



Fair Work
OMBUDSMAN

Pay Guide

Manufacturing and Associated Industries and Occupations Award

[MA000010]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2015.

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Rates of pay

Adult Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
C14 - Engineering/manufacturing employee - level I	\$656.90	\$17.29	\$25.94	\$34.58	\$43.23	\$34.58	\$34.58
C13 - Engineering/manufacturing employee - level II	\$675.90	\$17.79	\$26.69	\$35.58	\$44.48	\$35.58	\$35.58
C12 - Engineering/manufacturing employee - level III	\$701.80	\$18.47	\$27.71	\$36.94	\$46.18	\$36.94	\$36.94
C11 - Engineering/manufacturing employee - level IV	\$725.90	\$19.10	\$28.65	\$38.20	\$47.75	\$38.20	\$38.20
C11 - Laboratory tester	\$725.90	\$19.10	\$28.65	\$38.20	\$47.75	\$38.20	\$38.20
C10 - Engineering/manufacturing tradesperson - level I	\$764.90	\$20.13	\$30.20	\$40.26	\$50.33	\$40.26	\$40.26
C10 - Engineering/manufacturing systems employee - level V	\$764.90	\$20.13	\$30.20	\$40.26	\$50.33	\$40.26	\$40.26
C9 - Engineering/manufacturing tradesperson - level II	\$788.80	\$20.76	\$31.14	\$41.52	\$51.90	\$41.52	\$41.52
C9 - Engineering/laboratory technician - level I	\$788.80	\$20.76	\$31.14	\$41.52	\$51.90	\$41.52	\$41.52
C8 - Engineering/manufacturing tradesperson -special class level I	\$812.80	\$21.39	\$32.09	\$42.78	\$53.48	\$42.78	\$42.78
C8 - Engineering/laboratory technician - level II	\$812.80	\$21.39	\$32.09	\$42.78	\$53.48	\$42.78	\$42.78
C7 - Engineering/manufacturing tradesperson - special class level II	\$834.60	\$21.96	\$32.94	\$43.92	\$54.90	\$43.92	\$43.92
C7 - Engineering/laboratory technician - level III	\$834.60	\$21.96	\$32.94	\$43.92	\$54.90	\$43.92	\$43.92
C6 - Engineering/laboratory technician - level IV	\$876.90	\$23.08	\$34.62	\$46.16	\$57.70	\$46.16	\$46.16
C6 - Advanced engineering tradesperson - level I	\$876.90	\$23.08	\$34.62	\$46.16	\$57.70	\$46.16	\$46.16
C5 - Engineering/laboratory technician - level V	\$894.80	\$23.55	\$35.33	\$47.10	\$58.88	\$47.10	\$47.10
C5 - Advanced engineering tradesperson - level II	\$894.80	\$23.55	\$35.33	\$47.10	\$58.88	\$47.10	\$47.10
C4 - Engineering associate/laboratory technical officer - level I	\$918.80	\$24.18	\$36.27	\$48.36	\$60.45	\$48.36	\$48.36
C3 - Engineering associate/laboratory technical officer - level II	\$966.90	\$25.44	\$38.16	\$50.88	\$63.60	\$50.88	\$50.88

Classification	Weekly pay rate	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
C2(a) - Principal engineering supervisor/trainer/coordinator	\$991.00	\$26.08	\$39.12	\$52.16	\$65.20	\$52.16	\$52.16
C2(a) - Leading technical officer	\$991.00	\$26.08	\$39.12	\$52.16	\$65.20	\$52.16	\$52.16
C2(b) - Principal technical officer	\$1,034.30	\$27.22	\$40.83	\$54.44	\$68.05	\$54.44	\$54.44
Advanced Certificate or National Diploma - 0 years of relevant work experience	\$689.00	\$18.13	\$27.20	\$36.26	\$45.33	\$36.26	\$36.26
Advanced Certificate or National Diploma - 1 year of relevant work experience	\$760.58	\$20.02	\$30.03	\$40.04	\$50.05	\$40.04	\$40.04
Advanced Certificate or National Diploma - 2 years of relevant work experience	\$859.01	\$22.61	\$33.92	\$45.22	\$56.53	\$45.22	\$45.22
Advanced Certificate or National Diploma - 3 years of relevant work experience	\$894.80	\$23.55	\$35.33	\$47.10	\$58.88	\$47.10	\$47.10
Associate Diploma or National Advanced Diploma - 0 years of relevant work experience	\$696.17	\$18.32	\$27.48	\$36.64	\$45.80	\$36.64	\$36.64
Associate Diploma or National Advanced Diploma - 1 year of relevant work experience	\$763.85	\$20.10	\$30.15	\$40.20	\$50.25	\$40.20	\$40.20
Associate Diploma or National Advanced Diploma - 2 years of relevant work experience	\$860.54	\$22.64	\$33.96	\$45.28	\$56.60	\$45.28	\$45.28
Associate Diploma or National Advanced Diploma - 3 years of relevant work experience	\$899.22	\$23.66	\$35.49	\$47.32	\$59.15	\$47.32	\$47.32
Associate Diploma or National Advanced Diploma - 4 years of relevant work experience	\$966.90	\$25.44	\$38.16	\$50.88	\$63.60	\$50.88	\$50.88
Technical field - No qualification - 0 years of relevant work experience	\$654.70	\$17.23	\$25.85	\$34.46	\$43.08	\$34.46	\$34.46
Technical field - No qualification - 1 year of relevant work experience	\$694.14	\$18.27	\$27.41	\$36.54	\$45.68	\$36.54	\$36.54
Technical field - No qualification - 2 years of relevant work experience	\$749.36	\$19.72	\$29.58	\$39.44	\$49.30	\$39.44	\$39.44
Technical field - No qualification - 3 years of relevant work experience	\$788.80	\$20.76	\$31.14	\$41.52	\$51.90	\$41.52	\$41.52
Completed Diploma of Engineering	\$850.06	\$22.37	\$33.56	\$44.74	\$55.93	\$44.74	\$44.74

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Classification	Afternoon shift	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker
C14 - Engineering/manufacturing employee - level I	\$19.88	\$19.88	\$25.94	\$34.58	\$22.48	\$25.94	\$34.58
C13 - Engineering/manufacturing employee - level II	\$20.46	\$20.46	\$26.69	\$35.58	\$23.13	\$26.69	\$35.58
C12 - Engineering/manufacturing employee - level III	\$21.24	\$21.24	\$27.71	\$36.94	\$24.01	\$27.71	\$36.94
C11 - Engineering/manufacturing employee - level IV	\$21.97	\$21.97	\$28.65	\$38.20	\$24.83	\$28.65	\$38.20
C11 - Laboratory tester	\$21.97	\$21.97	\$28.65	\$38.20	\$24.83	\$28.65	\$38.20
C10 - Engineering/manufacturing tradesperson - level I	\$23.15	\$23.15	\$30.20	\$40.26	\$26.17	\$30.20	\$40.26
C10 - Engineering/manufacturing systems employee - level V	\$23.15	\$23.15	\$30.20	\$40.26	\$26.17	\$30.20	\$40.26
C9 - Engineering/manufacturing tradesperson - level II	\$23.87	\$23.87	\$31.14	\$41.52	\$26.99	\$31.14	\$41.52
C9 - Engineering/laboratory technician - level I	\$23.87	\$23.87	\$31.14	\$41.52	\$26.99	\$31.14	\$41.52
C8 - Engineering/manufacturing tradesperson -special class level I	\$24.60	\$24.60	\$32.09	\$42.78	\$27.81	\$32.09	\$42.78
C8 - Engineering/laboratory technician - level II	\$24.60	\$24.60	\$32.09	\$42.78	\$27.81	\$32.09	\$42.78
C7 - Engineering/manufacturing tradesperson - special class level II	\$25.25	\$25.25	\$32.94	\$43.92	\$28.55	\$32.94	\$43.92
C7 - Engineering/laboratory technician - level III	\$25.25	\$25.25	\$32.94	\$43.92	\$28.55	\$32.94	\$43.92
C6 - Engineering/laboratory technician - level IV	\$26.54	\$26.54	\$34.62	\$46.16	\$30.00	\$34.62	\$46.16
C6 - Advanced engineering tradesperson - level I	\$26.54	\$26.54	\$34.62	\$46.16	\$30.00	\$34.62	\$46.16
C5 - Engineering/laboratory technician - level V	\$27.08	\$27.08	\$35.33	\$47.10	\$30.62	\$35.33	\$47.10
C5 - Advanced engineering tradesperson - level II	\$27.08	\$27.08	\$35.33	\$47.10	\$30.62	\$35.33	\$47.10
C4 - Engineering associate/laboratory technical officer - level I	\$27.81	\$27.81	\$36.27	\$48.36	\$31.43	\$36.27	\$48.36
C3 - Engineering associate/laboratory technical officer - level II	\$29.26	\$29.26	\$38.16	\$50.88	\$33.07	\$38.16	\$50.88
C2(a) - Principal engineering supervisor/trainer/coordinator	\$29.99	\$29.99	\$39.12	\$52.16	\$33.90	\$39.12	\$52.16
C2(a) - Leading technical officer	\$29.99	\$29.99	\$39.12	\$52.16	\$33.90	\$39.12	\$52.16

