RosterElf

Waste Management Award (MA000043) — 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 – depot hand in training	Depot hand in training	$1143.98	$30.11	$37.64
Level 2 – labourer / depot hand	Labourers, depot hands, waste facility attendants, process workers, driver offsiders	$1168.48	$30.75	$38.44
Level 3 – weighbridge / driver to 4.5t	Weighbridge operators, trainee drivers up to 14 tonnes, drivers of vehicles up to 4.5 tonnes	$1180.58	$31.07	$38.84
Level 4 – plant to 150 BHP / driver to 14t	Truck-mounted crane, road sweeper and incinerator operators; earthmoving plant up to 150 BHP; drivers over 4.5 up to 14 tonnes	$1199.18	$31.56	$39.45
Level 5 – driver 14–30t	Rear-end loading, roll-on/roll-off, side lift, skip lift, liquid and septic/chemical waste drivers	$1212.58	$31.91	$39.89
Level 6 – articulated / over 30t	Articulated vehicle drivers, rigid vehicles over 30 tonnes, front lift operators, SOLO grab-operated collection	$1240.98	$32.66	$40.83
Level 7 – driver/instructor	Driver/instructor, all systems	$1321.78	$34.79	$43.49
Level 8 – intermodal / plant over 150 BHP	Intermodal and tipping platform operators; earthmoving plant over 150 BHP	$1381.68	$36.36	$45.45
Level 9 – double articulated (B double)	Double articulated (B double) drivers	$1393.88	$36.68	$45.85

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

Penalty rates

When worked	Full-time / part-time	Casual
Afternoon shift (finishes after 6.30pm, by 12.30am)	$35.38 (117.5%)	$42.91 (142.5%)
Night shift (finishes after 12.30am, by 8.30am)	$39.14 (130%)	$46.67 (155%)
Saturday (first 2 hours)	$45.17 (150%)	$52.69 (175%)
Sunday	$60.22 (200%)	$67.75 (225%)
Public holiday	$75.28 (250%)	$82.80 (275%)

Dollar figures are for Level 1 – depot hand in training. Other levels scale from their own ordinary rate above.

Junior rates (% of adult)

Age	% of adult rate
19	80%
20	100%
Under 19	70%

Common allowances

Allowance	Amount
Industry allowance (all purposes — already in the rates above) (all-purpose)	$3.24 per hour ($122.98 per week)
Leading hand – in charge of 4–8 employees	$30.19 per week
Leading hand – in charge of 9–15 employees	$44.72 per week
Leading hand – in charge of more than 15 employees	$61.49 per week
First aid allowance	$5.59 per day
Transport allowance	$10.64 per day
Boat allowance	$49.19 per week
Meal allowance – overtime	$21.82
Transport after overtime	Employer provides transport home, or pays at the minimum hourly rate for the time reasonably taken to get home

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 Waste Management Award 2020 [MA000043] 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/waste-management