

Pay Guide - Hydrocarbons Industry (Upstream) Award 2010

[MA000062]

Published 24 November 2015

Pay rates change from 1 July each year, the rates in this guide apply from 01 January 2015. If you have any questions about the information in this guide, please email PACTfeedback@fwo.gov.au

Information about the definition and operation of allowances, penalties and overtime can be found in the award and the Pay and Conditions Tool.

Rates of pay

The rates below include industry allowance.

Note: Trade qualified juniors must be paid the appropriate adult rate.

Adult

Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday - 6am to 6pm - first 2 hours | Saturday 6am to 6pm - after 2 hours | Sunday - 6am to 6pm | Public holiday |
|--|-----------------|-----------------|---------------------------------------|-------------------------------------|---------------------|----------------|
| Entry level - introductory | \$708.97 | \$18.66 | \$27.99 | \$37.32 | \$37.32 | \$46.65 |
| Level 1 - basic | \$741.67 | \$19.52 | \$29.28 | \$39.04 | \$39.04 | \$48.80 |
| Level 2 - intermediate | \$768.57 | \$20.23 | \$30.35 | \$40.46 | \$40.46 | \$50.58 |
| Level 3 - competent | \$790.67 | \$20.81 | \$31.22 | \$41.62 | \$41.62 | \$52.03 |
| Level 4 - advanced | \$840.57 | \$22.12 | \$33.18 | \$44.24 | \$44.24 | \$55.30 |
| Level 5 - advanced specialist | \$892.27 | \$23.48 | \$35.22 | \$46.96 | \$46.96 | \$58.70 |
| Level 6 - dual trade | \$933.87 | \$24.58 | \$36.87 | \$49.16 | \$49.16 | \$61.45 |
| Level 7 - dual trade instrument technician | \$969.97 | \$25.53 | \$38.30 | \$51.06 | \$51.06 | \$63.83 |

Table 2 of 2

| Classification | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - continuous shiftwork |
|--|---|---------------------------------------|---|--|--|--|--|
| Entry level - introductory | \$21.46 | \$21.46 | \$24.26 | \$27.99 | \$37.32 | \$37.32 | \$37.32 |
| Level 1 - basic | \$22.45 | \$22.45 | \$25.38 | \$29.28 | \$39.04 | \$39.04 | \$39.04 |
| Level 2 - intermediate | \$23.26 | \$23.26 | \$26.30 | \$30.35 | \$40.46 | \$40.46 | \$40.46 |
| Level 3 - competent | \$23.93 | \$23.93 | \$27.05 | \$31.22 | \$41.62 | \$41.62 | \$41.62 |
| Level 4 - advanced | \$25.44 | \$25.44 | \$28.76 | \$33.18 | \$44.24 | \$44.24 | \$44.24 |
| Level 5 - advanced specialist | \$27.00 | \$27.00 | \$30.52 | \$35.22 | \$46.96 | \$46.96 | \$46.96 |
| Level 6 - dual trade | \$28.27 | \$28.27 | \$31.95 | \$36.87 | \$49.16 | \$49.16 | \$49.16 |
| Level 7 - dual trade instrument technician | \$29.36 | \$29.36 | \$33.19 | \$38.30 | \$51.06 | \$51.06 | \$51.06 |

Casual

Table 1 of 2

| Classification | Hourly pay rate | Saturday - 6am to 6pm - first 2 hours | Saturday 6am to 6pm - after 2 hours | Sunday - 6am to 6pm | Public holiday | Afternoon shift - Monday to Friday |
|--|-----------------|---------------------------------------|-------------------------------------|---------------------|----------------|------------------------------------|
| Entry level - introductory | \$23.33 | \$32.66 | \$41.99 | \$41.99 | \$51.32 | \$26.12 |
| Level 1 - basic | \$24.40 | \$34.16 | \$43.92 | \$43.92 | \$53.68 | \$27.33 |
| Level 2 - intermediate | \$25.29 | \$35.40 | \$45.52 | \$45.52 | \$55.63 | \$28.32 |
| Level 3 - competent | \$26.01 | \$36.42 | \$46.82 | \$46.82 | \$57.23 | \$29.13 |
| Level 4 - advanced | \$27.65 | \$38.71 | \$49.77 | \$49.77 | \$60.83 | \$30.97 |
| Level 5 - advanced specialist | \$29.35 | \$41.09 | \$52.83 | \$52.83 | \$64.57 | \$32.87 |
| Level 6 - dual trade | \$30.73 | \$43.02 | \$55.31 | \$55.31 | \$67.60 | \$34.41 |
| Level 7 - dual trade instrument technician | \$31.91 | \$44.68 | \$57.44 | \$57.44 | \$70.21 | \$35.74 |