Classification	Afternoon shift	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker
C2(b) - Principal technical officer	\$31.30	\$31.30	\$40.83	\$54.44	\$35.39	\$40.83	\$54.44
Advanced Certificate or National Diploma - 0 years of relevant work experience	\$20.85	\$20.85	\$27.20	\$36.26	\$23.57	\$27.20	\$36.26
Advanced Certificate or National Diploma - 1 year of relevant work experience	\$23.02	\$23.02	\$30.03	\$40.04	\$26.03	\$30.03	\$40.04
Advanced Certificate or National Diploma - 2 years of relevant work experience	\$26.00	\$26.00	\$33.92	\$45.22	\$29.39	\$33.92	\$45.22
Advanced Certificate or National Diploma - 3 years of relevant work experience	\$27.08	\$27.08	\$35.33	\$47.10	\$30.62	\$35.33	\$47.10
Associate Diploma or National Advanced Diploma - 0 years of relevant work experience	\$21.07	\$21.07	\$27.48	\$36.64	\$23.82	\$27.48	\$36.64
Associate Diploma or National Advanced Diploma - 1 year of relevant work experience	\$23.12	\$23.12	\$30.15	\$40.20	\$26.13	\$30.15	\$40.20
Associate Diploma or National Advanced Diploma - 2 years of relevant work experience	\$26.04	\$26.04	\$33.96	\$45.28	\$29.43	\$33.96	\$45.28
Associate Diploma or National Advanced Diploma - 3 years of relevant work experience	\$27.21	\$27.21	\$35.49	\$47.32	\$30.76	\$35.49	\$47.32
Associate Diploma or National Advanced Diploma - 4 years of relevant work experience	\$29.26	\$29.26	\$38.16	\$50.88	\$33.07	\$38.16	\$50.88
Technical field - No qualification - 0 years of relevant work experience	\$19.81	\$19.81	\$25.85	\$34.46	\$22.40	\$25.85	\$34.46
Technical field - No qualification - 1 year of relevant work experience	\$21.01	\$21.01	\$27.41	\$36.54	\$23.75	\$27.41	\$36.54
Technical field - No qualification - 2 years of relevant work experience	\$22.68	\$22.68	\$29.58	\$39.44	\$25.64	\$29.58	\$39.44
Technical field - No qualification - 3 years of relevant work experience	\$23.87	\$23.87	\$31.14	\$41.52	\$26.99	\$31.14	\$41.52
Completed Diploma of Engineering	\$25.73	\$25.73	\$33.56	\$44.74	\$29.08	\$33.56	\$44.74

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Classification	Public holiday - non-continuous shiftworker	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker
C14 - Engineering/manufacturing employee - level I	\$43.23	\$34.58	\$25.94	\$34.58	\$34.58	\$25.94
C13 - Engineering/manufacturing employee - level II	\$44.48	\$35.58	\$26.69	\$35.58	\$35.58	\$26.69
C12 - Engineering/manufacturing employee - level III	\$46.18	\$36.94	\$27.71	\$36.94	\$36.94	\$27.71
C11 - Engineering/manufacturing employee - level IV	\$47.75	\$38.20	\$28.65	\$38.20	\$38.20	\$28.65
C11 - Laboratory tester	\$47.75	\$38.20	\$28.65	\$38.20	\$38.20	\$28.65
C10 - Engineering/manufacturing tradesperson - level I	\$50.33	\$40.26	\$30.20	\$40.26	\$40.26	\$30.20
C10 - Engineering/manufacturing systems employee - level V	\$50.33	\$40.26	\$30.20	\$40.26	\$40.26	\$30.20
C9 - Engineering/manufacturing tradesperson - level II	\$51.90	\$41.52	\$31.14	\$41.52	\$41.52	\$31.14
C9 - Engineering/laboratory technician - level I	\$51.90	\$41.52	\$31.14	\$41.52	\$41.52	\$31.14
C8 - Engineering/manufacturing tradesperson -special class level I	\$53.48	\$42.78	\$32.09	\$42.78	\$42.78	\$32.09
C8 - Engineering/laboratory technician - level II	\$53.48	\$42.78	\$32.09	\$42.78	\$42.78	\$32.09
C7 - Engineering/manufacturing tradesperson - special class level II	\$54.90	\$43.92	\$32.94	\$43.92	\$43.92	\$32.94
C7 - Engineering/laboratory technician - level III	\$54.90	\$43.92	\$32.94	\$43.92	\$43.92	\$32.94
C6 - Engineering/laboratory technician - level IV	\$57.70	\$46.16	\$34.62	\$46.16	\$46.16	\$34.62
C6 - Advanced engineering tradesperson - level I	\$57.70	\$46.16	\$34.62	\$46.16	\$46.16	\$34.62
C5 - Engineering/laboratory technician - level V	\$58.88	\$47.10	\$35.33	\$47.10	\$47.10	\$35.33
C5 - Advanced engineering tradesperson - level II	\$58.88	\$47.10	\$35.33	\$47.10	\$47.10	\$35.33
C4 - Engineering associate/laboratory technical officer - level I	\$60.45	\$48.36	\$36.27	\$48.36	\$48.36	\$36.27
C3 - Engineering associate/laboratory technical officer - level II	\$63.60	\$50.88	\$38.16	\$50.88	\$50.88	\$38.16
C2(a) - Principal engineering supervisor/trainer/coordinator	\$65.20	\$52.16	\$39.12	\$52.16	\$52.16	\$39.12
C2(a) - Leading technical officer	\$65.20	\$52.16	\$39.12	\$52.16	\$52.16	\$39.12
C2(b) - Principal technical officer	\$68.05	\$54.44	\$40.83	\$54.44	\$54.44	\$40.83
Advanced Certificate or National Diploma - 0 years of relevant work experience	\$45.33	\$36.26	\$27.20	\$36.26	\$36.26	\$27.20

Classification	Public holiday - non-continuous shiftworker	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker
Advanced Certificate or National Diploma - 1 year of relevant work experience	\$50.05	\$40.04	\$30.03	\$40.04	\$40.04	\$30.03
Advanced Certificate or National Diploma - 2 years of relevant work experience	\$56.53	\$45.22	\$33.92	\$45.22	\$45.22	\$33.92
Advanced Certificate or National Diploma - 3 years of relevant work experience	\$58.88	\$47.10	\$35.33	\$47.10	\$47.10	\$35.33
Associate Diploma or National Advanced Diploma - 0 years of relevant work experience	\$45.80	\$36.64	\$27.48	\$36.64	\$36.64	\$27.48
Associate Diploma or National Advanced Diploma - 1 year of relevant work experience	\$50.25	\$40.20	\$30.15	\$40.20	\$40.20	\$30.15
Associate Diploma or National Advanced Diploma - 2 years of relevant work experience	\$56.60	\$45.28	\$33.96	\$45.28	\$45.28	\$33.96
Associate Diploma or National Advanced Diploma - 3 years of relevant work experience	\$59.15	\$47.32	\$35.49	\$47.32	\$47.32	\$35.49
Associate Diploma or National Advanced Diploma - 4 years of relevant work experience	\$63.60	\$50.88	\$38.16	\$50.88	\$50.88	\$38.16
Technical field - No qualification - 0 years of relevant work experience	\$43.08	\$34.46	\$25.85	\$34.46	\$34.46	\$25.85
Technical field - No qualification - 1 year of relevant work experience	\$45.68	\$36.54	\$27.41	\$36.54	\$36.54	\$27.41
Technical field - No qualification - 2 years of relevant work experience	\$49.30	\$39.44	\$29.58	\$39.44	\$39.44	\$29.58
Technical field - No qualification - 3 years of relevant work experience	\$51.90	\$41.52	\$31.14	\$41.52	\$41.52	\$31.14
Completed Diploma of Engineering	\$55.93	\$44.74	\$33.56	\$44.74	\$44.74	\$33.56

