

Pay Guide - Journalists Published Media Award

[MA000067]

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Pay rates for this award will change from 01 November 2020. The rates in this guide apply from 18 June 2020.

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

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Rates of pay

Adult

Magazine or wire service - Full-time & part-time

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Weekend - starts between 6am and 7am | Weekend - finishes between 6pm and 8.30pm | Weekend-starts after 8.30pm or finishes before 6am | Public holiday | Shiftwork Monday to Friday - starts between 6am and 7am |
|--------------------------------------|-----------------|-----------------|--------------------------------------|---|--|----------------|---|
| Cadet 1st year | N/A | \$14.86 | \$17.83 | \$17.83 | \$18.95 | \$37.15 | \$16.35 |
| Cadet 2nd year | N/A | \$18.58 | \$22.30 | \$22.30 | \$23.69 | \$46.45 | \$20.44 |
| Cadet 3rd year / Graduate cadet | N/A | \$22.29 | \$26.75 | \$26.75 | \$28.42 | \$55.73 | \$24.52 |
| Editorial employee band 1 - level 1 | \$941.10 | \$24.77 | \$29.72 | \$29.72 | \$31.58 | \$61.93 | \$27.25 |
| Editorial employee band 1 - level 2 | \$967.50 | \$25.46 | \$30.55 | \$30.55 | \$32.46 | \$63.65 | \$28.01 |
| Editorial employee band 1 - level 3 | \$1,009.00 | \$26.55 | \$31.86 | \$31.86 | \$33.85 | \$66.38 | \$29.21 |
| Editorial employee band 1 - level 4 | \$1,036.10 | \$27.27 | \$32.72 | \$32.72 | \$34.77 | \$68.18 | \$30.00 |
| Editorial employee band 1 - level 5 | \$1,063.10 | \$27.98 | \$33.58 | \$33.58 | \$35.67 | \$69.95 | \$30.78 |
| Editorial employee band 1 - level 6 | \$1,117.60 | \$29.41 | \$35.29 | \$35.29 | \$37.50 | \$73.53 | \$32.35 |
| Editorial employee band 1 - level 7 | \$1,166.40 | \$30.69 | \$36.83 | \$36.83 | \$39.13 | \$76.73 | \$33.76 |
| Editorial employee band 2 - level 8 | \$1,220.80 | \$32.13 | \$38.56 | \$38.56 | \$40.97 | \$80.33 | \$35.34 |
| Editorial employee band 2 - level 9 | \$1,301.90 | \$34.26 | \$40.69 | \$40.69 | \$43.10 | \$85.65 | \$37.47 |
| Editorial employee band 2 - level 10 | \$1,383.30 | \$36.40 | \$42.83 | \$42.83 | \$45.24 | \$91.00 | \$39.61 |
| Editorial employee band 3 - level 11 | \$1,424.20 | \$37.48 | \$43.91 | \$43.91 | \$46.32 | \$93.70 | \$40.69 |
| Editorial employee band 3 - level 12 | \$1,600.30 | \$42.11 | N/A | N/A | N/A | \$105.28 | N/A |
| Editorial employee band 3 - level 13 | \$1,789.90 | \$47.10 | N/A | N/A | N/A | \$117.75 | N/A |

Table 2 of 3

| Classification | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) | Overtime - first 3 hours - in excess of agreed hours (part-time only) | Overtime - after 3 hours - in excess of agreed hours (part-time only) |
|--------------------------------------|---|--|--|--|--|--|
| Cadet 1st year | \$16.35 | \$17.46 | \$22.29 | \$29.72 | \$22.29 | \$29.72 |
| Cadet 2nd year | \$20.44 | \$21.83 | \$27.87 | \$37.16 | \$27.87 | \$37.16 |
| Cadet 3rd year / Graduate cadet | \$24.52 | \$26.19 | \$33.44 | \$44.58 | \$33.44 | \$44.58 |
| Editorial employee band 1 - level 1 | \$27.25 | \$29.10 | \$37.16 | \$49.54 | \$37.16 | \$49.54 |
| Editorial employee band 1 - level 2 | \$28.01 | \$29.92 | \$38.19 | \$50.92 | \$38.19 | \$50.92 |
| Editorial employee band 1 - level 3 | \$29.21 | \$31.20 | \$39.83 | \$53.10 | \$39.83 | \$53.10 |
| Editorial employee band 1 - level 4 | \$30.00 | \$32.04 | \$40.91 | \$54.54 | \$40.91 | \$54.54 |
| Editorial employee band 1 - level 5 | \$30.78 | \$32.88 | \$41.97 | \$55.96 | \$41.97 | \$55.96 |
| Editorial employee band 1 - level 6 | \$32.35 | \$34.56 | \$44.12 | \$58.82 | \$44.12 | \$58.82 |
| Editorial employee band 1 - level 7 | \$33.76 | \$36.06 | \$46.04 | \$61.38 | \$46.04 | \$61.38 |
| Editorial employee band 2 - level 8 | \$35.34 | \$37.75 | \$48.20 | \$64.26 | \$48.20 | \$64.26 |
| Editorial employee band 2 - level 9 | \$37.47 | \$39.88 | \$51.39 | \$68.52 | \$51.39 | \$68.52 |
| Editorial employee band 2 - level 10 | \$39.61 | \$42.02 | \$54.60 | \$72.80 | \$54.60 | \$72.80 |
| Editorial employee band 3 - level 11 | \$40.69 | \$43.10 | \$56.22 | \$74.96 | \$56.22 | \$74.96 |
| Editorial employee band 3 - level 12 | N/A | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | N/A | N/A | N/A | N/A |

Table 3 of 3

| Classification | Overtime - working on a day off | Overtime - distant engagement - first 8 hours | Overtime - distant engagement - after 8 hours | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|--|---|--|---|
| Cadet 1st year | \$29.72 | \$22.29 | \$29.72 | \$22.29 | \$29.72 | \$22.29 |
| Cadet 2nd year | \$37.16 | \$27.87 | \$37.16 | \$27.87 | \$37.16 | \$27.87 |
| Cadet 3rd year / Graduate cadet | \$44.58 | \$33.44 | \$44.58 | \$33.44 | \$44.58 | \$33.44 |
| Editorial employee band 1 - level 1 | \$49.54 | \$37.16 | \$49.54 | \$37.16 | \$49.54 | \$37.16 |
| Editorial employee band 1 - level 2 | \$50.92 | \$38.19 | \$50.92 | \$38.19 | \$50.92 | \$38.19 |
| Editorial employee band 1 - level 3 | \$53.10 | \$39.83 | \$53.10 | \$39.83 | \$53.10 | \$39.83 |
| Editorial employee band 1 - level 4 | \$54.54 | \$40.91 | \$54.54 | \$40.91 | \$54.54 | \$40.91 |
| Editorial employee band 1 - level 5 | \$55.96 | \$41.97 | \$55.96 | \$41.97 | \$55.96 | \$41.97 |
| Editorial employee band 1 - level 6 | \$58.82 | \$44.12 | \$58.82 | \$44.12 | \$58.82 | \$44.12 |
| Editorial employee band 1 - level 7 | \$61.38 | \$46.04 | \$61.38 | \$46.04 | \$61.38 | \$46.04 |
| Editorial employee band 2 - level 8 | \$64.26 | \$48.20 | \$64.26 | \$48.20 | \$64.26 | \$48.20 |
| Editorial employee band 2 - level 9 | \$68.52 | \$51.39 | \$68.52 | \$51.39 | \$68.52 | \$51.39 |
| Editorial employee band 2 - level 10 | \$72.80 | \$54.60 | \$72.80 | \$54.60 | \$72.80 | \$54.60 |
| Editorial employee band 3 - level 11 | \$74.96 | \$56.22 | \$74.96 | \$56.22 | \$74.96 | \$56.22 |
| Editorial employee band 3 - level 12 | \$84.22 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$94.20 | N/A | N/A | N/A | N/A | N/A |

Country non-daily newspaper - Full-time & part-time

If the Sub-editing allowance applies the rates below should not be used, and should be calculated using [PACT](#).

