

Dog groomer job description

A template for Australian grooming businesses. Pay rates checked 27 September 2026.

How to use it. Replace everything in [square brackets] and delete any line that does not fit the job. The grey notes are for you: each one gives the award or safety rule behind that section, so read it, then delete it before you post. Part 1 is a groomer and Part 2 is a bather or grooming assistant. The checklist at the end covers what to do before you advertise and in the first week.

Part 1: Groomer

About the role

[Business name] is a [salon / mobile / salon and mobile] dog grooming business in [suburb, state]. We are looking for a groomer to take dogs from bath to finish, [four] days a week. You will work [on your own / in a team of three groomers and a bather] and report to [name, role].

What you will do

- Meet owners at drop-off, agree the style, and note any health, behaviour or coat concerns on the client file.
- Complete full grooms: bath, dry, brush out and de-mat, clip and scissor to breed or owner style, then nails, ears and hygiene areas.
- [Hand-stripping, cat grooming or creative colour, if the job includes them.]
- Check skin, coat, eyes, ears and nails as you go, and tell the owner about anything a vet should look at.
- Handle anxious, elderly and reactive dogs calmly, following our handling procedure.
- Work to the appointment times in our booking system, and tell [name] early if a groom will run over.
- Clean and disinfect tables, baths, dryers and tools between dogs and at close, following the product instructions.
- Look after clippers, blades and scissors, and report faults.
- Show owners the finished groom at pick-up and book their next visit.
- [Mobile: drive our van to appointments, set up and pack down safely, and keep the van clean and stocked.]
- [Senior: train and check the work of the bather and junior groomers.]

For you, delete before posting. Fair Work's guidance is that classification follows the main purpose of the role and the duties the person actually performs, and it warns that job titles and job descriptions can be misleading. List the duties you will really roster. If the person will be in charge of 3 or more employees, the award adds a leading hand allowance: \$49.24 a week for 3 to 10 employees from 1 July 2026 (clause 17.2(b)).

What you will bring

- [Two] years or more of grooming experience with [the breeds and coats your clients bring, for example doodles, poodles and double coats].
- Full grooms finished to a consistent standard within the times on our service list.
- Calm, confident handling of dogs of every size and temperament.
- Clear, friendly conversations with owners, including when a matted coat has to come off short.
- [A current driver licence, to drive our van.]

Qualifications

- Certificate III in Animal Care Services (ACM30122) with the Pet Grooming specialisation, or equivalent grooming experience. [Delete if the job does not need it.]
- [A current first aid certificate is welcome.]

For you, delete before posting. No licence or registration is legally required for a person to work as a dog groomer in Australia, so there is none to ask for. State rules for grooming premises, such as the NSW Animal Welfare Code of Practice No 8, bind the business that runs them. If the job needs the Certificate III or equivalent skill, our reading of the award is Level 3. If you appoint the person as your first aider, the first aid allowance applies: \$22.38 a week from 1 July 2026 (clause 17.2(a)).

Hours and employment type

- [Full-time, 38 hours a week / Part-time, 24 hours a week / Casual]
- [Tuesday to Saturday, 8.00am to 4.30pm]
- [This role includes Saturdays / Sundays / public holidays]

For you, delete before posting. Full-time ordinary hours average 38 a week (award clause 9). For a part-time employee, agree in writing when they start the regular pattern of work, including the hours and the start and finish times each day (clause 10.2). Casuals are paid a 25% loading on ordinary hours and must be paid for at least 2 hours each time they come in (clause 11). Saturdays, Sundays, public holidays and Monday to Friday between 7pm and 7am attract penalty rates (clause 20).

Pay

This role is covered by the Miscellaneous Award 2020 (MA000104) at Level [3]. Pay is \$[00.00] an hour[, plus the 25% casual loading][, plus penalty rates for weekend and public holiday work].

For you, delete before posting. Minimum hourly rates from the first full pay period starting on or after 1 July 2026, from the [Fair Work pay guide for MA000104](#):

Level	Full-time and part-time	Casual, loading included
Level 1	\$25.74 an hour	\$32.18 an hour
Level 2	\$27.08 an hour	\$33.85 an hour
Level 3	\$29.45 an hour	\$36.81 an hour
Level 4	\$32.13 an hour	\$40.16 an hour

Staff under 21 are paid a percentage of these rates by age (clause 15.4). If you state a rate, it must not be below the award minimum for the job (Fair Work Act 2009, section 536AA). Rates change every July, so check the current pay guide and run the person through the Pay and Conditions Tool at calculate.fairwork.gov.au before you advertise.

Super

Super is paid on top of your pay at the super guarantee rate, 12% of qualifying earnings, into your super fund each payday.

For you, delete before posting. Under Payday Super, which started on 1 July 2026, the fund must receive each contribution within 7 business days after payday, or 20 business days for a new employee's first contribution (ATO).

Equipment and uniform

[We supply clippers, blades, scissors, dryers, tables and baths. / We supply everything except your own scissors.] [We supply your uniform.]