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Classification	Overtime - after 3 hours - day worker and non-continuous shiftworker	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
C14 - Engineering/manufacturing employee - level I	\$34.58	\$25.94	\$34.58	\$34.58	\$34.58	\$34.58	\$25.94
C13 - Engineering/manufacturing employee - level II	\$35.58	\$26.69	\$35.58	\$35.58	\$35.58	\$35.58	\$26.69
C12 - Engineering/manufacturing employee - level III	\$36.94	\$27.71	\$36.94	\$36.94	\$36.94	\$36.94	\$27.71
C11 - Engineering/manufacturing employee - level IV	\$38.20	\$28.65	\$38.20	\$38.20	\$38.20	\$38.20	\$28.65
C11 - Laboratory tester	\$38.20	\$28.65	\$38.20	\$38.20	\$38.20	\$38.20	\$28.65
C10 - Engineering/manufacturing tradesperson - level I	\$40.26	\$30.20	\$40.26	\$40.26	\$40.26	\$40.26	\$30.20
C10 - Engineering/manufacturing systems employee - level V	\$40.26	\$30.20	\$40.26	\$40.26	\$40.26	\$40.26	\$30.20
C9 - Engineering/manufacturing tradesperson - level II	\$41.52	\$31.14	\$41.52	\$41.52	\$41.52	\$41.52	\$31.14
C9 - Engineering/laboratory technician - level I	\$41.52	\$31.14	\$41.52	\$41.52	\$41.52	\$41.52	\$31.14
C8 - Engineering/manufacturing tradesperson -special class level I	\$42.78	\$32.09	\$42.78	\$42.78	\$42.78	\$42.78	\$32.09
C8 - Engineering/laboratory technician - level II	\$42.78	\$32.09	\$42.78	\$42.78	\$42.78	\$42.78	\$32.09
C7 - Engineering/manufacturing tradesperson - special class level II	\$43.92	\$32.94	\$43.92	\$43.92	\$43.92	\$43.92	\$32.94
C7 - Engineering/laboratory technician - level III	\$43.92	\$32.94	\$43.92	\$43.92	\$43.92	\$43.92	\$32.94
C6 - Engineering/laboratory technician - level IV	\$46.16	\$34.62	\$46.16	\$46.16	\$46.16	\$46.16	\$34.62
C6 - Advanced engineering tradesperson - level I	\$46.16	\$34.62	\$46.16	\$46.16	\$46.16	\$46.16	\$34.62
C5 - Engineering/laboratory technician - level V	\$47.10	\$35.33	\$47.10	\$47.10	\$47.10	\$47.10	\$35.33
C5 - Advanced engineering tradesperson - level II	\$47.10	\$35.33	\$47.10	\$47.10	\$47.10	\$47.10	\$35.33
C4 - Engineering associate/laboratory technical officer - level I	\$48.36	\$36.27	\$48.36	\$48.36	\$48.36	\$48.36	\$36.27
C3 - Engineering associate/laboratory technical officer - level II	\$50.88	\$38.16	\$50.88	\$50.88	\$50.88	\$50.88	\$38.16
C2(a) - Principal engineering supervisor/trainer/coordinator	\$52.16	\$39.12	\$52.16	\$52.16	\$52.16	\$52.16	\$39.12
C2(a) - Leading technical officer	\$52.16	\$39.12	\$52.16	\$52.16	\$52.16	\$52.16	\$39.12
C2(b) - Principal technical officer	\$54.44	\$40.83	\$54.44	\$54.44	\$54.44	\$54.44	\$40.83

Classification	Overtime - after 3 hours - day worker and non-continuous shiftworker	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Advanced Certificate or National Diploma - 0 years of relevant work experience	\$36.26	\$27.20	\$36.26	\$36.26	\$36.26	\$36.26	\$27.20
Advanced Certificate or National Diploma - 1 year of relevant work experience	\$40.04	\$30.03	\$40.04	\$40.04	\$40.04	\$40.04	\$30.03
Advanced Certificate or National Diploma - 2 years of relevant work experience	\$45.22	\$33.92	\$45.22	\$45.22	\$45.22	\$45.22	\$33.92
Advanced Certificate or National Diploma - 3 years of relevant work experience	\$47.10	\$35.33	\$47.10	\$47.10	\$47.10	\$47.10	\$35.33
Associate Diploma or National Advanced Diploma - 0 years of relevant work experience	\$36.64	\$27.48	\$36.64	\$36.64	\$36.64	\$36.64	\$27.48
Associate Diploma or National Advanced Diploma - 1 year of relevant work experience	\$40.20	\$30.15	\$40.20	\$40.20	\$40.20	\$40.20	\$30.15
Associate Diploma or National Advanced Diploma - 2 years of relevant work experience	\$45.28	\$33.96	\$45.28	\$45.28	\$45.28	\$45.28	\$33.96
Associate Diploma or National Advanced Diploma - 3 years of relevant work experience	\$47.32	\$35.49	\$47.32	\$47.32	\$47.32	\$47.32	\$35.49
Associate Diploma or National Advanced Diploma - 4 years of relevant work experience	\$50.88	\$38.16	\$50.88	\$50.88	\$50.88	\$50.88	\$38.16
Technical field - No qualification - 0 years of relevant work experience	\$34.46	\$25.85	\$34.46	\$34.46	\$34.46	\$34.46	\$25.85
Technical field - No qualification - 1 year of relevant work experience	\$36.54	\$27.41	\$36.54	\$36.54	\$36.54	\$36.54	\$27.41
Technical field - No qualification - 2 years of relevant work experience	\$39.44	\$29.58	\$39.44	\$39.44	\$39.44	\$39.44	\$29.58
Technical field - No qualification - 3 years of relevant work experience	\$41.52	\$31.14	\$41.52	\$41.52	\$41.52	\$41.52	\$31.14
Completed Diploma of Engineering	\$44.74	\$33.56	\$44.74	\$44.74	\$44.74	\$44.74	\$33.56

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Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
C14 - Engineering/manufacturing employee - level I	\$34.58	\$34.58	\$34.58	\$21.61	\$25.94	\$25.94
C13 - Engineering/manufacturing employee - level II	\$35.58	\$35.58	\$35.58	\$22.24	\$26.69	\$26.69
C12 - Engineering/manufacturing employee - level III	\$36.94	\$36.94	\$36.94	\$23.09	\$27.71	\$27.71
C11 - Engineering/manufacturing employee - level IV	\$38.20	\$38.20	\$38.20	\$23.88	\$28.65	\$28.65
C11 - Laboratory tester	\$38.20	\$38.20	\$38.20	\$23.88	\$28.65	\$28.65
C10 - Engineering/manufacturing tradesperson - level I	\$40.26	\$40.26	\$40.26	\$25.16	\$30.20	\$30.20
C10 - Engineering/manufacturing systems employee - level V	\$40.26	\$40.26	\$40.26	\$25.16	\$30.20	\$30.20
C9 - Engineering/manufacturing tradesperson - level II	\$41.52	\$41.52	\$41.52	\$25.95	\$31.14	\$31.14
C9 - Engineering/laboratory technician - level I	\$41.52	\$41.52	\$41.52	\$25.95	\$31.14	\$31.14
C8 - Engineering/manufacturing tradesperson -special class level I	\$42.78	\$42.78	\$42.78	\$26.74	\$32.09	\$32.09
C8 - Engineering/laboratory technician - level II	\$42.78	\$42.78	\$42.78	\$26.74	\$32.09	\$32.09
C7 - Engineering/manufacturing tradesperson - special class level II	\$43.92	\$43.92	\$43.92	\$27.45	\$32.94	\$32.94
C7 - Engineering/laboratory technician - level III	\$43.92	\$43.92	\$43.92	\$27.45	\$32.94	\$32.94
C6 - Engineering/laboratory technician - level IV	\$46.16	\$46.16	\$46.16	\$28.85	\$34.62	\$34.62
C6 - Advanced engineering tradesperson - level I	\$46.16	\$46.16	\$46.16	\$28.85	\$34.62	\$34.62
C5 - Engineering/laboratory technician - level V	\$47.10	\$47.10	\$47.10	\$29.44	\$35.33	\$35.33
C5 - Advanced engineering tradesperson - level II	\$47.10	\$47.10	\$47.10	\$29.44	\$35.33	\$35.33
C4 - Engineering associate/laboratory technical officer - level I	\$48.36	\$48.36	\$48.36	\$30.23	\$36.27	\$36.27
C3 - Engineering associate/laboratory technical officer - level II	\$50.88	\$50.88	\$50.88	\$31.80	\$38.16	\$38.16
C2(a) - Principal engineering supervisor/trainer/coordinator	\$52.16	\$52.16	\$52.16	\$32.60	\$39.12	\$39.12
C2(a) - Leading technical officer	\$52.16	\$52.16	\$52.16	\$32.60	\$39.12	\$39.12
C2(b) - Principal technical officer	\$54.44	\$54.44	\$54.44	\$34.03	\$40.83	\$40.83
Advanced Certificate or National Diploma - 0 years of relevant work experience	\$36.26	\$36.26	\$36.26	\$22.66	\$27.20	\$27.20
Advanced Certificate or National Diploma - 1 year of relevant work experience	\$40.04	\$40.04	\$40.04	\$25.03	\$30.03	\$30.03

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Advanced Certificate or National Diploma - 2 years of relevant work experience	\$45.22	\$45.22	\$45.22	\$28.26	\$33.92	\$33.92
Advanced Certificate or National Diploma - 3 years of relevant work experience	\$47.10	\$47.10	\$47.10	\$29.44	\$35.33	\$35.33
Associate Diploma or National Advanced Diploma - 0 years of relevant work experience	\$36.64	\$36.64	\$36.64	\$22.90	\$27.48	\$27.48
Associate Diploma or National Advanced Diploma - 1 year of relevant work experience	\$40.20	\$40.20	\$40.20	\$25.13	\$30.15	\$30.15
Associate Diploma or National Advanced Diploma - 2 years of relevant work experience	\$45.28	\$45.28	\$45.28	\$28.30	\$33.96	\$33.96
Associate Diploma or National Advanced Diploma - 3 years of relevant work experience	\$47.32	\$47.32	\$47.32	\$29.58	\$35.49	\$35.49
Associate Diploma or National Advanced Diploma - 4 years of relevant work experience	\$50.88	\$50.88	\$50.88	\$31.80	\$38.16	\$38.16
Technical field - No qualification - 0 years of relevant work experience	\$34.46	\$34.46	\$34.46	\$21.54	\$25.85	\$25.85
Technical field - No qualification - 1 year of relevant work experience	\$36.54	\$36.54	\$36.54	\$22.84	\$27.41	\$27.41
Technical field - No qualification - 2 years of relevant work experience	\$39.44	\$39.44	\$39.44	\$24.65	\$29.58	\$29.58
Technical field - No qualification - 3 years of relevant work experience	\$41.52	\$41.52	\$41.52	\$25.95	\$31.14	\$31.14
Completed Diploma of Engineering	\$44.74	\$44.74	\$44.74	\$27.96	\$33.56	\$33.56