Table 2 of 2

| Classification | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - continuous shiftwork |
|--|--------------------------------|--|---|---|---|---------------------------------|
| Entry level - introductory | \$26.12 | \$28.92 | \$32.66 | \$41.99 | \$41.99 | \$41.99 |
| Level 1 - basic | \$27.33 | \$30.26 | \$34.16 | \$43.92 | \$43.92 | \$43.92 |
| Level 2 - intermediate | \$28.32 | \$31.36 | \$35.40 | \$45.52 | \$45.52 | \$45.52 |
| Level 3 - competent | \$29.13 | \$32.26 | \$36.42 | \$46.82 | \$46.82 | \$46.82 |
| Level 4 - advanced | \$30.97 | \$34.29 | \$38.71 | \$49.77 | \$49.77 | \$49.77 |
| Level 5 - advanced specialist | \$32.87 | \$36.39 | \$41.09 | \$52.83 | \$52.83 | \$52.83 |
| Level 6 - dual trade | \$34.41 | \$38.10 | \$43.02 | \$55.31 | \$55.31 | \$55.31 |
| Level 7 - dual trade instrument technician | \$35.74 | \$39.57 | \$44.68 | \$57.44 | \$57.44 | \$57.44 |

Junior - Full-time & part-time - 16 years and under

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday - 6am to 6pm - first 2 hours | Saturday 6am to 6pm - after 2 hours | Sunday - 6am to 6pm | Public holiday |
|----------------------------|-----------------|-----------------|---------------------------------------|-------------------------------------|---------------------|----------------|
| Entry level - introductory | \$542.85 | \$14.29 | \$21.44 | \$28.58 | \$28.58 | \$35.73 |
| Level 1 - basic | \$567.37 | \$14.93 | \$22.40 | \$29.86 | \$29.86 | \$37.33 |
| Level 2 - intermediate | \$587.55 | \$15.46 | \$23.19 | \$30.92 | \$30.92 | \$38.65 |
| Level 3 - competent | \$604.12 | \$15.90 | \$23.85 | \$31.80 | \$31.80 | \$39.75 |
| Level 4 - advanced | \$641.55 | \$16.88 | \$25.32 | \$33.76 | \$33.76 | \$42.20 |

Table 2 of 2

| Classification | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - continuous shiftwork |
|----------------------------|------------------------------------|--------------------------------|--|---|---|---|---------------------------------|
| Entry level - introductory | \$16.43 | \$16.43 | \$18.58 | \$21.44 | \$28.58 | \$28.58 | \$28.58 |
| Level 1 - basic | \$17.17 | \$17.17 | \$19.41 | \$22.40 | \$29.86 | \$29.86 | \$29.86 |
| Level 2 - intermediate | \$17.78 | \$17.78 | \$20.10 | \$23.19 | \$30.92 | \$30.92 | \$30.92 |
| Level 3 - competent | \$18.29 | \$18.29 | \$20.67 | \$23.85 | \$31.80 | \$31.80 | \$31.80 |
| Level 4 - advanced | \$19.41 | \$19.41 | \$21.94 | \$25.32 | \$33.76 | \$33.76 | \$33.76 |

Junior - Full-time & part-time - 17 years

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday - 6am to 6pm - first 2 hours | Saturday 6am to 6pm - after 2 hours | Sunday - 6am to 6pm | Public holiday |
|----------------------------|-----------------|-----------------|---------------------------------------|-------------------------------------|---------------------|----------------|
| Entry level - introductory | \$609.30 | \$16.03 | \$24.05 | \$32.06 | \$32.06 | \$40.08 |
| Level 1 - basic | \$637.09 | \$16.77 | \$25.16 | \$33.54 | \$33.54 | \$41.93 |
| Level 2 - intermediate | \$659.96 | \$17.37 | \$26.06 | \$34.74 | \$34.74 | \$43.43 |
| Level 3 - competent | \$678.74 | \$17.86 | \$26.79 | \$35.72 | \$35.72 | \$44.65 |
| Level 4 - advanced | \$721.16 | \$18.98 | \$28.47 | \$37.96 | \$37.96 | \$47.45 |

