

## Pay Guide - Seafood Processing Award 2010

[MA000068]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2016.

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## Rates of pay

### Adult

#### Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Process attendant level 1	\$672.70	\$17.70	\$22.13	\$26.55	\$35.40	\$44.25	\$20.36
Process attendant level 2	\$682.30	\$17.96	\$22.45	\$26.94	\$35.92	\$44.90	\$20.65
Process attendant level 3	\$746.50	\$19.64	\$24.55	\$29.46	\$39.28	\$49.10	\$22.59
Process attendant level 4	\$783.30	\$20.61	\$25.76	\$30.92	\$41.22	\$51.53	\$23.70

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Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork
Process attendant level 1	\$26.55	\$35.40	\$20.36	\$23.01	\$26.55	\$35.40	\$35.40
Process attendant level 2	\$26.94	\$35.92	\$20.65	\$23.35	\$26.94	\$35.92	\$35.92
Process attendant level 3	\$29.46	\$39.28	\$22.59	\$25.53	\$29.46	\$39.28	\$39.28
Process attendant level 4	\$30.92	\$41.22	\$23.70	\$26.79	\$30.92	\$41.22	\$41.22

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<b>Classification</b>	<b>Public holiday - continuous shiftwork</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>
Process attendant level 1	\$35.40	\$44.25	\$35.40	\$26.55	\$35.40	\$35.40	\$44.25
Process attendant level 2	\$35.92	\$44.90	\$35.92	\$26.94	\$35.92	\$35.92	\$44.90
Process attendant level 3	\$39.28	\$49.10	\$39.28	\$29.46	\$39.28	\$39.28	\$49.10
Process attendant level 4	\$41.22	\$51.53	\$41.22	\$30.92	\$41.22	\$41.22	\$51.53

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<b>Classification</b>	<b>Overtime - public holiday - continuous shiftwork</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
Process attendant level 1	\$35.40	\$26.55	\$35.40	\$35.40	\$26.55	\$35.40	\$35.40	\$35.40
Process attendant level 2	\$35.92	\$26.94	\$35.92	\$35.92	\$26.94	\$35.92	\$35.92	\$35.92
Process attendant level 3	\$39.28	\$29.46	\$39.28	\$39.28	\$29.46	\$39.28	\$39.28	\$39.28
Process attendant level 4	\$41.22	\$30.92	\$41.22	\$41.22	\$30.92	\$41.22	\$41.22	\$41.22

## Casual

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$22.13	\$27.66	\$33.20	\$44.26	\$55.33	\$25.45	\$33.20
Process attendant level 2	\$22.45	\$28.06	\$33.68	\$44.90	\$56.13	\$25.82	\$33.68
Process attendant level 3	\$24.55	\$30.69	\$36.83	\$49.10	\$61.38	\$28.23	\$36.83
Process attendant level 4	\$25.76	\$32.20	\$38.64	\$51.52	\$64.40	\$29.62	\$38.64

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$44.26	\$25.45	\$28.77	\$33.20	\$44.26	\$44.26	\$44.26
Process attendant level 2	\$44.90	\$25.82	\$29.19	\$33.68	\$44.90	\$44.90	\$44.90
Process attendant level 3	\$49.10	\$28.23	\$31.92	\$36.83	\$49.10	\$49.10	\$49.10
Process attendant level 4	\$51.52	\$29.62	\$33.49	\$38.64	\$51.52	\$51.52	\$51.52

**Table 3 of 4**

<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>
Process attendant level 1	\$55.33	\$44.26	\$33.20	\$44.26	\$44.26	\$55.33
Process attendant level 2	\$56.13	\$44.90	\$33.68	\$44.90	\$44.90	\$56.13
Process attendant level 3	\$61.38	\$49.10	\$36.83	\$49.10	\$49.10	\$61.38
Process attendant level 4	\$64.40	\$51.52	\$38.64	\$51.52	\$51.52	\$64.40

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<b>Classification</b>	<b>Overtime - public holiday - continuous shiftwork</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>
Process attendant level 1	\$44.26	\$33.20	\$44.26	\$44.26	\$33.20	\$44.26
Process attendant level 2	\$44.90	\$33.68	\$44.90	\$44.90	\$33.68	\$44.90
Process attendant level 3	\$49.10	\$36.83	\$49.10	\$49.10	\$36.83	\$49.10
Process attendant level 4	\$51.52	\$38.64	\$51.52	\$51.52	\$38.64	\$51.52