Supervisor/Trainer/Coordinator - Full-time & part-time

Classification	Hourly base rate
Supervisor/trainer/coordinator - level I	122% of the minimum hourly wage paid to the highest technically qualified employee supervised or trained, or \$21.00, whichever is higher
Supervisor/trainer/coordinator - level II	115% of the minimum hourly wage paid to the highest technically qualified employee supervised or trained, or \$22.77, whichever is higher
Supervisor/trainer/coordinator - technical	107% of the minimum hourly wage applicable to the employee's technical classification

Casual

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Afternoon shift	Night shift
C14 - Engineering/manufacturing employee - level I	\$21.61	\$32.42	\$43.22	\$54.03	\$24.85	\$24.85
C13 - Engineering/manufacturing employee - level II	\$22.24	\$33.36	\$44.48	\$55.60	\$25.58	\$25.58
C12 - Engineering/manufacturing employee - level III	\$23.09	\$34.64	\$46.18	\$57.73	\$26.55	\$26.55
C11 - Engineering/manufacturing employee - level IV	\$23.88	\$35.82	\$47.76	\$59.70	\$27.46	\$27.46
C11 - Laboratory tester	\$23.88	\$35.82	\$47.76	\$59.70	\$27.46	\$27.46
C10 - Engineering/manufacturing tradesperson - level I	\$25.16	\$37.74	\$50.32	\$62.90	\$28.93	\$28.93
C10 - Engineering/manufacturing systems employee - level V	\$25.16	\$37.74	\$50.32	\$62.90	\$28.93	\$28.93
C9 - Engineering/manufacturing tradesperson - level II	\$25.95	\$38.93	\$51.90	\$64.88	\$29.84	\$29.84
C9 - Engineering/laboratory technician - level I	\$25.95	\$38.93	\$51.90	\$64.88	\$29.84	\$29.84
C8 - Engineering/manufacturing tradesperson -special class level I	\$26.74	\$40.11	\$53.48	\$66.85	\$30.75	\$30.75
C8 - Engineering/laboratory technician - level II	\$26.74	\$40.11	\$53.48	\$66.85	\$30.75	\$30.75
C7 - Engineering/manufacturing tradesperson - special class level II	\$27.45	\$41.18	\$54.90	\$68.63	\$31.57	\$31.57
C7 - Engineering/laboratory technician - level III	\$27.45	\$41.18	\$54.90	\$68.63	\$31.57	\$31.57
C6 - Engineering/laboratory technician - level IV	\$28.85	\$43.28	\$57.70	\$72.13	\$33.18	\$33.18
C6 - Advanced engineering tradesperson - level I	\$28.85	\$43.28	\$57.70	\$72.13	\$33.18	\$33.18
C5 - Engineering/laboratory technician - level V	\$29.44	\$44.16	\$58.88	\$73.60	\$33.86	\$33.86
C5 - Advanced engineering tradesperson - level II	\$29.44	\$44.16	\$58.88	\$73.60	\$33.86	\$33.86
C4 - Engineering associate/laboratory technical officer - level I	\$30.23	\$45.35	\$60.46	\$75.58	\$34.76	\$34.76
C3 - Engineering associate/laboratory technical officer - level II	\$31.80	\$47.70	\$63.60	\$79.50	\$36.57	\$36.57
C2(a) - Principal engineering supervisor/trainer/coordinator	\$32.60	\$48.90	\$65.20	\$81.50	\$37.49	\$37.49
C2(a) - Leading technical officer	\$32.60	\$48.90	\$65.20	\$81.50	\$37.49	\$37.49
C2(b) - Principal technical officer	\$34.03	\$51.05	\$68.06	\$85.08	\$39.13	\$39.13

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Afternoon shift	Night shift
Advanced Certificate or National Diploma - 0 years of relevant work experience	\$22.66	\$33.99	\$45.32	\$56.65	\$26.06	\$26.06
Advanced Certificate or National Diploma - 1 year of relevant work experience	\$25.03	\$37.55	\$50.06	\$62.58	\$28.78	\$28.78
Advanced Certificate or National Diploma - 2 years of relevant work experience	\$28.26	\$42.39	\$56.52	\$70.65	\$32.50	\$32.50
Advanced Certificate or National Diploma - 3 years of relevant work experience	\$29.44	\$44.16	\$58.88	\$73.60	\$33.86	\$33.86
Associate Diploma or National Advanced Diploma - 0 years of relevant work experience	\$22.90	\$34.35	\$45.80	\$57.25	\$26.34	\$26.34
Associate Diploma or National Advanced Diploma - 1 year of relevant work experience	\$25.13	\$37.70	\$50.26	\$62.83	\$28.90	\$28.90
Associate Diploma or National Advanced Diploma - 2 years of relevant work experience	\$28.30	\$42.45	\$56.60	\$70.75	\$32.55	\$32.55
Associate Diploma or National Advanced Diploma - 3 years of relevant work experience	\$29.58	\$44.37	\$59.16	\$73.95	\$34.02	\$34.02
Associate Diploma or National Advanced Diploma - 4 years of relevant work experience	\$31.80	\$47.70	\$63.60	\$79.50	\$36.57	\$36.57
Technical field - No qualification - 0 years of relevant work experience	\$21.54	\$32.31	\$43.08	\$53.85	\$24.77	\$24.77
Technical field - No qualification - 1 year of relevant work experience	\$22.84	\$34.26	\$45.68	\$57.10	\$26.27	\$26.27
Technical field - No qualification - 2 years of relevant work experience	\$24.65	\$36.98	\$49.30	\$61.63	\$28.35	\$28.35
Technical field - No qualification - 3 years of relevant work experience	\$25.95	\$38.93	\$51.90	\$64.88	\$29.84	\$29.84
Completed Diploma of Engineering	\$27.96	\$41.94	\$55.92	\$69.90	\$32.15	\$32.15

Table 2 of 5

Classification	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
C14 - Engineering/manufacturing employee - level I	\$32.42	\$43.22	\$28.09	\$32.42	\$43.22	\$54.03
C13 - Engineering/manufacturing employee - level II	\$33.36	\$44.48	\$28.91	\$33.36	\$44.48	\$55.60
C12 - Engineering/manufacturing employee - level III	\$34.64	\$46.18	\$30.02	\$34.64	\$46.18	\$57.73
C11 - Engineering/manufacturing employee - level IV	\$35.82	\$47.76	\$31.04	\$35.82	\$47.76	\$59.70
C11 - Laboratory tester	\$35.82	\$47.76	\$31.04	\$35.82	\$47.76	\$59.70
C10 - Engineering/manufacturing tradesperson - level I	\$37.74	\$50.32	\$32.71	\$37.74	\$50.32	\$62.90
C10 - Engineering/manufacturing systems employee - level V	\$37.74	\$50.32	\$32.71	\$37.74	\$50.32	\$62.90
C9 - Engineering/manufacturing tradesperson - level II	\$38.93	\$51.90	\$33.74	\$38.93	\$51.90	\$64.88
C9 - Engineering/laboratory technician - level I	\$38.93	\$51.90	\$33.74	\$38.93	\$51.90	\$64.88
C8 - Engineering/manufacturing tradesperson -special class level I	\$40.11	\$53.48	\$34.76	\$40.11	\$53.48	\$66.85
C8 - Engineering/laboratory technician - level II	\$40.11	\$53.48	\$34.76	\$40.11	\$53.48	\$66.85
C7 - Engineering/manufacturing tradesperson - special class level II	\$41.18	\$54.90	\$35.69	\$41.18	\$54.90	\$68.63
C7 - Engineering/laboratory technician - level III	\$41.18	\$54.90	\$35.69	\$41.18	\$54.90	\$68.63
C6 - Engineering/laboratory technician - level IV	\$43.28	\$57.70	\$37.51	\$43.28	\$57.70	\$72.13
C6 - Advanced engineering tradesperson - level I	\$43.28	\$57.70	\$37.51	\$43.28	\$57.70	\$72.13
C5 - Engineering/laboratory technician - level V	\$44.16	\$58.88	\$38.27	\$44.16	\$58.88	\$73.60
C5 - Advanced engineering tradesperson - level II	\$44.16	\$58.88	\$38.27	\$44.16	\$58.88	\$73.60
C4 - Engineering associate/laboratory technical officer - level I	\$45.35	\$60.46	\$39.30	\$45.35	\$60.46	\$75.58
C3 - Engineering associate/laboratory technical officer - level II	\$47.70	\$63.60	\$41.34	\$47.70	\$63.60	\$79.50
C2(a) - Principal engineering supervisor/trainer/coordinator	\$48.90	\$65.20	\$42.38	\$48.90	\$65.20	\$81.50
C2(a) - Leading technical officer	\$48.90	\$65.20	\$42.38	\$48.90	\$65.20	\$81.50
C2(b) - Principal technical officer	\$51.05	\$68.06	\$44.24	\$51.05	\$68.06	\$85.08