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Weekend - starts between 6am and 7am or finishes between 6pm and 8.30pm | Weekend - starts after 8.30pm or finishes before 6am | Public holiday | Shiftwork Monday to Friday - starts between 6am and 7am |
|-------------------------------------|-----------------|-----------------|---|--|----------------|---|
| Cadet 1st year | N/A | \$14.86 | \$16.35 | \$17.09 | \$37.15 | \$16.35 |
| Cadet 2nd year | N/A | \$18.58 | \$20.44 | \$21.37 | \$46.45 | \$20.44 |
| Cadet 3rd year / Graduate cadet | N/A | \$22.29 | \$24.52 | \$25.63 | \$55.73 | \$24.52 |
| Editorial employee band 1 - level 1 | \$941.10 | \$24.77 | \$27.25 | \$28.49 | \$61.93 | \$27.25 |
| Editorial employee band 1 - level 2 | \$967.50 | \$25.46 | \$28.01 | \$29.28 | \$63.65 | \$28.01 |
| Editorial employee band 1 - level 3 | \$1,009.00 | \$26.55 | \$29.21 | \$30.53 | \$66.38 | \$29.21 |
| Editorial employee band 1 - level 4 | \$1,036.10 | \$27.27 | \$30.00 | \$31.36 | \$68.18 | \$30.00 |
| Editorial employee band 1 - level 5 | \$1,063.10 | \$27.98 | \$30.78 | \$32.18 | \$69.95 | \$30.78 |
| Editorial employee band 1 - level 6 | \$1,117.60 | \$29.41 | \$32.35 | \$33.82 | \$73.53 | \$32.35 |
| Editorial employee band 1 - level 7 | \$1,166.40 | \$30.69 | \$33.63 | \$35.10 | \$76.73 | \$33.63 |
| Editorial employee band 2 - level 8 | \$1,220.80 | \$32.13 | \$35.07 | \$36.54 | \$80.33 | \$35.07 |
| Editorial employee band 2 - level 9 | \$1,301.90 | \$34.26 | N/A | N/A | \$85.65 | N/A |

Table 2 of 3

| Classification | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) | Overtime - first 3 hours - in excess of agreed hours (part-time only) | Overtime - after 3 hours - in excess of agreed hours (part-time only) |
|-------------------------------------|---|--|--|--|--|--|
| Cadet 1st year | \$16.35 | \$17.09 | \$22.29 | \$29.72 | \$22.29 | \$29.72 |
| Cadet 2nd year | \$20.44 | \$21.37 | \$27.87 | \$37.16 | \$27.87 | \$37.16 |
| Cadet 3rd year / Graduate cadet | \$24.52 | \$25.63 | \$33.44 | \$44.58 | \$33.44 | \$44.58 |
| Editorial employee band 1 - level 1 | \$27.25 | \$37.16 | \$37.16 | \$49.54 | \$37.16 | \$49.54 |
| Editorial employee band 1 - level 2 | \$28.01 | \$38.19 | \$38.19 | \$50.92 | \$38.19 | \$50.92 |
| Editorial employee band 1 - level 3 | \$29.21 | \$39.83 | \$39.83 | \$53.10 | \$39.83 | \$53.10 |
| Editorial employee band 1 - level 4 | \$30.00 | \$40.91 | \$40.91 | \$54.54 | \$40.91 | \$54.54 |
| Editorial employee band 1 - level 5 | \$30.78 | \$41.97 | \$41.97 | \$55.96 | \$41.97 | \$55.96 |
| Editorial employee band 1 - level 6 | \$32.35 | \$44.12 | \$44.12 | \$58.82 | \$44.12 | \$58.82 |
| Editorial employee band 1 - level 7 | \$33.63 | \$46.04 | \$46.04 | \$61.38 | \$46.04 | \$61.38 |
| Editorial employee band 2 - level 8 | \$35.07 | \$48.20 | \$48.20 | \$64.26 | \$48.20 | \$64.26 |
| Editorial employee band 2 - level 9 | N/A | N/A | N/A | N/A | N/A | N/A |

Table 3 of 3

| Classification | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|-------------------------------------|--|---|--|---|
| Cadet 1st year | \$29.72 | \$22.29 | \$29.72 | \$22.29 |
| Cadet 2nd year | \$37.16 | \$27.87 | \$37.16 | \$27.87 |
| Cadet 3rd year / Graduate cadet | \$44.58 | \$33.44 | \$44.58 | \$33.44 |
| Editorial employee band 1 - level 1 | \$49.54 | \$37.16 | \$49.54 | \$37.16 |
| Editorial employee band 1 - level 2 | \$50.92 | \$38.19 | \$50.92 | \$38.19 |
| Editorial employee band 1 - level 3 | \$53.10 | \$39.83 | \$53.10 | \$39.83 |
| Editorial employee band 1 - level 4 | \$54.54 | \$40.91 | \$54.54 | \$40.91 |
| Editorial employee band 1 - level 5 | \$55.96 | \$41.97 | \$55.96 | \$41.97 |
| Editorial employee band 1 - level 6 | \$58.82 | \$44.12 | \$58.82 | \$44.12 |
| Editorial employee band 1 - level 7 | \$61.38 | \$46.04 | \$61.38 | \$46.04 |
| Editorial employee band 2 - level 8 | \$64.26 | \$48.20 | \$64.26 | \$48.20 |
| Editorial employee band 2 - level 9 | \$68.52 | N/A | N/A | N/A |

Metropolitan daily newspaper - Full-time & part-time

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Weekend - starts between 6am and 7am | Weekend - finishes between 6pm and 8.30pm | Weekend-starts after 8.30pm or finishes before 6am | Public holiday | Shiftwork Monday to Friday - starts between 6am and 7am |
|--------------------------------------|-----------------|-----------------|--------------------------------------|---|--|----------------|---|
| Cadet 1st year | N/A | \$14.86 | \$17.83 | \$17.83 | \$18.95 | \$37.15 | \$16.35 |
| Cadet 2nd year | N/A | \$18.58 | \$22.30 | \$22.30 | \$23.69 | \$46.45 | \$20.44 |
| Cadet 3rd year / Graduate cadet | N/A | \$22.29 | \$26.75 | \$26.75 | \$28.42 | \$55.73 | \$24.52 |
| Editorial employee band 1 - level 1 | \$941.10 | \$24.77 | \$29.72 | \$29.72 | \$31.58 | \$61.93 | \$27.25 |
| Editorial employee band 1 - level 2 | \$967.50 | \$25.46 | \$30.55 | \$30.55 | \$32.46 | \$63.65 | \$28.01 |
| Editorial employee band 1 - level 3 | \$1,009.00 | \$26.55 | \$31.86 | \$31.86 | \$33.85 | \$66.38 | \$29.21 |
| Editorial employee band 1 - level 4 | \$1,036.10 | \$27.27 | \$32.72 | \$32.72 | \$34.77 | \$68.18 | \$30.00 |
| Editorial employee band 1 - level 5 | \$1,063.10 | \$27.98 | \$33.58 | \$33.58 | \$35.67 | \$69.95 | \$30.78 |
| Editorial employee band 1 - level 6 | \$1,117.60 | \$29.41 | \$35.29 | \$35.29 | \$37.50 | \$73.53 | \$32.35 |
| Editorial employee band 1 - level 7 | \$1,166.40 | \$30.69 | \$36.83 | \$36.83 | \$39.13 | \$76.73 | \$33.76 |
| Editorial employee band 2 - level 8 | \$1,220.80 | \$32.13 | \$38.56 | \$38.56 | \$40.97 | \$80.33 | \$35.34 |
| Editorial employee band 2 - level 9 | \$1,301.90 | \$34.26 | \$40.69 | \$40.69 | \$43.10 | \$85.65 | \$37.47 |
| Editorial employee band 2 - level 10 | \$1,383.30 | \$36.40 | \$42.83 | \$42.83 | \$45.24 | \$91.00 | \$39.61 |
| Editorial employee band 3 - level 11 | \$1,424.20 | \$37.48 | \$43.91 | \$43.91 | \$46.32 | \$93.70 | \$40.69 |
| Editorial employee band 3 - level 12 | \$1,600.30 | \$42.11 | N/A | N/A | N/A | \$105.28 | N/A |
| Editorial employee band 3 - level 13 | \$1,789.90 | \$47.10 | N/A | N/A | N/A | \$117.75 | N/A |

Table 2 of 3

| Classification | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) | Overtime - first 3 hours - in excess of agreed hours (part-time only) | Overtime - after 3 hours - in excess of agreed hours (part-time only) |
|--------------------------------------|---|--|--|--|--|--|
| Cadet 1st year | \$16.35 | \$17.46 | \$22.29 | \$29.72 | \$22.29 | \$29.72 |
| Cadet 2nd year | \$20.44 | \$21.83 | \$27.87 | \$37.16 | \$27.87 | \$37.16 |
| Cadet 3rd year / Graduate cadet | \$24.52 | \$26.19 | \$33.44 | \$44.58 | \$33.44 | \$44.58 |
| Editorial employee band 1 - level 1 | \$27.25 | \$29.10 | \$37.16 | \$49.54 | \$37.16 | \$49.54 |
| Editorial employee band 1 - level 2 | \$28.01 | \$29.92 | \$38.19 | \$50.92 | \$38.19 | \$50.92 |
| Editorial employee band 1 - level 3 | \$29.21 | \$31.20 | \$39.83 | \$53.10 | \$39.83 | \$53.10 |
| Editorial employee band 1 - level 4 | \$30.00 | \$32.04 | \$40.91 | \$54.54 | \$40.91 | \$54.54 |
| Editorial employee band 1 - level 5 | \$30.78 | \$32.88 | \$41.97 | \$55.96 | \$41.97 | \$55.96 |
| Editorial employee band 1 - level 6 | \$32.35 | \$34.56 | \$44.12 | \$58.82 | \$44.12 | \$58.82 |
| Editorial employee band 1 - level 7 | \$33.76 | \$36.06 | \$46.04 | \$61.38 | \$46.04 | \$61.38 |
| Editorial employee band 2 - level 8 | \$35.34 | \$37.75 | \$48.20 | \$64.26 | \$48.20 | \$64.26 |
| Editorial employee band 2 - level 9 | \$37.47 | \$39.88 | \$51.39 | \$68.52 | \$51.39 | \$68.52 |
| Editorial employee band 2 - level 10 | \$39.61 | \$42.02 | \$54.60 | \$72.80 | \$54.60 | \$72.80 |
| Editorial employee band 3 - level 11 | \$40.69 | \$43.10 | \$56.22 | \$74.96 | \$56.22 | \$74.96 |
| Editorial employee band 3 - level 12 | N/A | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | N/A | N/A | N/A | N/A |

