

Professional Employees Award (MA000065) — 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 – Graduate (3-year degree)	New-graduate professional with a 3-year degree (entry level)	\$1280.98	\$33.71	\$42.14
Level 1 – Graduate (4–5-year degree)	New-graduate professional with a 4–5-year degree	\$1314.04	\$34.58	\$43.23
Level 1 – Pay point 2	Graduate professional progressing with a year or more of experience	\$1335.70	\$35.15	\$43.94
Level 1 – Pay point 3	Graduate professional, further experience and responsibility	\$1391.56	\$36.62	\$45.78
Level 1 – Pay point 4	Experienced graduate professional near the top of Level 1	\$1461.86	\$38.47	\$48.09
Level 2 – Experienced professional	Experienced professional / quality auditor working with autonomy	\$1511.26	\$39.77	\$49.71
Level 3 – Senior professional	Professional / senior quality auditor with significant responsibility	\$1651.48	\$43.46	\$54.33
Level 4 – Principal professional	Principal professional directing programs or providing expert authority	\$1862.76	\$49.02	\$61.28

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 (day, 6am–10pm — no ordinary weekend loading)	\$33.71 (100%)	\$42.14 (125%)
Early morning (before 6am, Mon–Sat)	\$42.14 (125%)	\$50.57 (150%)
Late evening (after 10pm, Mon–Sat)	\$42.14 (125%)	\$50.57 (150%)
Sunday (any time)	\$50.57 (150%)	\$58.99 (175%)
Public holiday (any time)	\$50.57 (150%)	\$58.99 (175%)

Dollar figures are for Level 1 – Graduate (3-year degree). Other levels scale from their own ordinary rate above.

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 Professional Employees Award 2020 [MA000065] 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/professional-employees