Classification	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
Advanced Certificate or National Diploma - 0 years of relevant work experience	\$33.99	\$45.32	\$29.46	\$33.99	\$45.32	\$56.65
Advanced Certificate or National Diploma - 1 year of relevant work experience	\$37.55	\$50.06	\$32.54	\$37.55	\$50.06	\$62.58
Advanced Certificate or National Diploma - 2 years of relevant work experience	\$42.39	\$56.52	\$36.74	\$42.39	\$56.52	\$70.65
Advanced Certificate or National Diploma - 3 years of relevant work experience	\$44.16	\$58.88	\$38.27	\$44.16	\$58.88	\$73.60
Associate Diploma or National Advanced Diploma - 0 years of relevant work experience	\$34.35	\$45.80	\$29.77	\$34.35	\$45.80	\$57.25
Associate Diploma or National Advanced Diploma - 1 year of relevant work experience	\$37.70	\$50.26	\$32.67	\$37.70	\$50.26	\$62.83
Associate Diploma or National Advanced Diploma - 2 years of relevant work experience	\$42.45	\$56.60	\$36.79	\$42.45	\$56.60	\$70.75
Associate Diploma or National Advanced Diploma - 3 years of relevant work experience	\$44.37	\$59.16	\$38.45	\$44.37	\$59.16	\$73.95
Associate Diploma or National Advanced Diploma - 4 years of relevant work experience	\$47.70	\$63.60	\$41.34	\$47.70	\$63.60	\$79.50
Technical field - No qualification - 0 years of relevant work experience	\$32.31	\$43.08	\$28.00	\$32.31	\$43.08	\$53.85
Technical field - No qualification - 1 year of relevant work experience	\$34.26	\$45.68	\$29.69	\$34.26	\$45.68	\$57.10
Technical field - No qualification - 2 years of relevant work experience	\$36.98	\$49.30	\$32.05	\$36.98	\$49.30	\$61.63
Technical field - No qualification - 3 years of relevant work experience	\$38.93	\$51.90	\$33.74	\$38.93	\$51.90	\$64.88
Completed Diploma of Engineering	\$41.94	\$55.92	\$36.35	\$41.94	\$55.92	\$69.90

Table 3 of 5

Classification	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
C14 - Engineering/manufacturing employee - level I	\$43.22	\$32.42	\$43.22	\$43.22	\$32.42	\$43.22
C13 - Engineering/manufacturing employee - level II	\$44.48	\$33.36	\$44.48	\$44.48	\$33.36	\$44.48
C12 - Engineering/manufacturing employee - level III	\$46.18	\$34.64	\$46.18	\$46.18	\$34.64	\$46.18
C11 - Engineering/manufacturing employee - level IV	\$47.76	\$35.82	\$47.76	\$47.76	\$35.82	\$47.76
C11 - Laboratory tester	\$47.76	\$35.82	\$47.76	\$47.76	\$35.82	\$47.76
C10 - Engineering/manufacturing tradesperson - level I	\$50.32	\$37.74	\$50.32	\$50.32	\$37.74	\$50.32
C10 - Engineering/manufacturing systems employee - level V	\$50.32	\$37.74	\$50.32	\$50.32	\$37.74	\$50.32
C9 - Engineering/manufacturing tradesperson - level II	\$51.90	\$38.93	\$51.90	\$51.90	\$38.93	\$51.90
C9 - Engineering/laboratory technician - level I	\$51.90	\$38.93	\$51.90	\$51.90	\$38.93	\$51.90
C8 - Engineering/manufacturing tradesperson -special class level I	\$53.48	\$40.11	\$53.48	\$53.48	\$40.11	\$53.48
C8 - Engineering/laboratory technician - level II	\$53.48	\$40.11	\$53.48	\$53.48	\$40.11	\$53.48
C7 - Engineering/manufacturing tradesperson - special class level II	\$54.90	\$41.18	\$54.90	\$54.90	\$41.18	\$54.90
C7 - Engineering/laboratory technician - level III	\$54.90	\$41.18	\$54.90	\$54.90	\$41.18	\$54.90
C6 - Engineering/laboratory technician - level IV	\$57.70	\$43.28	\$57.70	\$57.70	\$43.28	\$57.70
C6 - Advanced engineering tradesperson - level I	\$57.70	\$43.28	\$57.70	\$57.70	\$43.28	\$57.70
C5 - Engineering/laboratory technician - level V	\$58.88	\$44.16	\$58.88	\$58.88	\$44.16	\$58.88
C5 - Advanced engineering tradesperson - level II	\$58.88	\$44.16	\$58.88	\$58.88	\$44.16	\$58.88
C4 - Engineering associate/laboratory technical officer - level I	\$60.46	\$45.35	\$60.46	\$60.46	\$45.35	\$60.46
C3 - Engineering associate/laboratory technical officer - level II	\$63.60	\$47.70	\$63.60	\$63.60	\$47.70	\$63.60
C2(a) - Principal engineering supervisor/trainer/coordinator	\$65.20	\$48.90	\$65.20	\$65.20	\$48.90	\$65.20
C2(a) - Leading technical officer	\$65.20	\$48.90	\$65.20	\$65.20	\$48.90	\$65.20
C2(b) - Principal technical officer	\$68.06	\$51.05	\$68.06	\$68.06	\$51.05	\$68.06
Advanced Certificate or National Diploma - 0 years of relevant work experience	\$45.32	\$33.99	\$45.32	\$45.32	\$33.99	\$45.32

Classification	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
Advanced Certificate or National Diploma - 1 year of relevant work experience	\$50.06	\$37.55	\$50.06	\$50.06	\$37.55	\$50.06
Advanced Certificate or National Diploma - 2 years of relevant work experience	\$56.52	\$42.39	\$56.52	\$56.52	\$42.39	\$56.52
Advanced Certificate or National Diploma - 3 years of relevant work experience	\$58.88	\$44.16	\$58.88	\$58.88	\$44.16	\$58.88
Associate Diploma or National Advanced Diploma - 0 years of relevant work experience	\$45.80	\$34.35	\$45.80	\$45.80	\$34.35	\$45.80
Associate Diploma or National Advanced Diploma - 1 year of relevant work experience	\$50.26	\$37.70	\$50.26	\$50.26	\$37.70	\$50.26
Associate Diploma or National Advanced Diploma - 2 years of relevant work experience	\$56.60	\$42.45	\$56.60	\$56.60	\$42.45	\$56.60
Associate Diploma or National Advanced Diploma - 3 years of relevant work experience	\$59.16	\$44.37	\$59.16	\$59.16	\$44.37	\$59.16
Associate Diploma or National Advanced Diploma - 4 years of relevant work experience	\$63.60	\$47.70	\$63.60	\$63.60	\$47.70	\$63.60
Technical field - No qualification - 0 years of relevant work experience	\$43.08	\$32.31	\$43.08	\$43.08	\$32.31	\$43.08
Technical field - No qualification - 1 year of relevant work experience	\$45.68	\$34.26	\$45.68	\$45.68	\$34.26	\$45.68
Technical field - No qualification - 2 years of relevant work experience	\$49.30	\$36.98	\$49.30	\$49.30	\$36.98	\$49.30
Technical field - No qualification - 3 years of relevant work experience	\$51.90	\$38.93	\$51.90	\$51.90	\$38.93	\$51.90
Completed Diploma of Engineering	\$55.92	\$41.94	\$55.92	\$55.92	\$41.94	\$55.92

Table 4 of 5

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
C14 - Engineering/manufacturing employee - level I	\$32.42	\$43.22	\$43.22	\$43.22	\$43.22	\$32.42
C13 - Engineering/manufacturing employee - level II	\$33.36	\$44.48	\$44.48	\$44.48	\$44.48	\$33.36
C12 - Engineering/manufacturing employee - level III	\$34.64	\$46.18	\$46.18	\$46.18	\$46.18	\$34.64
C11 - Engineering/manufacturing employee - level IV	\$35.82	\$47.76	\$47.76	\$47.76	\$47.76	\$35.82
C11 - Laboratory tester	\$35.82	\$47.76	\$47.76	\$47.76	\$47.76	\$35.82
C10 - Engineering/manufacturing tradesperson - level I	\$37.74	\$50.32	\$50.32	\$50.32	\$50.32	\$37.74
C10 - Engineering/manufacturing systems employee - level V	\$37.74	\$50.32	\$50.32	\$50.32	\$50.32	\$37.74
C9 - Engineering/manufacturing tradesperson - level II	\$38.93	\$51.90	\$51.90	\$51.90	\$51.90	\$38.93
C9 - Engineering/laboratory technician - level I	\$38.93	\$51.90	\$51.90	\$51.90	\$51.90	\$38.93
C8 - Engineering/manufacturing tradesperson -special class level I	\$40.11	\$53.48	\$53.48	\$53.48	\$53.48	\$40.11
C8 - Engineering/laboratory technician - level II	\$40.11	\$53.48	\$53.48	\$53.48	\$53.48	\$40.11
C7 - Engineering/manufacturing tradesperson - special class level II	\$41.18	\$54.90	\$54.90	\$54.90	\$54.90	\$41.18
C7 - Engineering/laboratory technician - level III	\$41.18	\$54.90	\$54.90	\$54.90	\$54.90	\$41.18
C6 - Engineering/laboratory technician - level IV	\$43.28	\$57.70	\$57.70	\$57.70	\$57.70	\$43.28
C6 - Advanced engineering tradesperson - level I	\$43.28	\$57.70	\$57.70	\$57.70	\$57.70	\$43.28
C5 - Engineering/laboratory technician - level V	\$44.16	\$58.88	\$58.88	\$58.88	\$58.88	\$44.16
C5 - Advanced engineering tradesperson - level II	\$44.16	\$58.88	\$58.88	\$58.88	\$58.88	\$44.16
C4 - Engineering associate/laboratory technical officer - level I	\$45.35	\$60.46	\$60.46	\$60.46	\$60.46	\$45.35
C3 - Engineering associate/laboratory technical officer - level II	\$47.70	\$63.60	\$63.60	\$63.60	\$63.60	\$47.70
C2(a) - Principal engineering supervisor/trainer/coordinator	\$48.90	\$65.20	\$65.20	\$65.20	\$65.20	\$48.90
C2(a) - Leading technical officer	\$48.90	\$65.20	\$65.20	\$65.20	\$65.20	\$48.90
C2(b) - Principal technical officer	\$51.05	\$68.06	\$68.06	\$68.06	\$68.06	\$51.05
Advanced Certificate or National Diploma - 0 years of relevant work experience	\$33.99	\$45.32	\$45.32	\$45.32	\$45.32	\$33.99

