RosterElf

Animal Care & Veterinary Award (MA000118) — Pay Rates 2026/27

Effective the first full pay period on or after 1 July 2026 · Source: Fair Work pay guide (published 24 June 2026)

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Introductory level	Vet nurse, receptionist, animal attendant or assistant — new starter	$978.10	$25.74	$32.18
Level 1	Vet nurse, receptionist, animal attendant, assistant	$1004.90	$26.44	$33.05
Level 2	Vet nurse, receptionist, animal attendant, assistant	$1073.10	$28.24	$35.30
Level 3	Vet nurse, receptionist, animal attendant, assistant	$1119.10	$29.45	$36.81
Level 4	Senior vet nurse, senior receptionist, senior attendant	$1221.10	$32.13	$40.16
Level 5 – Practice manager	Practice manager	$1283.10	$33.77	$42.21
Animal care inspector – level 1	Animal welfare inspector	—	$34.20	$42.75
Animal care inspector – level 2	Animal welfare inspector	—	$36.08	$45.10
Senior animal care inspector – level 3	Senior animal welfare inspector	—	$38.98	$48.73
Veterinary surgeon – level 1A	Registered veterinary surgeon, first year	—	$34.20	$42.75
Veterinary surgeon – level 1B	Registered veterinary surgeon, second year	—	$36.08	$45.10
Veterinary surgeon – level 2	Experienced veterinary surgeon	—	$38.98	$48.73
Veterinary surgeon – level 3	Senior veterinary surgeon	—	$42.83	$53.54
Veterinary surgeon – level 4	Principal or specialist veterinary surgeon	—	$48.38	$60.48

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 before 1pm (ordinary time)	$26.44 (100%)	$33.05 (125%)
Saturday 1pm–9pm (first 3 hours)	$39.66 (150%)	$46.27 (175%)
Sunday	$52.88 (200%)	$59.49 (225%)
Public holiday	$66.10 (250%)	$72.71 (275%)
Overtime (first 3 hours, Mon–Sat)	$39.66 (150%)	$46.27 (175%)
Overtime (after 3 hours, Mon–Sat)	$52.88 (200%)	$59.49 (225%)
Shiftwork on a Saturday	$39.66 (150%)	$46.27 (175%)
Shift starting at or before 6.30am	$30.41 (115%)	$37.02 (140%)
Shift finishing after 8pm	$30.41 (115%)	$37.02 (140%)
Shift with majority of hours midnight–8am	$34.37 (130%)	$40.98 (155%)

Dollar figures are for Level 1. Other levels scale from their own ordinary rate above. Some levels in this award carry different penalty percentages — use the calculator in the full guide to check yours.

Common allowances

Allowance	Amount
On-call — veterinary surgeons (minimum, per period)	$56.63
On-call — other employees (per 24-hour period)	$23.17 – $40.51
Broken shift	$17.91 per shift
First aid	$21.93 per week
Clothing and laundry	Cost of uniform + $6.68 per week
Vehicle — motor vehicle	$1.00 per km
Vehicle — motorcycle	$0.34 per km
Meal (overtime)	$15.61, then $13.41 per further 4 hours

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 Animal Care and Veterinary Services Award 2020 [MA000118] 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/animal-care-veterinary