Table 2 of 2

| Classification | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - continuous shiftwork |
|----------------------------|------------------------------------|--------------------------------|--|---|---|---|---------------------------------|
| Entry level - introductory | \$18.43 | \$18.43 | \$20.84 | \$24.05 | \$32.06 | \$32.06 | \$32.06 |
| Level 1 - basic | \$19.29 | \$19.29 | \$21.80 | \$25.16 | \$33.54 | \$33.54 | \$33.54 |
| Level 2 - intermediate | \$19.98 | \$19.98 | \$22.58 | \$26.06 | \$34.74 | \$34.74 | \$34.74 |
| Level 3 - competent | \$20.54 | \$20.54 | \$23.22 | \$26.79 | \$35.72 | \$35.72 | \$35.72 |
| Level 4 - advanced | \$21.83 | \$21.83 | \$24.67 | \$28.47 | \$37.96 | \$37.96 | \$37.96 |

Junior - Casual - 16 years and under

Table 1 of 2

| Classification | Hourly pay rate | Saturday - 6am to 6pm - first 2 hours | Saturday 6am to 6pm - after 2 hours | Sunday - 6am to 6pm | Public holiday | Afternoon shift - Monday to Friday |
|----------------------------|-----------------|---------------------------------------|-------------------------------------|---------------------|----------------|------------------------------------|
| Entry level - introductory | \$17.86 | \$25.01 | \$32.15 | \$32.15 | \$39.30 | \$20.01 |
| Level 1 - basic | \$18.66 | \$26.13 | \$33.59 | \$33.59 | \$41.06 | \$20.90 |
| Level 2 - intermediate | \$19.33 | \$27.06 | \$34.79 | \$34.79 | \$42.52 | \$21.64 |
| Level 3 - competent | \$19.88 | \$27.83 | \$35.78 | \$35.78 | \$43.73 | \$22.26 |
| Level 4 - advanced | \$21.10 | \$29.54 | \$37.98 | \$37.98 | \$46.42 | \$23.63 |

Table 2 of 2

| Classification | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - continuous shiftwork |
|----------------------------|--------------------------------|--|---|---|---|---------------------------------|
| Entry level - introductory | \$20.01 | \$22.15 | \$25.01 | \$32.15 | \$32.15 | \$32.15 |
| Level 1 - basic | \$20.90 | \$23.14 | \$26.13 | \$33.59 | \$33.59 | \$33.59 |
| Level 2 - intermediate | \$21.64 | \$23.96 | \$27.06 | \$34.79 | \$34.79 | \$34.79 |
| Level 3 - competent | \$22.26 | \$24.65 | \$27.83 | \$35.78 | \$35.78 | \$35.78 |
| Level 4 - advanced | \$23.63 | \$26.16 | \$29.54 | \$37.98 | \$37.98 | \$37.98 |

Junior - Casual - 17 years

Table 1 of 2

| Classification | Hourly pay rate | Saturday - 6am to 6pm - first 2 hours | Saturday 6am to 6pm - after 2 hours | Sunday - 6am to 6pm | Public holiday | Afternoon shift - Monday to Friday |
|----------------------------|-----------------|---------------------------------------|-------------------------------------|---------------------|----------------|------------------------------------|
| Entry level - introductory | \$20.04 | \$28.05 | \$36.07 | \$36.07 | \$44.08 | \$22.44 |
| Level 1 - basic | \$20.96 | \$29.35 | \$37.73 | \$37.73 | \$46.12 | \$23.48 |
| Level 2 - intermediate | \$21.71 | \$30.40 | \$39.08 | \$39.08 | \$47.77 | \$24.32 |
| Level 3 - competent | \$22.33 | \$31.26 | \$40.19 | \$40.19 | \$49.12 | \$25.00 |
| Level 4 - advanced | \$23.73 | \$33.22 | \$42.71 | \$42.71 | \$52.20 | \$26.57 |

Table 2 of 2

| Classification | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - continuous shiftwork |
|----------------------------|--------------------------------|--|---|---|---|---------------------------------|
| Entry level - introductory | \$22.44 | \$24.85 | \$28.05 | \$36.07 | \$36.07 | \$36.07 |
| Level 1 - basic | \$23.48 | \$25.99 | \$29.35 | \$37.73 | \$37.73 | \$37.73 |
| Level 2 - intermediate | \$24.32 | \$26.92 | \$30.40 | \$39.08 | \$39.08 | \$39.08 |
| Level 3 - competent | \$25.00 | \$27.68 | \$31.26 | \$40.19 | \$40.19 | \$40.19 |
| Level 4 - advanced | \$26.57 | \$29.42 | \$33.22 | \$42.71 | \$42.71 | \$42.71 |