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

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$9.74	\$12.18	\$14.61	\$19.48	\$24.35	\$11.20	\$14.61
Process attendant level 2	\$9.88	\$12.35	\$14.82	\$19.76	\$24.70	\$11.36	\$14.82
Process attendant level 3	\$10.80	\$13.50	\$16.20	\$21.60	\$27.00	\$12.42	\$16.20
Process attendant level 4	\$11.34	\$14.18	\$17.01	\$22.68	\$28.35	\$13.04	\$17.01

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$19.48	\$11.20	\$12.66	\$14.61	\$19.48	\$19.48	\$19.48
Process attendant level 2	\$19.76	\$11.36	\$12.84	\$14.82	\$19.76	\$19.76	\$19.76
Process attendant level 3	\$21.60	\$12.42	\$14.04	\$16.20	\$21.60	\$21.60	\$21.60
Process attendant level 4	\$22.68	\$13.04	\$14.74	\$17.01	\$22.68	\$22.68	\$22.68

**Table 3 of 4**

<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>	<b>Overtime - public holiday - continuous shiftwork</b>
Process attendant level 1	\$24.35	\$19.48	\$14.61	\$19.48	\$19.48	\$24.35	\$19.48
Process attendant level 2	\$24.70	\$19.76	\$14.82	\$19.76	\$19.76	\$24.70	\$19.76
Process attendant level 3	\$27.00	\$21.60	\$16.20	\$21.60	\$21.60	\$27.00	\$21.60
Process attendant level 4	\$28.35	\$22.68	\$17.01	\$22.68	\$22.68	\$28.35	\$22.68

**Table 4 of 4**

<b>Classification</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
Process attendant level 1	\$14.61	\$19.48	\$19.48	\$14.61	\$19.48	\$19.48	\$19.48
Process attendant level 2	\$14.82	\$19.76	\$19.76	\$14.82	\$19.76	\$19.76	\$19.76
Process attendant level 3	\$16.20	\$21.60	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60
Process attendant level 4	\$17.01	\$22.68	\$22.68	\$17.01	\$22.68	\$22.68	\$22.68

## Junior - Casual - Under 17 years

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$12.18	\$15.23	\$18.27	\$24.36	\$30.45	\$14.01	\$18.27
Process attendant level 2	\$12.35	\$15.44	\$18.53	\$24.70	\$30.88	\$14.20	\$18.53
Process attendant level 3	\$13.50	\$16.88	\$20.25	\$27.00	\$33.75	\$15.53	\$20.25
Process attendant level 4	\$14.18	\$17.73	\$21.27	\$28.36	\$35.45	\$16.31	\$21.27

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Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$24.36	\$14.01	\$15.83	\$18.27	\$24.36	\$24.36	\$24.36
Process attendant level 2	\$24.70	\$14.20	\$16.06	\$18.53	\$24.70	\$24.70	\$24.70
Process attendant level 3	\$27.00	\$15.53	\$17.55	\$20.25	\$27.00	\$27.00	\$27.00
Process attendant level 4	\$28.36	\$16.31	\$18.43	\$21.27	\$28.36	\$28.36	\$28.36



**Table 3 of 4**

<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>
Process attendant level 1	\$30.45	\$24.36	\$18.27	\$24.36	\$24.36	\$30.45
Process attendant level 2	\$30.88	\$24.70	\$18.53	\$24.70	\$24.70	\$30.88
Process attendant level 3	\$33.75	\$27.00	\$20.25	\$27.00	\$27.00	\$33.75
Process attendant level 4	\$35.45	\$28.36	\$21.27	\$28.36	\$28.36	\$35.45

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<b>Classification</b>	<b>Overtime - public holiday - continuous shiftwork</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>
Process attendant level 1	\$24.36	\$18.27	\$24.36	\$24.36	\$18.27	\$24.36
Process attendant level 2	\$24.70	\$18.53	\$24.70	\$24.70	\$18.53	\$24.70
Process attendant level 3	\$27.00	\$20.25	\$27.00	\$27.00	\$20.25	\$27.00
Process attendant level 4	\$28.36	\$21.27	\$28.36	\$28.36	\$21.27	\$28.36