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Advanced Certificate or National Diploma - 1 year of relevant work experience	\$37.55	\$50.06	\$50.06	\$50.06	\$50.06	\$37.55
Advanced Certificate or National Diploma - 2 years of relevant work experience	\$42.39	\$56.52	\$56.52	\$56.52	\$56.52	\$42.39
Advanced Certificate or National Diploma - 3 years of relevant work experience	\$44.16	\$58.88	\$58.88	\$58.88	\$58.88	\$44.16
Associate Diploma or National Advanced Diploma - 0 years of relevant work experience	\$34.35	\$45.80	\$45.80	\$45.80	\$45.80	\$34.35
Associate Diploma or National Advanced Diploma - 1 year of relevant work experience	\$37.70	\$50.26	\$50.26	\$50.26	\$50.26	\$37.70
Associate Diploma or National Advanced Diploma - 2 years of relevant work experience	\$42.45	\$56.60	\$56.60	\$56.60	\$56.60	\$42.45
Associate Diploma or National Advanced Diploma - 3 years of relevant work experience	\$44.37	\$59.16	\$59.16	\$59.16	\$59.16	\$44.37
Associate Diploma or National Advanced Diploma - 4 years of relevant work experience	\$47.70	\$63.60	\$63.60	\$63.60	\$63.60	\$47.70
Technical field - No qualification - 0 years of relevant work experience	\$32.31	\$43.08	\$43.08	\$43.08	\$43.08	\$32.31
Technical field - No qualification - 1 year of relevant work experience	\$34.26	\$45.68	\$45.68	\$45.68	\$45.68	\$34.26
Technical field - No qualification - 2 years of relevant work experience	\$36.98	\$49.30	\$49.30	\$49.30	\$49.30	\$36.98
Technical field - No qualification - 3 years of relevant work experience	\$38.93	\$51.90	\$51.90	\$51.90	\$51.90	\$38.93
Completed Diploma of Engineering	\$41.94	\$55.92	\$55.92	\$55.92	\$55.92	\$41.94

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
C14 - Engineering/manufacturing employee - level I	\$43.22	\$43.22	\$43.22	\$27.01	\$32.42	\$32.42
C13 - Engineering/manufacturing employee - level II	\$44.48	\$44.48	\$44.48	\$27.80	\$33.36	\$33.36

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
C12 - Engineering/manufacturing employee - level III	\$46.18	\$46.18	\$46.18	\$28.86	\$34.64	\$34.64
C11 - Engineering/manufacturing employee - level IV	\$47.76	\$47.76	\$47.76	\$29.85	\$35.82	\$35.82
C11 - Laboratory tester	\$47.76	\$47.76	\$47.76	\$29.85	\$35.82	\$35.82
C10 - Engineering/manufacturing tradesperson - level I	\$50.32	\$50.32	\$50.32	\$31.45	\$37.74	\$37.74
C10 - Engineering/manufacturing systems employee - level V	\$50.32	\$50.32	\$50.32	\$31.45	\$37.74	\$37.74
C9 - Engineering/manufacturing tradesperson - level II	\$51.90	\$51.90	\$51.90	\$32.44	\$38.93	\$38.93
C9 - Engineering/laboratory technician - level I	\$51.90	\$51.90	\$51.90	\$32.44	\$38.93	\$38.93
C8 - Engineering/manufacturing tradesperson -special class level I	\$53.48	\$53.48	\$53.48	\$33.43	\$40.11	\$40.11
C8 - Engineering/laboratory technician - level II	\$53.48	\$53.48	\$53.48	\$33.43	\$40.11	\$40.11
C7 - Engineering/manufacturing tradesperson - special class level II	\$54.90	\$54.90	\$54.90	\$34.31	\$41.18	\$41.18
C7 - Engineering/laboratory technician - level III	\$54.90	\$54.90	\$54.90	\$34.31	\$41.18	\$41.18
C6 - Engineering/laboratory technician - level IV	\$57.70	\$57.70	\$57.70	\$36.06	\$43.28	\$43.28
C6 - Advanced engineering tradesperson - level I	\$57.70	\$57.70	\$57.70	\$36.06	\$43.28	\$43.28
C5 - Engineering/laboratory technician - level V	\$58.88	\$58.88	\$58.88	\$36.80	\$44.16	\$44.16
C5 - Advanced engineering tradesperson - level II	\$58.88	\$58.88	\$58.88	\$36.80	\$44.16	\$44.16
C4 - Engineering associate/laboratory technical officer - level I	\$60.46	\$60.46	\$60.46	\$37.79	\$45.35	\$45.35
C3 - Engineering associate/laboratory technical officer - level II	\$63.60	\$63.60	\$63.60	\$39.75	\$47.70	\$47.70
C2(a) - Principal engineering supervisor/trainer/coordinator	\$65.20	\$65.20	\$65.20	\$40.75	\$48.90	\$48.90
C2(a) - Leading technical officer	\$65.20	\$65.20	\$65.20	\$40.75	\$48.90	\$48.90
C2(b) - Principal technical officer	\$68.06	\$68.06	\$68.06	\$42.54	\$51.05	\$51.05
Advanced Certificate or National Diploma - 0 years of relevant work experience	\$45.32	\$45.32	\$45.32	\$28.33	\$33.99	\$33.99
Advanced Certificate or National Diploma - 1 year of relevant work experience	\$50.06	\$50.06	\$50.06	\$31.29	\$37.55	\$37.55
Advanced Certificate or National Diploma - 2 years of relevant work experience	\$56.52	\$56.52	\$56.52	\$35.33	\$42.39	\$42.39

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Advanced Certificate or National Diploma - 3 years of relevant work experience	\$58.88	\$58.88	\$58.88	\$36.80	\$44.16	\$44.16
Associate Diploma or National Advanced Diploma - 0 years of relevant work experience	\$45.80	\$45.80	\$45.80	\$28.63	\$34.35	\$34.35
Associate Diploma or National Advanced Diploma - 1 year of relevant work experience	\$50.26	\$50.26	\$50.26	\$31.41	\$37.70	\$37.70
Associate Diploma or National Advanced Diploma - 2 years of relevant work experience	\$56.60	\$56.60	\$56.60	\$35.38	\$42.45	\$42.45
Associate Diploma or National Advanced Diploma - 3 years of relevant work experience	\$59.16	\$59.16	\$59.16	\$36.98	\$44.37	\$44.37
Associate Diploma or National Advanced Diploma - 4 years of relevant work experience	\$63.60	\$63.60	\$63.60	\$39.75	\$47.70	\$47.70
Technical field - No qualification - 0 years of relevant work experience	\$43.08	\$43.08	\$43.08	\$26.93	\$32.31	\$32.31
Technical field - No qualification - 1 year of relevant work experience	\$45.68	\$45.68	\$45.68	\$28.55	\$34.26	\$34.26
Technical field - No qualification - 2 years of relevant work experience	\$49.30	\$49.30	\$49.30	\$30.81	\$36.98	\$36.98
Technical field - No qualification - 3 years of relevant work experience	\$51.90	\$51.90	\$51.90	\$32.44	\$38.93	\$38.93
Completed Diploma of Engineering	\$55.92	\$55.92	\$55.92	\$34.95	\$41.94	\$41.94

Supervisor/Trainer/Coordinator - Casual

Classification	Hourly base rate
Supervisor/trainer/coordinator - level I	122% of the minimum hourly wage paid to the highest technically qualified employee supervised or trained, plus 25% casual loading, or \$26.25, whichever is higher
Supervisor/trainer/coordinator - level II	115% of the minimum hourly wage paid to the highest technically qualified employee supervised or trained, plus 25% casual loading, or \$28.46, whichever is higher
Supervisor/trainer/coordinator - technical	107% of the minimum hourly wage applicable to the employee's technical classification, plus 25% casual loading