Apprentice - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday - 6am to 6pm - first 2 hours | Saturday 6am to 6pm - after 2 hours | Sunday - 6am to 6pm | Public holiday |
|-----------------------|-----------------|-----------------|---------------------------------------|-------------------------------------|---------------------|----------------|
| Apprentice - 1st year | \$380.26 | \$10.01 | \$15.02 | \$20.02 | \$20.02 | \$25.03 |
| Apprentice - 2nd year | \$454.88 | \$11.97 | \$17.96 | \$23.94 | \$23.94 | \$29.93 |
| Apprentice - 3rd year | \$604.12 | \$15.90 | \$23.85 | \$31.80 | \$31.80 | \$39.75 |
| Apprentice - 4th year | \$701.13 | \$18.45 | \$27.68 | \$36.90 | \$36.90 | \$46.13 |

Table 2 of 2

| Classification | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - continuous shiftwork |
|-----------------------|------------------------------------|--------------------------------|--|---|---|---|---------------------------------|
| Apprentice - 1st year | \$11.51 | \$11.51 | \$13.01 | \$15.02 | \$20.02 | \$20.02 | \$20.02 |
| Apprentice - 2nd year | \$13.77 | \$13.77 | \$15.56 | \$17.96 | \$23.94 | \$23.94 | \$23.94 |
| Apprentice - 3rd year | \$18.29 | \$18.29 | \$20.67 | \$23.85 | \$31.80 | \$31.80 | \$31.80 |
| Apprentice - 4th year | \$21.22 | \$21.22 | \$23.99 | \$27.68 | \$36.90 | \$36.90 | \$36.90 |

Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday - 6am to 6pm - first 2 hours | Saturday 6am to 6pm - after 2 hours | Sunday - 6am to 6pm | Public holiday |
|-----------------------|------------------------|------------------------|--|--|----------------------------|-----------------------|
| Apprentice - 1st year | \$417.57 | \$10.99 | \$16.49 | \$21.98 | \$21.98 | \$27.48 |
| Apprentice - 2nd year | \$492.19 | \$12.95 | \$19.43 | \$25.90 | \$25.90 | \$32.38 |
| Apprentice - 3rd year | \$604.12 | \$15.90 | \$23.85 | \$31.80 | \$31.80 | \$39.75 |
| Apprentice - 4th year | \$701.13 | \$18.45 | \$27.68 | \$36.90 | \$36.90 | \$46.13 |

Table 2 of 2

| Classification | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - continuous shiftwork |
|-----------------------|---|---------------------------------------|---|--|--|--|--|
| Apprentice - 1st year | \$12.64 | \$12.64 | \$14.29 | \$16.49 | \$21.98 | \$21.98 | \$21.98 |
| Apprentice - 2nd year | \$14.89 | \$14.89 | \$16.84 | \$19.43 | \$25.90 | \$25.90 | \$25.90 |
| Apprentice - 3rd year | \$18.29 | \$18.29 | \$20.67 | \$23.85 | \$31.80 | \$31.80 | \$31.80 |
| Apprentice - 4th year | \$21.22 | \$21.22 | \$23.99 | \$27.68 | \$36.90 | \$36.90 | \$36.90 |

Apprentice - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday - 6am to 6pm - first 2 hours | Saturday 6am to 6pm - after 2 hours | Sunday - 6am to 6pm | Public holiday |
|-----------------------|-----------------|-----------------|---------------------------------------|-------------------------------------|---------------------|----------------|
| Apprentice - 1st year | \$454.88 | \$11.97 | \$17.96 | \$23.94 | \$23.94 | \$29.93 |
| Apprentice - 2nd year | \$529.50 | \$13.93 | \$20.90 | \$27.86 | \$27.86 | \$34.83 |
| Apprentice - 3rd year | \$604.12 | \$15.90 | \$23.85 | \$31.80 | \$31.80 | \$39.75 |
| Apprentice - 4th year | \$701.13 | \$18.45 | \$27.68 | \$36.90 | \$36.90 | \$46.13 |

Table 2 of 2

| Classification | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - continuous shiftwork |
|-----------------------|------------------------------------|--------------------------------|--|---|---|---|---------------------------------|
| Apprentice - 1st year | \$13.77 | \$13.77 | \$15.56 | \$17.96 | \$23.94 | \$23.94 | \$23.94 |
| Apprentice - 2nd year | \$16.02 | \$16.02 | \$18.11 | \$20.90 | \$27.86 | \$27.86 | \$27.86 |
| Apprentice - 3rd year | \$18.29 | \$18.29 | \$20.67 | \$23.85 | \$31.80 | \$31.80 | \$31.80 |
| Apprentice - 4th year | \$21.22 | \$21.22 | \$23.99 | \$27.68 | \$36.90 | \$36.90 | \$36.90 |