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

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$11.51	\$14.39	\$17.27	\$23.02	\$28.78	\$13.24	\$17.27
Process attendant level 2	\$11.67	\$14.59	\$17.51	\$23.34	\$29.18	\$13.42	\$17.51
Process attendant level 3	\$12.77	\$15.96	\$19.16	\$25.54	\$31.93	\$14.69	\$19.16
Process attendant level 4	\$13.40	\$16.75	\$20.10	\$26.80	\$33.50	\$15.41	\$20.10

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$23.02	\$13.24	\$14.96	\$17.27	\$23.02	\$23.02	\$23.02
Process attendant level 2	\$23.34	\$13.42	\$15.17	\$17.51	\$23.34	\$23.34	\$23.34
Process attendant level 3	\$25.54	\$14.69	\$16.60	\$19.16	\$25.54	\$25.54	\$25.54
Process attendant level 4	\$26.80	\$15.41	\$17.42	\$20.10	\$26.80	\$26.80	\$26.80

**Table 3 of 4**

<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>	<b>Overtime - public holiday - continuous shiftwork</b>
Process attendant level 1	\$28.78	\$23.02	\$17.27	\$23.02	\$23.02	\$28.78	\$23.02
Process attendant level 2	\$29.18	\$23.34	\$17.51	\$23.34	\$23.34	\$29.18	\$23.34
Process attendant level 3	\$31.93	\$25.54	\$19.16	\$25.54	\$25.54	\$31.93	\$25.54
Process attendant level 4	\$33.50	\$26.80	\$20.10	\$26.80	\$26.80	\$33.50	\$26.80

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<b>Classification</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
Process attendant level 1	\$17.27	\$23.02	\$23.02	\$17.27	\$23.02	\$23.02	\$23.02
Process attendant level 2	\$17.51	\$23.34	\$23.34	\$17.51	\$23.34	\$23.34	\$23.34
Process attendant level 3	\$19.16	\$25.54	\$25.54	\$19.16	\$25.54	\$25.54	\$25.54
Process attendant level 4	\$20.10	\$26.80	\$26.80	\$20.10	\$26.80	\$26.80	\$26.80

## Junior - Casual - 17 years

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$14.39	\$17.99	\$21.59	\$28.78	\$35.98	\$16.55	\$21.59
Process attendant level 2	\$14.59	\$18.24	\$21.89	\$29.18	\$36.48	\$16.78	\$21.89
Process attendant level 3	\$15.96	\$19.95	\$23.94	\$31.92	\$39.90	\$18.35	\$23.94
Process attendant level 4	\$16.75	\$20.94	\$25.13	\$33.50	\$41.88	\$19.26	\$25.13

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$28.78	\$16.55	\$18.71	\$21.59	\$28.78	\$28.78	\$28.78
Process attendant level 2	\$29.18	\$16.78	\$18.97	\$21.89	\$29.18	\$29.18	\$29.18
Process attendant level 3	\$31.92	\$18.35	\$20.75	\$23.94	\$31.92	\$31.92	\$31.92
Process attendant level 4	\$33.50	\$19.26	\$21.78	\$25.13	\$33.50	\$33.50	\$33.50

**Table 3 of 4**

<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>
Process attendant level 1	\$35.98	\$28.78	\$21.59	\$28.78	\$28.78	\$35.98
Process attendant level 2	\$36.48	\$29.18	\$21.89	\$29.18	\$29.18	\$36.48
Process attendant level 3	\$39.90	\$31.92	\$23.94	\$31.92	\$31.92	\$39.90
Process attendant level 4	\$41.88	\$33.50	\$25.13	\$33.50	\$33.50	\$41.88

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<b>Classification</b>	<b>Overtime - public holiday - continuous shiftwork</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>
Process attendant level 1	\$28.78	\$21.59	\$28.78	\$28.78	\$21.59	\$28.78
Process attendant level 2	\$29.18	\$21.89	\$29.18	\$29.18	\$21.89	\$29.18
Process attendant level 3	\$31.92	\$23.94	\$31.92	\$31.92	\$23.94	\$31.92
Process attendant level 4	\$33.50	\$25.13	\$33.50	\$33.50	\$25.13	\$33.50