Junior - Full-time & part-time

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

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Under 16 years - not in a foundry	\$6.55	\$9.83	\$13.10	\$16.38	\$13.10	\$13.10
Under 16 years - in a foundry	\$6.55	\$9.83	\$13.10	\$16.38	\$13.10	\$13.10
16 years - not in a foundry	\$8.41	\$12.62	\$16.82	\$21.03	\$16.82	\$16.82
16 years - in a foundry	\$8.41	\$12.62	\$16.82	\$21.03	\$16.82	\$16.82
17 years - not in a foundry	\$10.28	\$15.42	\$20.56	\$25.70	\$20.56	\$20.56
17 years - in a foundry	\$12.15	\$18.23	\$24.30	\$30.38	\$24.30	\$24.30
18 years - not in a foundry	\$12.15	\$18.23	\$24.30	\$30.38	\$24.30	\$24.30
18 years - in a foundry	\$14.77	\$22.16	\$29.54	\$36.93	\$29.54	\$29.54
19 years - not in a foundry	\$14.68	\$22.02	\$29.36	\$36.70	\$29.36	\$29.36
19 years - in a foundry	\$17.58	\$26.37	\$35.16	\$43.95	\$35.16	\$35.16
20 years - not in a foundry	\$17.38	\$26.07	\$34.76	\$43.45	\$34.76	\$34.76
20 years - in a foundry	\$17.79	\$26.69	\$35.58	\$44.48	\$35.58	\$35.58

Table 2 of 5

Classification	Afternoon shift	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker
Under 16 years - not in a foundry	\$7.53	\$7.53	\$9.83	\$13.10	\$8.52	\$9.83	\$13.10
Under 16 years - in a foundry	\$7.53	\$7.53	\$9.83	\$13.10	\$8.52	\$9.83	\$13.10
16 years - not in a foundry	\$9.67	\$9.67	\$12.62	\$16.82	\$10.93	\$12.62	\$16.82
16 years - in a foundry	\$9.67	\$9.67	\$12.62	\$16.82	\$10.93	\$12.62	\$16.82
17 years - not in a foundry	\$11.82	\$11.82	\$15.42	\$20.56	\$13.36	\$15.42	\$20.56

Classification	Afternoon shift	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker
17 years - in a foundry	\$13.97	\$13.97	\$18.23	\$24.30	\$15.80	\$18.23	\$24.30
18 years - not in a foundry	\$13.97	\$13.97	\$18.23	\$24.30	\$15.80	\$18.23	\$24.30
18 years - in a foundry	\$16.99	\$16.99	\$22.16	\$29.54	\$19.20	\$22.16	\$29.54
19 years - not in a foundry	\$16.88	\$16.88	\$22.02	\$29.36	\$19.08	\$22.02	\$29.36
19 years - in a foundry	\$20.22	\$20.22	\$26.37	\$35.16	\$22.85	\$26.37	\$35.16
20 years - not in a foundry	\$19.99	\$19.99	\$26.07	\$34.76	\$22.59	\$26.07	\$34.76
20 years - in a foundry	\$20.46	\$20.46	\$26.69	\$35.58	\$23.13	\$26.69	\$35.58

Table 3 of 5

Classification	Public holiday - non-continuous shiftworker	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker
Under 16 years - not in a foundry	\$16.38	\$13.10	\$9.83	\$13.10	\$13.10	\$9.83
Under 16 years - in a foundry	\$16.38	\$13.10	\$9.83	\$13.10	\$13.10	\$9.83
16 years - not in a foundry	\$21.03	\$16.82	\$12.62	\$16.82	\$16.82	\$12.62
16 years - in a foundry	\$21.03	\$16.82	\$12.62	\$16.82	\$16.82	\$12.62
17 years - not in a foundry	\$25.70	\$20.56	\$15.42	\$20.56	\$20.56	\$15.42
17 years - in a foundry	\$30.38	\$24.30	\$18.23	\$24.30	\$24.30	\$18.23
18 years - not in a foundry	\$30.38	\$24.30	\$18.23	\$24.30	\$24.30	\$18.23
18 years - in a foundry	\$36.93	\$29.54	\$22.16	\$29.54	\$29.54	\$22.16
19 years - not in a foundry	\$36.70	\$29.36	\$22.02	\$29.36	\$29.36	\$22.02
19 years - in a foundry	\$43.95	\$35.16	\$26.37	\$35.16	\$35.16	\$26.37
20 years - not in a foundry	\$43.45	\$34.76	\$26.07	\$34.76	\$34.76	\$26.07
20 years - in a foundry	\$44.48	\$35.58	\$26.69	\$35.58	\$35.58	\$26.69

Table 4 of 5

Classification	Overtime - after 3 hours - day worker and non-continuous shiftworker	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker
Under 16 years - not in a foundry	\$13.10	\$9.83	\$13.10	\$13.10	\$13.10	\$13.10
Under 16 years - in a foundry	\$13.10	\$9.83	\$13.10	\$13.10	\$13.10	\$13.10
16 years - not in a foundry	\$16.82	\$12.62	\$16.82	\$16.82	\$16.82	\$16.82
16 years - in a foundry	\$16.82	\$12.62	\$16.82	\$16.82	\$16.82	\$16.82
17 years - not in a foundry	\$20.56	\$15.42	\$20.56	\$20.56	\$20.56	\$20.56
17 years - in a foundry	\$24.30	\$18.23	\$24.30	\$24.30	\$24.30	\$24.30
18 years - not in a foundry	\$24.30	\$18.23	\$24.30	\$24.30	\$24.30	\$24.30
18 years - in a foundry	\$29.54	\$22.16	\$29.54	\$29.54	\$29.54	\$29.54
19 years - not in a foundry	\$29.36	\$22.02	\$29.36	\$29.36	\$29.36	\$29.36
19 years - in a foundry	\$35.16	\$26.37	\$35.16	\$35.16	\$35.16	\$35.16
20 years - not in a foundry	\$34.76	\$26.07	\$34.76	\$34.76	\$34.76	\$34.76
20 years - in a foundry	\$35.58	\$26.69	\$35.58	\$35.58	\$35.58	\$35.58

Table 5 of 5

Classification	Call back - first 3 hours	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Under 16 years - not in a foundry	\$9.83	\$13.10	\$13.10	\$13.10	\$8.19	\$9.83	\$9.83
Under 16 years - in a foundry	\$9.83	\$13.10	\$13.10	\$13.10	\$8.19	\$9.83	\$9.83
16 years - not in a foundry	\$12.62	\$16.82	\$16.82	\$16.82	\$10.51	\$12.62	\$12.62
16 years - in a foundry	\$12.62	\$16.82	\$16.82	\$16.82	\$10.51	\$12.62	\$12.62
17 years - not in a foundry	\$15.42	\$20.56	\$20.56	\$20.56	\$12.85	\$15.42	\$15.42
17 years - in a foundry	\$18.23	\$24.30	\$24.30	\$24.30	\$15.19	\$18.23	\$18.23
18 years - not in a foundry	\$18.23	\$24.30	\$24.30	\$24.30	\$15.19	\$18.23	\$18.23
18 years - in a foundry	\$22.16	\$29.54	\$29.54	\$29.54	\$18.46	\$22.16	\$22.16
19 years - not in a foundry	\$22.02	\$29.36	\$29.36	\$29.36	\$18.35	\$22.02	\$22.02
19 years - in a foundry	\$26.37	\$35.16	\$35.16	\$35.16	\$21.98	\$26.37	\$26.37
20 years - not in a foundry	\$26.07	\$34.76	\$34.76	\$34.76	\$21.73	\$26.07	\$26.07
20 years - in a foundry	\$26.69	\$35.58	\$35.58	\$35.58	\$22.24	\$26.69	\$26.69

Junior - Casual

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

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Afternoon shift	Night shift
Under 16 years - not in a foundry	\$8.19	\$12.29	\$16.38	\$20.48	\$9.42	\$9.42
Under 16 years - in a foundry	\$8.19	\$12.29	\$16.38	\$20.48	\$9.42	\$9.42
16 years - not in a foundry	\$10.51	\$15.77	\$21.02	\$26.28	\$12.09	\$12.09
16 years - in a foundry	\$10.51	\$15.77	\$21.02	\$26.28	\$12.09	\$12.09
17 years - not in a foundry	\$12.85	\$19.28	\$25.70	\$32.13	\$14.78	\$14.78
17 years - in a foundry	\$15.19	\$22.79	\$30.38	\$37.98	\$17.47	\$17.47
18 years - not in a foundry	\$15.19	\$22.79	\$30.38	\$37.98	\$17.47	\$17.47
18 years - in a foundry	\$18.46	\$27.69	\$36.92	\$46.15	\$21.23	\$21.23
19 years - not in a foundry	\$18.35	\$27.53	\$36.70	\$45.88	\$21.10	\$21.10
19 years - in a foundry	\$21.98	\$32.97	\$43.96	\$54.95	\$25.28	\$25.28
20 years - not in a foundry	\$21.73	\$32.60	\$43.46	\$54.33	\$24.99	\$24.99
20 years - in a foundry	\$22.24	\$33.36	\$44.48	\$55.60	\$25.58	\$25.58

Table 2 of 5

Classification	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
Under 16 years - not in a foundry	\$12.29	\$16.38	\$10.65	\$12.29	\$16.38	\$20.48
Under 16 years - in a foundry	\$12.29	\$16.38	\$10.65	\$12.29	\$16.38	\$20.48
16 years - not in a foundry	\$15.77	\$21.02	\$13.66	\$15.77	\$21.02	\$26.28
16 years - in a foundry	\$15.77	\$21.02	\$13.66	\$15.77	\$21.02	\$26.28
17 years - not in a foundry	\$19.28	\$25.70	\$16.71	\$19.28	\$25.70	\$32.13
17 years - in a foundry	\$22.79	\$30.38	\$19.75	\$22.79	\$30.38	\$37.98

