\$1307.80	\$34.42	\$43.03
Direct care – level 3 (Qualified)	Certificate III qualified personal care worker	\$1376.70	\$36.23	\$45.29
Direct care – level 4 (Senior)	Senior / Certificate IV personal care worker	\$1431.80	\$37.68	\$47.10
Direct care – level 5 (Specialist)	Specialist personal care worker	\$1486.80	\$39.13	\$48.91
Direct care – level 6 (Team leader)	Personal care team leader / coordinator	\$1541.90	\$40.58	\$50.73
General – level 1	Entry-level food services, cleaning, laundry	\$1055.40	\$27.77	\$34.71
General – level 2	General services with experience	\$1097.20	\$28.87	\$36.09
General – level 3	Qualified general services / trade assistant	\$1139.40	\$29.98	\$37.48
General – level 4	Cook / senior general services	\$1152.80	\$30.34	\$37.93
General – level 5	Qualified cook / administration	\$1191.80	\$31.36	\$39.20
General – level 6	Senior cook / supervisor	\$1256.00	\$33.05	\$41.31
General – level 7	Chef / senior supervisor / coordinator	\$1278.60	\$33.65	\$42.06

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

Penalty rates

When worked	Full-time / part-time	Casual
Saturday	\$48.92 (150%)	\$57.07 (175%)
Sunday	\$57.07 (175%)	\$65.22 (200%)
Public holiday	\$81.53 (250%)	\$89.68 (275%)

Dollar figures are for Direct care – level 1 (Introductory). Other levels scale from their own ordinary rate above.

Common allowances

Allowance	Amount
Sleepover allowance	\$65.31 per night
Leading hand – in charge of 2–5 employees	\$0.88 per hour
Leading hand – in charge of 6–10 employees	\$1.26 per hour
Uniform allowance	\$1.26 per shift (max \$6.41 per week)

Laundry allowance	\$0.33 per shift (max \$1.53 per week)
Meal allowance – overtime	\$17.30 (+\$15.60 when more than 4 hours of overtime is worked)
Vehicle allowance	\$1.01 per km
Nauseous work allowance	\$0.63 per hour (min \$3.39 per week)

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 Aged Care Award 2010 [MA000018] 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 RosterElf Pty Ltd accepts no liability for reliance on this sheet.

Full guide, live calculator & penalty breakdowns: rosterelf.com/guides/award-rates/aged-care