Table 3 of 3

| Classification | Overtime - working on a day off | Overtime - distant engagement - first 8 hours | Overtime - distant engagement - after 8 hours | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|--|---|--|---|
| Cadet 1st year | \$29.72 | \$22.29 | \$29.72 | \$22.29 | \$29.72 | \$22.29 |
| Cadet 2nd year | \$37.16 | \$27.87 | \$37.16 | \$27.87 | \$37.16 | \$27.87 |
| Cadet 3rd year / Graduate cadet | \$44.58 | \$33.44 | \$44.58 | \$33.44 | \$44.58 | \$33.44 |
| Editorial employee band 1 - level 1 | \$49.54 | \$37.16 | \$49.54 | \$37.16 | \$49.54 | \$37.16 |
| Editorial employee band 1 - level 2 | \$50.92 | \$38.19 | \$50.92 | \$38.19 | \$50.92 | \$38.19 |
| Editorial employee band 1 - level 3 | \$53.10 | \$39.83 | \$53.10 | \$39.83 | \$53.10 | \$39.83 |
| Editorial employee band 1 - level 4 | \$54.54 | \$40.91 | \$54.54 | \$40.91 | \$54.54 | \$40.91 |
| Editorial employee band 1 - level 5 | \$55.96 | \$41.97 | \$55.96 | \$41.97 | \$55.96 | \$41.97 |
| Editorial employee band 1 - level 6 | \$58.82 | \$44.12 | \$58.82 | \$44.12 | \$58.82 | \$44.12 |
| Editorial employee band 1 - level 7 | \$61.38 | \$46.04 | \$61.38 | \$46.04 | \$61.38 | \$46.04 |
| Editorial employee band 2 - level 8 | \$64.26 | \$48.20 | \$64.26 | \$48.20 | \$64.26 | \$48.20 |
| Editorial employee band 2 - level 9 | \$68.52 | \$51.39 | \$68.52 | \$51.39 | \$68.52 | \$51.39 |
| Editorial employee band 2 - level 10 | \$72.80 | \$54.60 | \$72.80 | \$54.60 | \$72.80 | \$54.60 |
| Editorial employee band 3 - level 11 | \$74.96 | \$56.22 | \$74.96 | \$56.22 | \$74.96 | \$56.22 |
| Editorial employee band 3 - level 12 | \$84.22 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$94.20 | N/A | N/A | N/A | N/A | N/A |

Regional daily newspaper - Full-time & part-time

If the Sub-editing allowance applies the rates below should not be used, and should be calculated using [PACT](#).

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Weekend - starts between 6am and 7am | Weekend - finishes between 6pm and 8.30pm | Weekend-starts after 8.30pm or finishes before 6am | Public holiday |
|--------------------------------------|-----------------|-----------------|--------------------------------------|---|--|----------------|
| Cadet 1st year | N/A | \$14.86 | \$17.83 | \$17.83 | \$18.58 | \$37.15 |
| Cadet 2nd year | N/A | \$18.58 | \$22.30 | \$22.30 | \$23.23 | \$46.45 |
| Cadet 3rd year / Graduate cadet | N/A | \$22.29 | \$26.75 | \$26.75 | \$27.86 | \$55.73 |
| Editorial employee band 1 - level 1 | \$941.10 | \$24.77 | \$29.72 | \$29.72 | \$30.96 | \$61.93 |
| Editorial employee band 1 - level 2 | \$967.50 | \$25.46 | \$30.55 | \$30.55 | \$31.83 | \$63.65 |
| Editorial employee band 1 - level 3 | \$1,009.00 | \$26.55 | \$31.86 | \$31.86 | \$33.19 | \$66.38 |
| Editorial employee band 1 - level 4 | \$1,036.10 | \$27.27 | \$32.72 | \$32.72 | \$34.09 | \$68.18 |
| Editorial employee band 1 - level 5 | \$1,063.10 | \$27.98 | \$33.58 | \$33.58 | \$34.98 | \$69.95 |
| Editorial employee band 1 - level 6 | \$1,117.60 | \$29.41 | \$35.29 | \$35.29 | \$36.76 | \$73.53 |
| Editorial employee band 1 - level 7 | \$1,166.40 | \$30.69 | \$36.83 | \$36.83 | \$38.36 | \$76.73 |
| Editorial employee band 2 - level 8 | \$1,220.80 | \$32.13 | \$38.56 | \$38.56 | \$40.16 | \$80.33 |
| Editorial employee band 2 - level 9 | \$1,301.90 | \$34.26 | \$40.69 | \$40.69 | \$42.29 | \$85.65 |
| Editorial employee band 2 - level 10 | \$1,383.30 | \$36.40 | \$42.83 | \$42.83 | \$44.43 | \$91.00 |

Table 2 of 3

| Classification | Shiftwork Monday to Friday - starts between 6am and 7am | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) | Overtime - first 3 hours - in excess of agreed hours (part-time only) |
|--------------------------------------|--|---|--|--|--|--|
| Cadet 1st year | \$16.35 | \$16.35 | \$17.09 | \$22.29 | \$29.72 | \$22.29 |
| Cadet 2nd year | \$20.44 | \$20.44 | \$21.37 | \$27.87 | \$37.16 | \$27.87 |
| Cadet 3rd year / Graduate cadet | \$24.52 | \$24.52 | \$25.63 | \$33.44 | \$44.58 | \$33.44 |
| Editorial employee band 1 - level 1 | \$27.25 | \$27.25 | \$28.49 | \$37.16 | \$49.54 | \$37.16 |
| Editorial employee band 1 - level 2 | \$28.01 | \$28.01 | \$29.28 | \$38.19 | \$50.92 | \$38.19 |
| Editorial employee band 1 - level 3 | \$29.21 | \$29.21 | \$30.53 | \$39.83 | \$53.10 | \$39.83 |
| Editorial employee band 1 - level 4 | \$30.00 | \$30.00 | \$31.36 | \$40.91 | \$54.54 | \$40.91 |
| Editorial employee band 1 - level 5 | \$30.78 | \$30.78 | \$32.18 | \$41.97 | \$55.96 | \$41.97 |
| Editorial employee band 1 - level 6 | \$32.35 | \$32.35 | \$33.82 | \$44.12 | \$58.82 | \$44.12 |
| Editorial employee band 1 - level 7 | \$33.76 | \$33.76 | \$35.29 | \$46.04 | \$61.38 | \$46.04 |
| Editorial employee band 2 - level 8 | \$35.34 | \$35.34 | \$36.95 | \$48.20 | \$64.26 | \$48.20 |
| Editorial employee band 2 - level 9 | \$37.47 | \$37.47 | \$39.08 | \$51.39 | \$68.52 | \$51.39 |
| Editorial employee band 2 - level 10 | \$39.61 | \$39.61 | \$41.22 | \$54.60 | \$72.80 | \$54.60 |

Table 3 of 3

| Classification | Overtime - after 3 hours - in excess of agreed hours (part-time only) | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|---|--|---|
| Cadet 1st year | \$29.72 | \$29.72 | \$22.29 | \$29.72 | \$22.29 |
| Cadet 2nd year | \$37.16 | \$37.16 | \$27.87 | \$37.16 | \$27.87 |
| Cadet 3rd year / Graduate cadet | \$44.58 | \$44.58 | \$33.44 | \$44.58 | \$33.44 |
| Editorial employee band 1 - level 1 | \$49.54 | \$49.54 | \$37.16 | \$49.54 | \$37.16 |
| Editorial employee band 1 - level 2 | \$50.92 | \$50.92 | \$38.19 | \$50.92 | \$38.19 |
| Editorial employee band 1 - level 3 | \$53.10 | \$53.10 | \$39.83 | \$53.10 | \$39.83 |
| Editorial employee band 1 - level 4 | \$54.54 | \$54.54 | \$40.91 | \$54.54 | \$40.91 |
| Editorial employee band 1 - level 5 | \$55.96 | \$55.96 | \$41.97 | \$55.96 | \$41.97 |
| Editorial employee band 1 - level 6 | \$58.82 | \$58.82 | \$44.12 | \$58.82 | \$44.12 |
| Editorial employee band 1 - level 7 | \$61.38 | \$61.38 | \$46.04 | \$61.38 | \$46.04 |
| Editorial employee band 2 - level 8 | \$64.26 | \$64.26 | \$48.20 | \$64.26 | \$48.20 |
| Editorial employee band 2 - level 9 | \$68.52 | \$68.52 | \$51.39 | \$68.52 | \$51.39 |
| Editorial employee band 2 - level 10 | \$72.80 | \$72.80 | \$54.60 | \$72.80 | \$54.60 |

Specialist publications - Full-time & part-time

A specialist publication is a publication that employs 20 or fewer editorial employees, not including a regional daily newspaper, country non-daily newspaper, suburban or metropolitan daily newspaper.

