RosterElf

Horticulture Award (MA000028) — 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
Level 1	General horticultural work under direct supervision	$978.10	$25.74	$32.18
Level 2	Work requiring some experience or basic machinery operation	$1004.90	$26.44	$33.05
Level 3	Experienced worker, tractor and equipment operation	$1020.10	$26.84	$33.55
Level 4	Skilled worker, supervision of small teams	$1056.90	$27.81	$34.76
Level 5	Leading hand, supervisor, specialised trade or technical work	$1119.10	$29.45	$36.81

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 (overtime for permanent staff unless a majority arrangement makes it ordinary)	$38.61 (150%)	$32.18 (125%)
Public holiday	$51.48 (200%)	$57.92 (225%)
Overtime (Monday to Saturday)	$38.61 (150%)	$45.05 (175%)
Sunday (overtime for permanent staff, outside harvest; ordinary time for casuals)	$51.48 (200%)	$32.18 (125%)
Outside the span of hours (afternoon/night shift)	$29.60 (115%)	$36.04 (140%)

Dollar figures are for Level 1. Other levels scale from their own ordinary rate above.

Junior rates (% of adult)

Age	% of adult rate
16	60%
17	70%
18	80%
19	90%
20	100%
Under 16	50%

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 Horticulture Award 2020 [MA000028] 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/horticulture