For you, delete before posting. The award has no tool allowance. It does require you to reimburse the cost of special clothing or a uniform you require (clause 17.3(a)), and reasonable expenses an employee incurs at your direction (clause 17.3(d)).

Safety

- Hearing protection is supplied, and worn whenever the dryers are running. [We arrange hearing tests for anyone who needs hearing protection often.]
- Large dogs are lifted with [our electric table / a ramp / two people].
- Shampoos, disinfectants and flea treatments are used as the label directs, and safety data sheets are kept [at the front desk].
- We follow a written handling and emergency procedure, with vet contact numbers at [the front desk]. No dog is sedated for grooming except under a vet's direction and with the owner's written consent.

For you, delete before posting. Safe Work Australia's noise exposure standard is 85 decibels averaged over eight hours, with a peak limit of 140 decibels. If a worker needs hearing protection often because noise is above the standard, you must provide audiometric testing. Lifting or restraining an animal can be a hazardous manual task, and mechanical aids such as a lifting table are one of the controls Safe Work Australia lists. Keep safety data sheets for the hazardous chemicals you use or store.

How to apply

Send [your CV and photos of a few recent grooms] to [email address] by [date]. Shortlisted applicants will be invited to a paid trial shift.

For you, delete before posting. Fair Work says an unpaid trial may be unlawful if it goes beyond a demonstration of the skills the job needs, runs longer than needed to show them, or is not directly supervised. Any time beyond what is reasonably needed must be paid at the minimum rate.

Part 2: Bather or grooming assistant

About the role

[Business name] is looking for a bather to get dogs ready for our groomers, [three] days a week. You will work under the direction of [name, role]. [No grooming experience is needed. We will train you.]

What you will do

- Bath and condition each dog with the products set for its coat, then dry it ready for the groomer.
- Brush out loose coat, and tell the groomer about mats, skin problems or lumps before they start.
- [Trim nails and clean ears, once trained.]
- Move dogs safely between the crates, the bath and the table, using [the ramp / the lifting table / a second person] for large dogs.
- Keep the bath, drying area and crates clean, and keep the washing going.
- Help at the front desk with drop-offs and pick-ups.
- [Once trained: face, feet and hygiene tidy-ups.]

For you, delete before posting. If a bather spends more than 4 hours of a day or shift on the duties of a higher classification, they are paid that classification's rate for the whole day or shift (clause 15.5). If full grooms are Level 3 work in your business, a bather covering them while a groomer is on leave can trigger it.

What you will bring

- Calm, confident handling of dogs of every size.
- Happy with wet, physical work around loud dryers, using the lifting equipment we provide.
- Reliable, and willing to ask when you are not sure.
- [An interest in training as a groomer.]

Hours and employment type

- [Full-time, 38 hours a week / Part-time, 24 hours a week / Casual]
- [Tuesday to Saturday, 8.00am to 4.30pm]
- [This role includes Saturdays / Sundays / public holidays]

Pay

This role is covered by the Miscellaneous Award 2020 (MA000104) at Level [1 for the first 3 months, then Level 2]. Pay is \$[00.00] an hour[, plus the 25% casual loading][, plus penalty rates for weekend and public holiday work].

For you, delete before posting. Placing a bather at Level 1 and then Level 2 is our reading of the award, not a Fair Work ruling. Level 1 is an employee in their first 3 months who is not doing Level 3 or 4 duties, and Level 2 is the same after 3 months (clause 12.1). Staff under 21 are paid a percentage of the adult rate by age (clause 15.4). A trainee on a registered traineeship is paid under the National Training Wage in Schedule E instead (clause 15.8). The Pay and Conditions Tool at calculate.fairwork.gov.au works out each case.

Super, equipment, safety and how to apply

As in Part 1. If you post this role on its own, copy those sections in here.

Checklist

Before you post it

- List the duties you will actually roster. Fair Work's guidance is that classification follows the duties actually performed, whatever the ad calls the job.
- Confirm the award. The Fair Work Ombudsman says the Miscellaneous Award covers pet groomers working for a pet grooming business, unless another award has a classification for them. Someone who grooms and also works in retail, in a pet shop for example, may be covered by a different award, depending on the work they are principally employed to do.
- Check the level with the Pay and Conditions Tool at calculate.fairwork.gov.au. The levels suggested in this template are our reading of the award.
- If you state a rate, check it is at or above the award minimum for the job (Fair Work Act 2009, section 536AA).

In the first week

- Give the Fair Work Information Statement before, or as soon as practicable after, they start (section 125). Casual employees also get the Casual Employment Information Statement (section 125B).
- For a part-time employee, record the agreed regular pattern of work in writing (clause 10.2).
- Set up super for each payday.
- Review the level whenever their duties change or they gain a qualification.

Template from petboost.com.au. Pay rates are from the Fair Work pay guide for the Miscellaneous Award, effective 1 July 2026, checked 27 September 2026. General information, not legal or employment advice.