Adult apprentice - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday - 6am to 6pm - first 2 hours | Saturday 6am to 6pm - after 2 hours | Sunday - 6am to 6pm | Public holiday |
|-----------------------|-----------------|-----------------|---------------------------------------|-------------------------------------|---------------------|----------------|
| Apprentice - 1st year | \$380.26 | \$10.01 | \$15.02 | \$20.02 | \$20.02 | \$25.03 |
| Apprentice - 2nd year | \$454.88 | \$11.97 | \$17.96 | \$23.94 | \$23.94 | \$29.93 |
| Apprentice - 3rd year | \$604.12 | \$15.90 | \$23.85 | \$31.80 | \$31.80 | \$39.75 |
| Apprentice - 4th year | \$701.13 | \$18.45 | \$27.68 | \$36.90 | \$36.90 | \$46.13 |

Table 2 of 2

| Classification | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - continuous shiftwork |
|-----------------------|------------------------------------|--------------------------------|--|---|---|---|---------------------------------|
| Apprentice - 1st year | \$11.51 | \$11.51 | \$13.01 | \$15.02 | \$20.02 | \$20.02 | \$20.02 |
| Apprentice - 2nd year | \$13.77 | \$13.77 | \$15.56 | \$17.96 | \$23.94 | \$23.94 | \$23.94 |
| Apprentice - 3rd year | \$18.29 | \$18.29 | \$20.67 | \$23.85 | \$31.80 | \$31.80 | \$31.80 |
| Apprentice - 4th year | \$21.22 | \$21.22 | \$23.99 | \$27.68 | \$36.90 | \$36.90 | \$36.90 |

Adult apprentice - Started after 1 Jan 2014 - Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday - 6am to 6pm - first 2 hours | Saturday 6am to 6pm - after 2 hours | Sunday - 6am to 6pm | Public holiday |
|-----------------------|-----------------|-----------------|---------------------------------------|-------------------------------------|---------------------|----------------|
| Apprentice - 1st year | \$641.43 | \$16.88 | \$25.32 | \$33.76 | \$33.76 | \$42.20 |
| Apprentice - 2nd year | \$708.97 | \$18.66 | \$27.99 | \$37.32 | \$37.32 | \$46.65 |
| Apprentice - 3rd year | \$708.97 | \$18.66 | \$27.99 | \$37.32 | \$37.32 | \$46.65 |
| Apprentice - 4th year | \$708.97 | \$18.66 | \$27.99 | \$37.32 | \$37.32 | \$46.65 |

Table 2 of 2

| Classification | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - continuous shiftwork |
|-----------------------|------------------------------------|--------------------------------|--|---|---|---|---------------------------------|
| Apprentice - 1st year | \$19.41 | \$19.41 | \$21.94 | \$25.32 | \$33.76 | \$33.76 | \$33.76 |
| Apprentice - 2nd year | \$21.46 | \$21.46 | \$24.26 | \$27.99 | \$37.32 | \$37.32 | \$37.32 |
| Apprentice - 3rd year | \$21.46 | \$21.46 | \$24.26 | \$27.99 | \$37.32 | \$37.32 | \$37.32 |
| Apprentice - 4th year | \$21.46 | \$21.46 | \$24.26 | \$27.99 | \$37.32 | \$37.32 | \$37.32 |

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before penalties and overtime are calculated.

| Allowances | Rate |
|---|---|
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| * Industry allowance (already included in the rate tables above) | \$1.17 per hour |
| * Electrical licence allowance | \$0.57 per hour |
| Leading hand allowance - in charge of 3-10 employees | \$0.56 per hour up to a maximum of \$21.19 per week |
| Leading hand allowance - in charge of 11-20 employees | \$0.88 per hour up to a maximum of \$33.50 per week |
| Leading hand allowance - in charge of more than 20 employees | \$1.12 per hour up to a maximum of \$42.38 per week |
| Living away from home allowance - remote work | \$44.77 each day or part of the day the employee is living away |
| Meal allowance | \$15.24 after each 4 hours of overtime worked |
| Remote work - transport reimbursement | reimbursement for the cost of return transport between the assembly point and the workplace |
| Remote work allowance - travel time in excess of 4 hours | payment at the minimum hourly rate for the period in excess of four hours up to a maximum of 12 hours in respect of any one journey |
| Remote work - termination of employment - transport reimbursement | reimbursement for the cost of transport from the workplace to the designated assembly point |
| Stand-by - away from home | reimbursement for the cost of board and accommodation |
| Tool allowance | \$0.39 per hour up to a maximum of \$14.65 per week |

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.