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime (where time off in lieu isn't taken)- first 8 hours - not specialist online publications | Overtime (where time off in lieu isn't taken)- after 8 hours in a week - not specialist online publications |
|--------------------------------------|-----------------|-----------------|----------------|---|---|
| Cadet 1st year | N/A | \$14.86 | \$37.15 | \$22.29 | \$29.72 |
| Cadet 2nd year | N/A | \$18.58 | \$46.45 | \$27.87 | \$37.16 |
| Cadet 3rd year / Graduate cadet | N/A | \$22.29 | \$55.73 | \$33.44 | \$44.58 |
| Editorial employee band 1 - level 1 | \$941.10 | \$24.77 | \$61.93 | \$37.16 | \$49.54 |
| Editorial employee band 1 - level 2 | \$967.50 | \$25.46 | \$63.65 | \$38.19 | \$50.92 |
| Editorial employee band 1 - level 3 | \$1,009.00 | \$26.55 | \$66.38 | \$39.83 | \$53.10 |
| Editorial employee band 1 - level 4 | \$1,036.10 | \$27.27 | \$68.18 | \$40.91 | \$54.54 |
| Editorial employee band 1 - level 5 | \$1,063.10 | \$27.98 | \$69.95 | \$41.97 | \$55.96 |
| Editorial employee band 1 - level 6 | \$1,117.60 | \$29.41 | \$73.53 | \$44.12 | \$58.82 |
| Editorial employee band 1 - level 7 | \$1,166.40 | \$30.69 | \$76.73 | \$46.04 | \$61.38 |
| Editorial employee band 2 - level 8 | \$1,220.80 | \$32.13 | \$80.33 | \$48.20 | \$64.26 |
| Editorial employee band 2 - level 9 | \$1,301.90 | \$34.26 | \$85.65 | \$51.39 | \$68.52 |
| Editorial employee band 2 - level 10 | \$1,383.30 | \$36.40 | \$91.00 | \$54.60 | \$72.80 |

Suburban newspaper - Full-time & part-time

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Weekend - starts between 6am and 7am | Weekend - finishes between 6pm and 8.30pm | Weekend- starts after 8.30pm or finishes before 6am | Public holiday |
|--------------------------------------|-----------------|-----------------|--------------------------------------|---|---|----------------|
| Cadet 1st year | N/A | \$14.86 | \$17.83 | \$17.83 | \$18.95 | \$37.15 |
| Cadet 2nd year | N/A | \$18.58 | \$22.30 | \$22.30 | \$23.69 | \$46.45 |
| Cadet 3rd year / Graduate cadet | N/A | \$22.29 | \$26.75 | \$26.75 | \$28.42 | \$55.73 |
| Editorial employee band 1 - level 1 | \$941.10 | \$24.77 | \$29.72 | \$29.72 | \$31.58 | \$61.93 |
| Editorial employee band 1 - level 2 | \$967.50 | \$25.46 | \$30.55 | \$30.55 | \$32.46 | \$63.65 |
| Editorial employee band 1 - level 3 | \$1,009.00 | \$26.55 | \$31.86 | \$31.86 | \$33.85 | \$66.38 |
| Editorial employee band 1 - level 4 | \$1,036.10 | \$27.27 | \$32.58 | \$32.58 | \$34.57 | \$68.18 |
| Editorial employee band 1 - level 5 | \$1,063.10 | \$27.98 | \$33.29 | \$33.29 | \$35.28 | \$69.95 |
| Editorial employee band 1 - level 6 | \$1,117.60 | \$29.41 | \$34.72 | \$34.72 | \$36.71 | \$73.53 |
| Editorial employee band 1 - level 7 | \$1,166.40 | \$30.69 | \$36.00 | \$36.00 | \$37.99 | \$76.73 |
| Editorial employee band 2 - level 8 | \$1,220.80 | \$32.13 | \$37.44 | \$37.44 | \$39.43 | \$80.33 |
| Editorial employee band 2 - level 9 | \$1,301.90 | \$34.26 | \$39.57 | \$39.57 | \$41.56 | \$85.65 |
| Editorial employee band 2 - level 10 | \$1,383.30 | \$36.40 | N/A | N/A | N/A | \$91.00 |

Table 2 of 3

| Classification | Shiftwork Monday to Friday - starts between 6am and 7am | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) | Overtime - first 3 hours - in excess of agreed hours (part-time only) |
|--------------------------------------|--|---|--|--|--|--|
| Cadet 1st year | \$16.35 | \$16.35 | \$17.46 | \$22.29 | \$29.72 | \$22.29 |
| Cadet 2nd year | \$20.44 | \$20.44 | \$21.83 | \$27.87 | \$37.16 | \$27.87 |
| Cadet 3rd year / Graduate cadet | \$24.52 | \$24.52 | \$26.19 | \$33.44 | \$44.58 | \$33.44 |
| Editorial employee band 1 - level 1 | \$27.25 | \$27.25 | \$29.10 | \$37.16 | \$49.54 | \$37.16 |
| Editorial employee band 1 - level 2 | \$28.01 | \$28.01 | \$29.92 | \$38.19 | \$50.92 | \$38.19 |
| Editorial employee band 1 - level 3 | \$29.21 | \$29.21 | \$31.20 | \$39.83 | \$53.10 | \$39.83 |
| Editorial employee band 1 - level 4 | \$29.93 | \$29.93 | \$31.92 | \$40.91 | \$54.54 | \$40.91 |
| Editorial employee band 1 - level 5 | \$30.64 | \$30.64 | \$32.63 | \$41.97 | \$55.96 | \$41.97 |
| Editorial employee band 1 - level 6 | \$32.07 | \$32.07 | \$34.06 | \$44.12 | \$58.82 | \$44.12 |
| Editorial employee band 1 - level 7 | \$33.35 | \$33.35 | \$35.34 | \$46.04 | \$61.38 | \$46.04 |
| Editorial employee band 2 - level 8 | \$34.79 | \$34.79 | \$36.78 | \$48.20 | \$64.26 | \$48.20 |
| Editorial employee band 2 - level 9 | \$36.92 | \$36.92 | \$38.91 | \$51.39 | \$68.52 | \$51.39 |
| Editorial employee band 2 - level 10 | N/A | N/A | N/A | N/A | N/A | N/A |

Table 3 of 3

| Classification | Overtime - after 3 hours - in excess of agreed hours (part-time only) | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|---|--|---|
| Cadet 1st year | \$29.72 | \$29.72 | \$22.29 | \$29.72 | \$22.29 |
| Cadet 2nd year | \$37.16 | \$37.16 | \$27.87 | \$37.16 | \$27.87 |
| Cadet 3rd year / Graduate cadet | \$44.58 | \$44.58 | \$33.44 | \$44.58 | \$33.44 |
| Editorial employee band 1 - level 1 | \$49.54 | \$49.54 | \$37.16 | \$49.54 | \$37.16 |
| Editorial employee band 1 - level 2 | \$50.92 | \$50.92 | \$38.19 | \$50.92 | \$38.19 |
| Editorial employee band 1 - level 3 | \$53.10 | \$53.10 | \$39.83 | \$53.10 | \$39.83 |
| Editorial employee band 1 - level 4 | \$54.54 | \$54.54 | \$40.91 | \$54.54 | \$40.91 |
| Editorial employee band 1 - level 5 | \$55.96 | \$55.96 | \$41.97 | \$55.96 | \$41.97 |
| Editorial employee band 1 - level 6 | \$58.82 | \$58.82 | \$44.12 | \$58.82 | \$44.12 |
| Editorial employee band 1 - level 7 | \$61.38 | \$61.38 | \$46.04 | \$61.38 | \$46.04 |
| Editorial employee band 2 - level 8 | \$64.26 | \$64.26 | \$48.20 | \$64.26 | \$48.20 |
| Editorial employee band 2 - level 9 | \$68.52 | \$68.52 | \$51.39 | \$68.52 | \$51.39 |
| Editorial employee band 2 - level 10 | N/A | \$72.80 | N/A | N/A | N/A |

Online publications - Full-time & part-time

These rates don't apply for online publications associated with print publications.