## Junior - Full-time & part-time - 18 years

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$13.28	\$16.60	\$19.92	\$26.56	\$33.20	\$15.27	\$19.92
Process attendant level 2	\$13.47	\$16.84	\$20.21	\$26.94	\$33.68	\$15.49	\$20.21
Process attendant level 3	\$14.73	\$18.41	\$22.10	\$29.46	\$36.83	\$16.94	\$22.10
Process attendant level 4	\$15.46	\$19.33	\$23.19	\$30.92	\$38.65	\$17.78	\$23.19

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$26.56	\$15.27	\$17.26	\$19.92	\$26.56	\$26.56	\$26.56
Process attendant level 2	\$26.94	\$15.49	\$17.51	\$20.21	\$26.94	\$26.94	\$26.94
Process attendant level 3	\$29.46	\$16.94	\$19.15	\$22.10	\$29.46	\$29.46	\$29.46
Process attendant level 4	\$30.92	\$17.78	\$20.10	\$23.19	\$30.92	\$30.92	\$30.92

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<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>	<b>Overtime - public holiday - continuous shiftwork</b>
Process attendant level 1	\$33.20	\$26.56	\$19.92	\$26.56	\$26.56	\$33.20	\$26.56
Process attendant level 2	\$33.68	\$26.94	\$20.21	\$26.94	\$26.94	\$33.68	\$26.94
Process attendant level 3	\$36.83	\$29.46	\$22.10	\$29.46	\$29.46	\$36.83	\$29.46
Process attendant level 4	\$38.65	\$30.92	\$23.19	\$30.92	\$30.92	\$38.65	\$30.92

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<b>Classification</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
Process attendant level 1	\$19.92	\$26.56	\$26.56	\$19.92	\$26.56	\$26.56	\$26.56
Process attendant level 2	\$20.21	\$26.94	\$26.94	\$20.21	\$26.94	\$26.94	\$26.94
Process attendant level 3	\$22.10	\$29.46	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46
Process attendant level 4	\$23.19	\$30.92	\$30.92	\$23.19	\$30.92	\$30.92	\$30.92

## Junior - Casual - 18 years

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$16.60	\$20.75	\$24.90	\$33.20	\$41.50	\$19.09	\$24.90
Process attendant level 2	\$16.84	\$21.05	\$25.26	\$33.68	\$42.10	\$19.37	\$25.26
Process attendant level 3	\$18.41	\$23.01	\$27.62	\$36.82	\$46.03	\$21.17	\$27.62
Process attendant level 4	\$19.33	\$24.16	\$29.00	\$38.66	\$48.33	\$22.23	\$29.00

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$33.20	\$19.09	\$21.58	\$24.90	\$33.20	\$33.20	\$33.20
Process attendant level 2	\$33.68	\$19.37	\$21.89	\$25.26	\$33.68	\$33.68	\$33.68
Process attendant level 3	\$36.82	\$21.17	\$23.93	\$27.62	\$36.82	\$36.82	\$36.82
Process attendant level 4	\$38.66	\$22.23	\$25.13	\$29.00	\$38.66	\$38.66	\$38.66



**Table 3 of 4**

<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>
Process attendant level 1	\$41.50	\$33.20	\$24.90	\$33.20	\$33.20	\$41.50
Process attendant level 2	\$42.10	\$33.68	\$25.26	\$33.68	\$33.68	\$42.10
Process attendant level 3	\$46.03	\$36.82	\$27.62	\$36.82	\$36.82	\$46.03
Process attendant level 4	\$48.33	\$38.66	\$29.00	\$38.66	\$38.66	\$48.33

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - public holiday - continuous shiftwork</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>
Process attendant level 1	\$33.20	\$24.90	\$33.20	\$33.20	\$24.90	\$33.20
Process attendant level 2	\$33.68	\$25.26	\$33.68	\$33.68	\$25.26	\$33.68
Process attendant level 3	\$36.82	\$27.62	\$36.82	\$36.82	\$27.62	\$36.82
Process attendant level 4	\$38.66	\$29.00	\$38.66	\$38.66	\$29.00	\$38.66

## Allowances

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

<b>Allowances</b>	<b>Rate</b>
Cold work allowance	\$0.58 per hour for each hour working in a cold place
First aid allowance	\$0.41 per hour up to a maximum of \$15.58 per week
Meal allowance - overtime	\$13.81 for the first meal and \$13.81 for an extra meal after every 4 hours
Protective clothing and equipment reimbursement	reimbursement for the cost of purchase

## 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.