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Not given two days off |
|--------------------------------------|-----------------|-----------------|----------------|------------------------|
| Cadet 1st year | N/A | \$14.86 | \$37.15 | \$29.72 |
| Cadet 2nd year | N/A | \$18.58 | \$46.45 | \$37.16 |
| Cadet 3rd year / Graduate cadet | N/A | \$22.29 | \$55.73 | \$44.58 |
| Editorial employee band 1 - level 1 | \$941.10 | \$24.77 | \$61.93 | \$49.54 |
| Editorial employee band 1 - level 2 | \$967.50 | \$25.46 | \$63.65 | \$50.92 |
| Editorial employee band 1 - level 3 | \$1,009.00 | \$26.55 | \$66.38 | \$53.10 |
| Editorial employee band 1 - level 4 | \$1,036.10 | \$27.27 | \$68.18 | \$54.54 |
| Editorial employee band 1 - level 5 | \$1,063.10 | \$27.98 | \$69.95 | \$55.96 |
| Editorial employee band 1 - level 6 | \$1,117.60 | \$29.41 | \$73.53 | \$58.82 |
| Editorial employee band 1 - level 7 | \$1,166.40 | \$30.69 | \$76.73 | \$61.38 |
| Editorial employee band 2 - level 8 | \$1,220.80 | \$32.13 | \$80.33 | \$64.26 |
| Editorial employee band 2 - level 9 | \$1,301.90 | \$34.26 | \$85.65 | \$68.52 |
| Editorial employee band 2 - level 10 | \$1,383.30 | \$36.40 | \$91.00 | \$72.80 |
| Editorial employee band 3 - level 11 | \$1,424.20 | \$37.48 | \$93.70 | \$74.96 |
| Editorial employee band 3 - level 12 | \$1,600.30 | \$42.11 | \$105.28 | \$84.22 |
| Editorial employee band 3 - level 13 | \$1,789.90 | \$47.10 | \$117.75 | \$94.20 |

Other publications - Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Weekend - starts between 6am and 7am | Weekend - finishes between 6pm and 8.30pm | Public holiday | Shiftwork Monday to Friday - starts between 6am and 7am | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm | Overtime - first 2 hours (full-time only) |
|--------------------------------------|-----------------|-----------------|--------------------------------------|---|----------------|---|--|---|
| Cadet 1st year | N/A | \$14.86 | \$17.83 | \$17.83 | \$37.15 | \$16.35 | \$16.35 | \$22.29 |
| Cadet 2nd year | N/A | \$18.58 | \$22.30 | \$22.30 | \$46.45 | \$20.44 | \$20.44 | \$27.87 |
| Cadet 3rd year / Graduate cadet | N/A | \$22.29 | \$26.75 | \$26.75 | \$55.73 | \$24.52 | \$24.52 | \$33.44 |
| Editorial employee band 1 - level 1 | \$941.10 | \$24.77 | \$29.72 | \$29.72 | \$61.93 | \$27.25 | \$27.25 | \$37.16 |
| Editorial employee band 1 - level 2 | \$967.50 | \$25.46 | \$30.55 | \$30.55 | \$63.65 | \$28.01 | \$28.01 | \$38.19 |
| Editorial employee band 1 - level 3 | \$1,009.00 | \$26.55 | \$31.86 | \$31.86 | \$66.38 | \$29.21 | \$29.21 | \$39.83 |
| Editorial employee band 1 - level 4 | \$1,036.10 | \$27.27 | \$32.72 | \$32.72 | \$68.18 | \$30.00 | \$30.00 | \$40.91 |
| Editorial employee band 1 - level 5 | \$1,063.10 | \$27.98 | \$33.58 | \$33.58 | \$69.95 | \$30.78 | \$30.78 | \$41.97 |
| Editorial employee band 1 - level 6 | \$1,117.60 | \$29.41 | \$35.29 | \$35.29 | \$73.53 | \$32.35 | \$32.35 | \$44.12 |
| Editorial employee band 1 - level 7 | \$1,166.40 | \$30.69 | \$36.57 | \$36.57 | \$76.73 | \$33.63 | \$33.63 | \$46.04 |
| Editorial employee band 2 - level 8 | \$1,220.80 | \$32.13 | \$38.01 | \$38.01 | \$80.33 | \$35.07 | \$35.07 | \$48.20 |
| Editorial employee band 2 - level 9 | \$1,301.90 | \$34.26 | \$40.14 | \$40.14 | \$85.65 | \$37.20 | \$37.20 | \$51.39 |
| Editorial employee band 2 - level 10 | \$1,383.30 | \$36.40 | \$42.28 | \$42.28 | \$91.00 | \$39.34 | \$39.34 | \$54.60 |
| Editorial employee band 3 - level 11 | \$1,424.20 | \$37.48 | \$43.36 | \$43.36 | \$93.70 | \$40.42 | \$40.42 | \$56.22 |
| Editorial employee band 3 - level 12 | \$1,600.30 | \$42.11 | N/A | N/A | \$105.28 | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$1,789.90 | \$47.10 | N/A | N/A | \$117.75 | N/A | N/A | N/A |

Table 2 of 2

| Classification | Overtime - after 2 hours (full-time only) | Overtime - first 3 hours - in excess of agreed hours (part-time only) | Overtime - after 3 hours - in excess of agreed hours (part-time only) | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|--|--|---|--|---|
| Cadet 1st year | \$29.72 | \$22.29 | \$29.72 | \$29.72 | \$22.29 | \$29.72 | \$22.29 |
| Cadet 2nd year | \$37.16 | \$27.87 | \$37.16 | \$37.16 | \$27.87 | \$37.16 | \$27.87 |
| Cadet 3rd year / Graduate cadet | \$44.58 | \$33.44 | \$44.58 | \$44.58 | \$33.44 | \$44.58 | \$33.44 |
| Editorial employee band 1 - level 1 | \$49.54 | \$37.16 | \$49.54 | \$49.54 | \$37.16 | \$49.54 | \$37.16 |
| Editorial employee band 1 - level 2 | \$50.92 | \$38.19 | \$50.92 | \$50.92 | \$38.19 | \$50.92 | \$38.19 |
| Editorial employee band 1 - level 3 | \$53.10 | \$39.83 | \$53.10 | \$53.10 | \$39.83 | \$53.10 | \$39.83 |
| Editorial employee band 1 - level 4 | \$54.54 | \$40.91 | \$54.54 | \$54.54 | \$40.91 | \$54.54 | \$40.91 |
| Editorial employee band 1 - level 5 | \$55.96 | \$41.97 | \$55.96 | \$55.96 | \$41.97 | \$55.96 | \$41.97 |
| Editorial employee band 1 - level 6 | \$58.82 | \$44.12 | \$58.82 | \$58.82 | \$44.12 | \$58.82 | \$44.12 |
| Editorial employee band 1 - level 7 | \$61.38 | \$46.04 | \$61.38 | \$61.38 | \$46.04 | \$61.38 | \$46.04 |
| Editorial employee band 2 - level 8 | \$64.26 | \$48.20 | \$64.26 | \$64.26 | \$48.20 | \$64.26 | \$48.20 |
| Editorial employee band 2 - level 9 | \$68.52 | \$51.39 | \$68.52 | \$68.52 | \$51.39 | \$68.52 | \$51.39 |
| Editorial employee band 2 - level 10 | \$72.80 | \$54.60 | \$72.80 | \$72.80 | \$54.60 | \$72.80 | \$54.60 |
| Editorial employee band 3 - level 11 | \$74.96 | \$56.22 | \$74.96 | \$74.96 | \$56.22 | \$74.96 | \$56.22 |
| Editorial employee band 3 - level 12 | N/A | N/A | N/A | \$84.22 | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | N/A | \$94.20 | N/A | N/A | N/A |

Magazine or wire service - Casual

Table 1 of 3

| Classification | Hourly pay rate | Weekend - starts between 6am and 7am | Weekend - finishes between 6pm and 8.30pm | Weekend- starts after 8.30pm or finishes before 6am | Shiftwork Monday to Friday - starts between 6am and 7am | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm |
|--------------------------------------|-----------------|--------------------------------------|---|---|---|--|
| Editorial employee band 1 - level 1 | \$30.96 | \$35.91 | \$35.91 | \$37.77 | \$33.44 | \$33.44 |
| Editorial employee band 1 - level 2 | \$31.83 | \$36.92 | \$36.92 | \$38.83 | \$34.38 | \$34.38 |
| Editorial employee band 1 - level 3 | \$33.19 | \$38.50 | \$38.50 | \$40.49 | \$35.85 | \$35.85 |
| Editorial employee band 1 - level 4 | \$34.09 | \$39.54 | \$39.54 | \$41.59 | \$36.82 | \$36.82 |
| Editorial employee band 1 - level 5 | \$34.98 | \$40.58 | \$40.58 | \$42.67 | \$37.78 | \$37.78 |
| Editorial employee band 1 - level 6 | \$36.76 | \$42.64 | \$42.64 | \$44.85 | \$39.70 | \$39.70 |
| Editorial employee band 1 - level 7 | \$38.36 | \$44.50 | \$44.50 | \$46.80 | \$41.43 | \$41.43 |
| Editorial employee band 2 - level 8 | \$40.16 | \$46.59 | \$46.59 | \$49.00 | \$43.37 | \$43.37 |
| Editorial employee band 2 - level 9 | \$42.83 | \$49.26 | \$49.26 | \$51.67 | \$46.04 | \$46.04 |
| Editorial employee band 2 - level 10 | \$45.50 | \$51.93 | \$51.93 | \$54.34 | \$48.71 | \$48.71 |
| Editorial employee band 3 - level 11 | \$46.85 | \$53.28 | \$53.28 | \$55.69 | \$50.06 | \$50.06 |
| Editorial employee band 3 - level 12 | \$52.64 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$58.88 | N/A | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - working on a day off | Overtime - distant engagement - first 8 hours |
|--------------------------------------|--|-----------------------|---------------------------------|---------------------------------|--|--|
| Editorial employee band 1 - level 1 | \$35.29 | \$68.12 | \$43.35 | \$55.73 | \$55.73 | \$43.35 |
| Editorial employee band 1 - level 2 | \$36.29 | \$70.02 | \$44.56 | \$57.29 | \$57.29 | \$44.56 |
| Editorial employee band 1 - level 3 | \$37.84 | \$73.01 | \$46.46 | \$59.74 | \$59.74 | \$46.46 |
| Editorial employee band 1 - level 4 | \$38.86 | \$74.99 | \$47.72 | \$61.36 | \$61.36 | \$47.72 |
| Editorial employee band 1 - level 5 | \$39.88 | \$76.95 | \$48.97 | \$62.96 | \$62.96 | \$48.97 |
| Editorial employee band 1 - level 6 | \$41.91 | \$80.88 | \$51.47 | \$66.17 | \$66.17 | \$51.47 |
| Editorial employee band 1 - level 7 | \$43.73 | \$84.40 | \$53.71 | \$69.05 | \$69.05 | \$53.71 |
| Editorial employee band 2 - level 8 | \$45.78 | \$88.36 | \$56.23 | \$72.29 | \$72.29 | \$56.23 |
| Editorial employee band 2 - level 9 | \$48.45 | \$94.22 | \$59.96 | \$77.09 | \$77.09 | \$59.96 |
| Editorial employee band 2 - level 10 | \$51.12 | \$100.10 | \$63.70 | \$81.90 | \$81.90 | \$63.70 |
| Editorial employee band 3 - level 11 | \$52.47 | \$103.07 | \$65.59 | \$84.33 | \$84.33 | \$65.59 |
| Editorial employee band 3 - level 12 | N/A | \$115.80 | N/A | N/A | \$94.75 | N/A |
| Editorial employee band 3 - level 13 | N/A | \$129.53 | N/A | N/A | \$105.98 | N/A |

Table 3 of 3

| Classification | Overtime - distant engagement - after 8 hours | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|---|--|---|
| Editorial employee band 1 - level 1 | \$55.73 | \$43.35 | \$55.73 | \$43.35 |
| Editorial employee band 1 - level 2 | \$57.29 | \$44.56 | \$57.29 | \$44.56 |
| Editorial employee band 1 - level 3 | \$59.74 | \$46.46 | \$59.74 | \$46.46 |
| Editorial employee band 1 - level 4 | \$61.36 | \$47.72 | \$61.36 | \$47.72 |
| Editorial employee band 1 - level 5 | \$62.96 | \$48.97 | \$62.96 | \$48.97 |
| Editorial employee band 1 - level 6 | \$66.17 | \$51.47 | \$66.17 | \$51.47 |
| Editorial employee band 1 - level 7 | \$69.05 | \$53.71 | \$69.05 | \$53.71 |
| Editorial employee band 2 - level 8 | \$72.29 | \$56.23 | \$72.29 | \$56.23 |
| Editorial employee band 2 - level 9 | \$77.09 | \$59.96 | \$77.09 | \$59.96 |
| Editorial employee band 2 - level 10 | \$81.90 | \$63.70 | \$81.90 | \$63.70 |
| Editorial employee band 3 - level 11 | \$84.33 | \$65.59 | \$84.33 | \$65.59 |
| Editorial employee band 3 - level 12 | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | N/A | N/A |

Country non-daily newspaper - Casual

If the Sub-editing allowance applies the rates below should not be used, and should be calculated using [PACT](#).

Table 1 of 2

| Classification | Hourly pay rate | Weekend - starts between 6am and 7am or finishes between 6pm and 8.30pm | Weekend - starts after 8.30pm or finishes before 6am | Public holiday | Shiftwork Monday to Friday - starts between 6am and 7am | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am |
|-------------------------------------|-----------------|---|--|----------------|---|--|---|
| Editorial employee band 1 - level 1 | \$30.96 | \$33.44 | \$34.68 | \$68.12 | \$33.44 | \$33.44 | \$34.68 |
| Editorial employee band 1 - level 2 | \$31.83 | \$34.38 | \$35.65 | \$70.02 | \$34.38 | \$34.38 | \$35.65 |
| Editorial employee band 1 - level 3 | \$33.19 | \$35.85 | \$37.17 | \$73.01 | \$35.85 | \$35.85 | \$37.17 |
| Editorial employee band 1 - level 4 | \$34.09 | \$36.82 | \$38.18 | \$74.99 | \$36.82 | \$36.82 | \$38.18 |
| Editorial employee band 1 - level 5 | \$34.98 | \$37.78 | \$39.18 | \$76.95 | \$37.78 | \$37.78 | \$39.18 |
| Editorial employee band 1 - level 6 | \$36.76 | \$39.70 | \$41.17 | \$80.88 | \$39.70 | \$39.70 | \$41.17 |
| Editorial employee band 1 - level 7 | \$38.36 | \$41.30 | \$42.77 | \$84.40 | \$41.30 | \$41.30 | \$42.77 |
| Editorial employee band 2 - level 8 | \$40.16 | \$43.10 | \$44.57 | \$88.36 | \$43.10 | \$43.10 | \$44.57 |
| Editorial employee band 2 - level 9 | \$42.83 | N/A | N/A | \$94.22 | N/A | N/A | N/A |

Table 2 of 2

| Classification | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|-------------------------------------|--------------------------|--------------------------|---------------------------------|--|---------------------------------------|--|
| Editorial employee band 1 - level 1 | \$43.35 | \$55.73 | \$55.73 | \$43.35 | \$55.73 | \$43.35 |
| Editorial employee band 1 - level 2 | \$44.56 | \$57.29 | \$57.29 | \$44.56 | \$57.29 | \$44.56 |
| Editorial employee band 1 - level 3 | \$46.46 | \$59.74 | \$59.74 | \$46.46 | \$59.74 | \$46.46 |
| Editorial employee band 1 - level 4 | \$47.72 | \$61.36 | \$61.36 | \$47.72 | \$61.36 | \$47.72 |
| Editorial employee band 1 - level 5 | \$48.97 | \$62.96 | \$62.96 | \$48.97 | \$62.96 | \$48.97 |
| Editorial employee band 1 - level 6 | \$51.47 | \$66.17 | \$66.17 | \$51.47 | \$66.17 | \$51.47 |
| Editorial employee band 1 - level 7 | \$53.71 | \$69.05 | \$69.05 | \$53.71 | \$69.05 | \$53.71 |
| Editorial employee band 2 - level 8 | \$56.23 | \$72.29 | \$72.29 | \$56.23 | \$72.29 | \$56.23 |
| Editorial employee band 2 - level 9 | N/A | N/A | \$77.09 | N/A | N/A | N/A |

Metropolitan daily newspaper - Casual

Table 1 of 3

| Classification | Hourly pay rate | Weekend - starts between 6am and 7am | Weekend - finishes between 6pm and 8.30pm | Weekend- starts after 8.30pm or finishes before 6am | Public holiday | Shiftwork Monday to Friday - starts between 6am and 7am |
|--------------------------------------|-----------------|--------------------------------------|---|---|----------------|---|
| Editorial employee band 1 - level 1 | \$30.96 | \$35.91 | \$35.91 | \$37.77 | \$68.12 | \$33.44 |
| Editorial employee band 1 - level 2 | \$31.83 | \$36.92 | \$36.92 | \$38.83 | \$70.02 | \$34.38 |
| Editorial employee band 1 - level 3 | \$33.19 | \$38.50 | \$38.50 | \$40.49 | \$73.01 | \$35.85 |
| Editorial employee band 1 - level 4 | \$34.09 | \$39.54 | \$39.54 | \$41.59 | \$74.99 | \$36.82 |
| Editorial employee band 1 - level 5 | \$34.98 | \$40.58 | \$40.58 | \$42.67 | \$76.95 | \$37.78 |
| Editorial employee band 1 - level 6 | \$36.76 | \$42.64 | \$42.64 | \$44.85 | \$80.88 | \$39.70 |
| Editorial employee band 1 - level 7 | \$38.36 | \$44.50 | \$44.50 | \$46.80 | \$84.40 | \$41.43 |
| Editorial employee band 2 - level 8 | \$40.16 | \$46.59 | \$46.59 | \$49.00 | \$88.36 | \$43.37 |
| Editorial employee band 2 - level 9 | \$42.83 | \$49.26 | \$49.26 | \$51.67 | \$94.22 | \$46.04 |
| Editorial employee band 2 - level 10 | \$45.50 | \$51.93 | \$51.93 | \$54.34 | \$100.10 | \$48.71 |
| Editorial employee band 3 - level 11 | \$46.85 | \$53.28 | \$53.28 | \$55.69 | \$103.07 | \$50.06 |
| Editorial employee band 3 - level 12 | \$52.64 | N/A | N/A | N/A | \$115.80 | N/A |
| Editorial employee band 3 - level 13 | \$58.88 | N/A | N/A | N/A | \$129.53 | N/A |

Table 2 of 3

| Classification | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - working on a day off |
|--------------------------------------|---|--|---------------------------------|---------------------------------|--|
| Editorial employee band 1 - level 1 | \$33.44 | \$35.29 | \$43.35 | \$55.73 | \$55.73 |
| Editorial employee band 1 - level 2 | \$34.38 | \$36.29 | \$44.56 | \$57.29 | \$57.29 |
| Editorial employee band 1 - level 3 | \$35.85 | \$37.84 | \$46.46 | \$59.74 | \$59.74 |
| Editorial employee band 1 - level 4 | \$36.82 | \$38.86 | \$47.72 | \$61.36 | \$61.36 |
| Editorial employee band 1 - level 5 | \$37.78 | \$39.88 | \$48.97 | \$62.96 | \$62.96 |
| Editorial employee band 1 - level 6 | \$39.70 | \$41.91 | \$51.47 | \$66.17 | \$66.17 |
| Editorial employee band 1 - level 7 | \$41.43 | \$43.73 | \$53.71 | \$69.05 | \$69.05 |
| Editorial employee band 2 - level 8 | \$43.37 | \$45.78 | \$56.23 | \$72.29 | \$72.29 |
| Editorial employee band 2 - level 9 | \$46.04 | \$48.45 | \$59.96 | \$77.09 | \$77.09 |
| Editorial employee band 2 - level 10 | \$48.71 | \$51.12 | \$63.70 | \$81.90 | \$81.90 |
| Editorial employee band 3 - level 11 | \$50.06 | \$52.47 | \$65.59 | \$84.33 | \$84.33 |
| Editorial employee band 3 - level 12 | N/A | N/A | N/A | N/A | \$94.75 |
| Editorial employee band 3 - level 13 | N/A | N/A | N/A | N/A | \$105.98 |

Table 3 of 3

| Classification | Overtime - distant engagement - first 8 hours | Overtime - distant engagement - after 8 hours | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|---|--|---|
| Editorial employee band 1 - level 1 | \$43.35 | \$55.73 | \$43.35 | \$55.73 | \$43.35 |
| Editorial employee band 1 - level 2 | \$44.56 | \$57.29 | \$44.56 | \$57.29 | \$44.56 |
| Editorial employee band 1 - level 3 | \$46.46 | \$59.74 | \$46.46 | \$59.74 | \$46.46 |
| Editorial employee band 1 - level 4 | \$47.72 | \$61.36 | \$47.72 | \$61.36 | \$47.72 |
| Editorial employee band 1 - level 5 | \$48.97 | \$62.96 | \$48.97 | \$62.96 | \$48.97 |
| Editorial employee band 1 - level 6 | \$51.47 | \$66.17 | \$51.47 | \$66.17 | \$51.47 |
| Editorial employee band 1 - level 7 | \$53.71 | \$69.05 | \$53.71 | \$69.05 | \$53.71 |
| Editorial employee band 2 - level 8 | \$56.23 | \$72.29 | \$56.23 | \$72.29 | \$56.23 |
| Editorial employee band 2 - level 9 | \$59.96 | \$77.09 | \$59.96 | \$77.09 | \$59.96 |
| Editorial employee band 2 - level 10 | \$63.70 | \$81.90 | \$63.70 | \$81.90 | \$63.70 |
| Editorial employee band 3 - level 11 | \$65.59 | \$84.33 | \$65.59 | \$84.33 | \$65.59 |
| Editorial employee band 3 - level 12 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | N/A | N/A | N/A |

Regional daily newspaper - Casual

If the Sub-editing allowance applies the rates below should not be used, and should be calculated using [PACT](#).

Table 1 of 2

| Classification | Hourly pay rate | Weekend - starts between 6am and 7am | Weekend - finishes between 6pm and 8.30pm | Weekend-starts after 8.30pm or finishes before 6am | Public holiday | Shiftwork Monday to Friday - starts between 6am and 7am | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm |
|--------------------------------------|-----------------|--------------------------------------|---|--|----------------|---|--|
| Editorial employee band 1 - level 1 | \$30.96 | \$35.91 | \$35.91 | \$37.15 | \$68.12 | \$33.44 | \$33.44 |
| Editorial employee band 1 - level 2 | \$31.83 | \$36.92 | \$36.92 | \$38.20 | \$70.02 | \$34.38 | \$34.38 |
| Editorial employee band 1 - level 3 | \$33.19 | \$38.50 | \$38.50 | \$39.83 | \$73.01 | \$35.85 | \$35.85 |
| Editorial employee band 1 - level 4 | \$34.09 | \$39.54 | \$39.54 | \$40.91 | \$74.99 | \$36.82 | \$36.82 |
| Editorial employee band 1 - level 5 | \$34.98 | \$40.58 | \$40.58 | \$41.98 | \$76.95 | \$37.78 | \$37.78 |
| Editorial employee band 1 - level 6 | \$36.76 | \$42.64 | \$42.64 | \$44.11 | \$80.88 | \$39.70 | \$39.70 |
| Editorial employee band 1 - level 7 | \$38.36 | \$44.50 | \$44.50 | \$46.03 | \$84.40 | \$41.43 | \$41.43 |
| Editorial employee band 2 - level 8 | \$40.16 | \$46.59 | \$46.59 | \$48.19 | \$88.36 | \$43.37 | \$43.37 |
| Editorial employee band 2 - level 9 | \$42.83 | \$49.26 | \$49.26 | \$50.86 | \$94.22 | \$46.04 | \$46.04 |
| Editorial employee band 2 - level 10 | \$45.50 | \$51.93 | \$51.93 | \$53.53 | \$100.10 | \$48.71 | \$48.71 |

Table 2 of 2

| Classification | Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|---------------------------------|---------------------------------|--|---|--|---|
| Editorial employee band 1 - level 1 | \$34.68 | \$43.35 | \$55.73 | \$55.73 | \$43.35 | \$55.73 | \$43.35 |
| Editorial employee band 1 - level 2 | \$35.65 | \$44.56 | \$57.29 | \$57.29 | \$44.56 | \$57.29 | \$44.56 |
| Editorial employee band 1 - level 3 | \$37.17 | \$46.46 | \$59.74 | \$59.74 | \$46.46 | \$59.74 | \$46.46 |
| Editorial employee band 1 - level 4 | \$38.18 | \$47.72 | \$61.36 | \$61.36 | \$47.72 | \$61.36 | \$47.72 |
| Editorial employee band 1 - level 5 | \$39.18 | \$48.97 | \$62.96 | \$62.96 | \$48.97 | \$62.96 | \$48.97 |
| Editorial employee band 1 - level 6 | \$41.17 | \$51.47 | \$66.17 | \$66.17 | \$51.47 | \$66.17 | \$51.47 |
| Editorial employee band 1 - level 7 | \$42.96 | \$53.71 | \$69.05 | \$69.05 | \$53.71 | \$69.05 | \$53.71 |
| Editorial employee band 2 - level 8 | \$44.98 | \$56.23 | \$72.29 | \$72.29 | \$56.23 | \$72.29 | \$56.23 |
| Editorial employee band 2 - level 9 | \$47.65 | \$59.96 | \$77.09 | \$77.09 | \$59.96 | \$77.09 | \$59.96 |
| Editorial employee band 2 - level 10 | \$50.32 | \$63.70 | \$81.90 | \$81.90 | \$63.70 | \$81.90 | \$63.70 |

Specialist publications – Casual

A specialist publication is a publication that employs 20 or fewer editorial employees, not including a regional daily newspaper, country non-daily newspaper, suburban or metropolitan daily newspaper.

| Classification | Hourly pay rate | Public holiday |
|--------------------------------------|------------------------|-----------------------|
| Editorial employee band 1 - level 1 | \$30.96 | \$68.12 |
| Editorial employee band 1 - level 2 | \$31.83 | \$70.02 |
| Editorial employee band 1 - level 3 | \$33.19 | \$73.01 |
| Editorial employee band 1 - level 4 | \$34.09 | \$74.99 |
| Editorial employee band 1 - level 5 | \$34.98 | \$76.95 |
| Editorial employee band 1 - level 6 | \$36.76 | \$80.88 |
| Editorial employee band 1 - level 7 | \$38.36 | \$84.40 |
| Editorial employee band 2 - level 8 | \$40.16 | \$88.36 |
| Editorial employee band 2 - level 9 | \$42.83 | \$94.22 |
| Editorial employee band 2 - level 10 | \$45.50 | \$100.10 |

Suburban newspaper - Casual

Table 1 of 2

| Classification | Hourly pay rate | Weekend - starts between 6am and 7am | Weekend - finishes between 6pm and 8.30pm | Weekend - starts after 8.30pm or finishes before 6am | Public holiday | Shiftwork Monday to Friday - starts between 6am and 7am | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm |
|--------------------------------------|-----------------|--------------------------------------|---|--|----------------|---|--|
| Editorial employee band 1 - level 1 | \$30.96 | \$35.91 | \$35.91 | \$37.77 | \$68.12 | \$33.44 | \$33.44 |
| Editorial employee band 1 - level 2 | \$31.83 | \$36.92 | \$36.92 | \$38.83 | \$70.02 | \$34.38 | \$34.38 |
| Editorial employee band 1 - level 3 | \$33.19 | \$38.50 | \$38.50 | \$40.49 | \$73.01 | \$35.85 | \$35.85 |
| Editorial employee band 1 - level 4 | \$34.09 | \$39.40 | \$39.40 | \$41.39 | \$74.99 | \$36.75 | \$36.75 |
| Editorial employee band 1 - level 5 | \$34.98 | \$40.29 | \$40.29 | \$42.28 | \$76.95 | \$37.64 | \$37.64 |
| Editorial employee band 1 - level 6 | \$36.76 | \$42.07 | \$42.07 | \$44.06 | \$80.88 | \$39.42 | \$39.42 |
| Editorial employee band 1 - level 7 | \$38.36 | \$43.67 | \$43.67 | \$45.66 | \$84.40 | \$41.02 | \$41.02 |
| Editorial employee band 2 - level 8 | \$40.16 | \$45.47 | \$45.47 | \$47.46 | \$88.36 | \$42.82 | \$42.82 |
| Editorial employee band 2 - level 9 | \$42.83 | \$48.14 | \$48.14 | \$50.13 | \$94.22 | \$45.49 | \$45.49 |
| Editorial employee band 2 - level 10 | \$45.50 | N/A | N/A | N/A | \$100.10 | N/A | N/A |

Table 2 of 2

| Classification | Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|---|--------------------------|--------------------------|---------------------------------|--|---------------------------------------|--|
| Editorial employee band 1 - level 1 | \$35.29 | \$43.35 | \$55.73 | \$55.73 | \$43.35 | \$55.73 | \$43.35 |
| Editorial employee band 1 - level 2 | \$36.29 | \$44.56 | \$57.29 | \$57.29 | \$44.56 | \$57.29 | \$44.56 |
| Editorial employee band 1 - level 3 | \$37.84 | \$46.46 | \$59.74 | \$59.74 | \$46.46 | \$59.74 | \$46.46 |
| Editorial employee band 1 - level 4 | \$38.74 | \$47.72 | \$61.36 | \$61.36 | \$47.72 | \$61.36 | \$47.72 |
| Editorial employee band 1 - level 5 | \$39.63 | \$48.97 | \$62.96 | \$62.96 | \$48.97 | \$62.96 | \$48.97 |
| Editorial employee band 1 - level 6 | \$41.41 | \$51.47 | \$66.17 | \$66.17 | \$51.47 | \$66.17 | \$51.47 |
| Editorial employee band 1 - level 7 | \$43.01 | \$53.71 | \$69.05 | \$69.05 | \$53.71 | \$69.05 | \$53.71 |
| Editorial employee band 2 - level 8 | \$44.81 | \$56.23 | \$72.29 | \$72.29 | \$56.23 | \$72.29 | \$56.23 |
| Editorial employee band 2 - level 9 | \$47.48 | \$59.96 | \$77.09 | \$77.09 | \$59.96 | \$77.09 | \$59.96 |
| Editorial employee band 2 - level 10 | N/A | N/A | N/A | \$81.90 | N/A | N/A | N/A |

Online publications - Casual

These rates don't apply for online publications associated with print publications.

| Classification | Hourly pay rate | Public holiday | Not given two days off |
|--------------------------------------|------------------------|-----------------------|-------------------------------|
| Editorial employee band 1 - level 1 | \$30.96 | \$68.12 | \$55.73 |
| Editorial employee band 1 - level 2 | \$31.83 | \$70.02 | \$57.29 |
| Editorial employee band 1 - level 3 | \$33.19 | \$73.01 | \$59.74 |
| Editorial employee band 1 - level 4 | \$34.09 | \$74.99 | \$61.36 |
| Editorial employee band 1 - level 5 | \$34.98 | \$76.95 | \$62.96 |
| Editorial employee band 1 - level 6 | \$36.76 | \$80.88 | \$66.17 |
| Editorial employee band 1 - level 7 | \$38.36 | \$84.40 | \$69.05 |
| Editorial employee band 2 - level 8 | \$40.16 | \$88.36 | \$72.29 |
| Editorial employee band 2 - level 9 | \$42.83 | \$94.22 | \$77.09 |
| Editorial employee band 2 - level 10 | \$45.50 | \$100.10 | \$81.90 |
| Editorial employee band 3 - level 11 | \$46.85 | \$103.07 | \$84.33 |
| Editorial employee band 3 - level 12 | \$52.64 | \$115.80 | \$94.75 |
| Editorial employee band 3 - level 13 | \$58.88 | \$129.53 | \$105.98 |

Other publications - Casual

Table 1 of 2

| Classification | Hourly pay rate | Weekend - starts between 6am and 7am | Weekend - finishes between 6pm and 8.30pm | Public holiday | Shiftwork Monday to Friday - starts between 6am and 7am | Shiftwork Monday to Friday - finishes between 6pm and 8.30pm |
|--------------------------------------|-----------------|--------------------------------------|---|----------------|---|--|
| Editorial employee band 1 - level 1 | \$30.96 | \$35.91 | \$35.91 | \$68.12 | \$33.44 | \$33.44 |
| Editorial employee band 1 - level 2 | \$31.83 | \$36.92 | \$36.92 | \$70.02 | \$34.38 | \$34.38 |
| Editorial employee band 1 - level 3 | \$33.19 | \$38.50 | \$38.50 | \$73.01 | \$35.85 | \$35.85 |
| Editorial employee band 1 - level 4 | \$34.09 | \$39.54 | \$39.54 | \$74.99 | \$36.82 | \$36.82 |
| Editorial employee band 1 - level 5 | \$34.98 | \$40.58 | \$40.58 | \$76.95 | \$37.78 | \$37.78 |
| Editorial employee band 1 - level 6 | \$36.76 | \$42.64 | \$42.64 | \$80.88 | \$39.70 | \$39.70 |
| Editorial employee band 1 - level 7 | \$38.36 | \$44.24 | \$44.24 | \$84.40 | \$41.30 | \$41.30 |
| Editorial employee band 2 - level 8 | \$40.16 | \$46.04 | \$46.04 | \$88.36 | \$43.10 | \$43.10 |
| Editorial employee band 2 - level 9 | \$42.83 | \$48.71 | \$48.71 | \$94.22 | \$45.77 | \$45.77 |
| Editorial employee band 2 - level 10 | \$45.50 | \$51.38 | \$51.38 | \$100.10 | \$48.44 | \$48.44 |
| Editorial employee band 3 - level 11 | \$46.85 | \$52.73 | \$52.73 | \$103.07 | \$49.79 | \$49.79 |
| Editorial employee band 3 - level 12 | \$52.64 | N/A | N/A | \$115.80 | N/A | N/A |
| Editorial employee band 3 - level 13 | \$58.88 | N/A | N/A | \$129.53 | N/A | N/A |

Table 2 of 2

| Classification | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|---------------------------------|---------------------------------|--|---|--|---|
| Editorial employee band 1 - level 1 | \$43.35 | \$55.73 | \$55.73 | \$43.35 | \$55.73 | \$43.35 |
| Editorial employee band 1 - level 2 | \$44.56 | \$57.29 | \$57.29 | \$44.56 | \$57.29 | \$44.56 |
| Editorial employee band 1 - level 3 | \$46.46 | \$59.74 | \$59.74 | \$46.46 | \$59.74 | \$46.46 |
| Editorial employee band 1 - level 4 | \$47.72 | \$61.36 | \$61.36 | \$47.72 | \$61.36 | \$47.72 |
| Editorial employee band 1 - level 5 | \$48.97 | \$62.96 | \$62.96 | \$48.97 | \$62.96 | \$48.97 |
| Editorial employee band 1 - level 6 | \$51.47 | \$66.17 | \$66.17 | \$51.47 | \$66.17 | \$51.47 |
| Editorial employee band 1 - level 7 | \$53.71 | \$69.05 | \$69.05 | \$53.71 | \$69.05 | \$53.71 |
| Editorial employee band 2 - level 8 | \$56.23 | \$72.29 | \$72.29 | \$56.23 | \$72.29 | \$56.23 |
| Editorial employee band 2 - level 9 | \$59.96 | \$77.09 | \$77.09 | \$59.96 | \$77.09 | \$59.96 |
| Editorial employee band 2 - level 10 | \$63.70 | \$81.90 | \$81.90 | \$63.70 | \$81.90 | \$63.70 |
| Editorial employee band 3 - level 11 | \$65.59 | \$84.33 | \$84.33 | \$65.59 | \$84.33 | \$65.59 |
| Editorial employee band 3 - level 12 | N/A | N/A | \$94.75 | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | \$105.98 | N/A | N/A | N/A |

Allowances

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

| Allowances | Rate |
|--|---|
| Cadet journalist fees reimbursement | reimbursement of fees for prescribed courses (excluding amounts owed under the Higher Education Contribution Scheme) |
| Damage to clothing reimbursement | reasonable compensation for damage to clothing and personal effects |
| Evening attire allowance | \$300 minimum per year |
| Expenses reimbursement | reimbursement for reasonable out-of-pocket expenses, including transport expenses |
| Meal allowance - more than one meal a day away from home | \$19.92 per meal for the 2nd and 3rd meal |
| Permanent transfer to another location reimbursement | reimbursement for reasonable travelling expenses for the employee and their family and the transfer or storage of furniture and personal property |
| Personal air travel insurance reimbursement | reimbursement for additional personal insurance to cover any existing personal insurance policies that would be invalidated by such travel |
| Special risk insurance reimbursement | reimbursement for the cost of insuring against injury or death by accident from any air travel other than by regular passenger carrying service or any duties performed in a war zone or warlike operations |
| *Sub-editing allowance - country non-daily newspaper or a regional daily newspaper | 5% of the employee's minimum hourly rate per hour for an employee who works a full shift as a sub-editor |
| Temporary transfer to another location reimbursement | reimbursement for all reasonable expenses for accommodation and travel |

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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.