Classification	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
18 years - not in a foundry	\$22.79	\$30.38	\$19.75	\$22.79	\$30.38	\$37.98
18 years - in a foundry	\$27.69	\$36.92	\$24.00	\$27.69	\$36.92	\$46.15
19 years - not in a foundry	\$27.53	\$36.70	\$23.86	\$27.53	\$36.70	\$45.88
19 years - in a foundry	\$32.97	\$43.96	\$28.57	\$32.97	\$43.96	\$54.95
20 years - not in a foundry	\$32.60	\$43.46	\$28.25	\$32.60	\$43.46	\$54.33
20 years - in a foundry	\$33.36	\$44.48	\$28.91	\$33.36	\$44.48	\$55.60

Table 3 of 5

Classification	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
Under 16 years - not in a foundry	\$16.38	\$12.29	\$16.38	\$16.38	\$12.29	\$16.38
Under 16 years - in a foundry	\$16.38	\$12.29	\$16.38	\$16.38	\$12.29	\$16.38
16 years - not in a foundry	\$21.02	\$15.77	\$21.02	\$21.02	\$15.77	\$21.02
16 years - in a foundry	\$21.02	\$15.77	\$21.02	\$21.02	\$15.77	\$21.02
17 years - not in a foundry	\$25.70	\$19.28	\$25.70	\$25.70	\$19.28	\$25.70
17 years - in a foundry	\$30.38	\$22.79	\$30.38	\$30.38	\$22.79	\$30.38
18 years - not in a foundry	\$30.38	\$22.79	\$30.38	\$30.38	\$22.79	\$30.38
18 years - in a foundry	\$36.92	\$27.69	\$36.92	\$36.92	\$27.69	\$36.92
19 years - not in a foundry	\$36.70	\$27.53	\$36.70	\$36.70	\$27.53	\$36.70
19 years - in a foundry	\$43.96	\$32.97	\$43.96	\$43.96	\$32.97	\$43.96
20 years - not in a foundry	\$43.46	\$32.60	\$43.46	\$43.46	\$32.60	\$43.46
20 years - in a foundry	\$44.48	\$33.36	\$44.48	\$44.48	\$33.36	\$44.48

Table 4 of 5

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Under 16 years - not in a foundry	\$12.29	\$16.38	\$16.38	\$16.38	\$16.38	\$12.29
Under 16 years - in a foundry	\$12.29	\$16.38	\$16.38	\$16.38	\$16.38	\$12.29
16 years - not in a foundry	\$15.77	\$21.02	\$21.02	\$21.02	\$21.02	\$15.77
16 years - in a foundry	\$15.77	\$21.02	\$21.02	\$21.02	\$21.02	\$15.77
17 years - not in a foundry	\$19.28	\$25.70	\$25.70	\$25.70	\$25.70	\$19.28
17 years - in a foundry	\$22.79	\$30.38	\$30.38	\$30.38	\$30.38	\$22.79
18 years - not in a foundry	\$22.79	\$30.38	\$30.38	\$30.38	\$30.38	\$22.79
18 years - in a foundry	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$27.69
19 years - not in a foundry	\$27.53	\$36.70	\$36.70	\$36.70	\$36.70	\$27.53
19 years - in a foundry	\$32.97	\$43.96	\$43.96	\$43.96	\$43.96	\$32.97
20 years - not in a foundry	\$32.60	\$43.46	\$43.46	\$43.46	\$43.46	\$32.60
20 years - in a foundry	\$33.36	\$44.48	\$44.48	\$44.48	\$44.48	\$33.36

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Under 16 years - not in a foundry	\$16.38	\$16.38	\$16.38	\$10.24	\$12.29	\$12.29
Under 16 years - in a foundry	\$16.38	\$16.38	\$16.38	\$10.24	\$12.29	\$12.29
16 years - not in a foundry	\$21.02	\$21.02	\$21.02	\$13.14	\$15.77	\$15.77
16 years - in a foundry	\$21.02	\$21.02	\$21.02	\$13.14	\$15.77	\$15.77
17 years - not in a foundry	\$25.70	\$25.70	\$25.70	\$16.06	\$19.28	\$19.28
17 years - in a foundry	\$30.38	\$30.38	\$30.38	\$18.99	\$22.79	\$22.79
18 years - not in a foundry	\$30.38	\$30.38	\$30.38	\$18.99	\$22.79	\$22.79
18 years - in a foundry	\$36.92	\$36.92	\$36.92	\$23.08	\$27.69	\$27.69
19 years - not in a foundry	\$36.70	\$36.70	\$36.70	\$22.94	\$27.53	\$27.53
19 years - in a foundry	\$43.96	\$43.96	\$43.96	\$27.48	\$32.97	\$32.97
20 years - not in a foundry	\$43.46	\$43.46	\$43.46	\$27.16	\$32.60	\$32.60
20 years - in a foundry	\$44.48	\$44.48	\$44.48	\$27.80	\$33.36	\$33.36

Apprentice - Started before 1 Jan 2014 - Completed Year 10 or less - Full-time & part-time

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Apprentice - stage 1	\$8.45	\$12.68	\$16.90	\$21.13	\$16.90	\$16.90	\$9.72
Apprentice - stage 2	\$11.07	\$16.61	\$22.14	\$27.68	\$22.14	\$22.14	\$12.73
Apprentice - stage 3	\$15.10	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$17.37
Apprentice - stage 4	\$17.71	\$26.57	\$35.42	\$44.28	\$35.42	\$35.42	\$20.37
Apprentice - stage 4 - Higher engineering	\$19.32	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$22.22
Apprentice - stage 4 - Advanced engineering	\$20.72	\$31.08	\$41.44	\$51.80	\$41.44	\$41.44	\$23.83

Table 2 of 5

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
Apprentice - stage 1	\$9.72	\$12.68	\$16.90	\$10.99	\$12.68	\$16.90	\$21.13
Apprentice - stage 2	\$12.73	\$16.61	\$22.14	\$14.39	\$16.61	\$22.14	\$27.68
Apprentice - stage 3	\$17.37	\$22.65	\$30.20	\$19.63	\$22.65	\$30.20	\$37.75
Apprentice - stage 4	\$20.37	\$26.57	\$35.42	\$23.02	\$26.57	\$35.42	\$44.28
Apprentice - stage 4 - Higher engineering	\$22.22	\$28.98	\$38.64	\$25.12	\$28.98	\$38.64	\$48.30
Apprentice - stage 4 - Advanced engineering	\$23.83	\$31.08	\$41.44	\$26.94	\$31.08	\$41.44	\$51.80

Table 3 of 5

Classification	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
Apprentice - stage 1	\$16.90	\$12.68	\$16.90	\$16.90	\$12.68	\$16.90
Apprentice - stage 2	\$22.14	\$16.61	\$22.14	\$22.14	\$16.61	\$22.14
Apprentice - stage 3	\$30.20	\$22.65	\$30.20	\$30.20	\$22.65	\$30.20
Apprentice - stage 4	\$35.42	\$26.57	\$35.42	\$35.42	\$26.57	\$35.42
Apprentice - stage 4 - Higher engineering	\$38.64	\$28.98	\$38.64	\$38.64	\$28.98	\$38.64
Apprentice - stage 4 - Advanced engineering	\$41.44	\$31.08	\$41.44	\$41.44	\$31.08	\$41.44

Table 4 of 5

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Apprentice - stage 1	\$12.68	\$16.90	\$16.90	\$16.90	\$16.90	\$12.68
Apprentice - stage 2	\$16.61	\$22.14	\$22.14	\$22.14	\$22.14	\$16.61
Apprentice - stage 3	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice - stage 4	\$26.57	\$35.42	\$35.42	\$35.42	\$35.42	\$26.57
Apprentice - stage 4 - Higher engineering	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$28.98
Apprentice - stage 4 - Advanced engineering	\$31.08	\$41.44	\$41.44	\$41.44	\$41.44	\$31.08

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Apprentice - stage 1	\$16.90	\$16.90	\$16.90	\$10.56	\$12.68	\$12.68
Apprentice - stage 2	\$22.14	\$22.14	\$22.14	\$13.84	\$16.61	\$16.61
Apprentice - stage 3	\$30.20	\$30.20	\$30.20	\$18.88	\$22.65	\$22.65
Apprentice - stage 4	\$35.42	\$35.42	\$35.42	\$22.14	\$26.57	\$26.57

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Apprentice - stage 4 - Higher engineering	\$38.64	\$38.64	\$38.64	\$24.15	\$28.98	\$28.98
Apprentice - stage 4 - Advanced engineering	\$41.44	\$41.44	\$41.44	\$25.90	\$31.08	\$31.08

Apprentice - Started before 1 Jan 2014 - Completed Year 11 - Full-time & part-time

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Apprentice - stage 1	\$9.72	\$14.58	\$19.44	\$24.30	\$19.44	\$19.44	\$11.18
Apprentice - stage 2	\$11.07	\$16.61	\$22.14	\$27.68	\$22.14	\$22.14	\$12.73
Apprentice - stage 3	\$15.10	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$17.37
Apprentice - stage 4	\$17.71	\$26.57	\$35.42	\$44.28	\$35.42	\$35.42	\$20.37
Apprentice - stage 4 - Higher engineering	\$19.32	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$22.22
Apprentice - stage 4 - Advanced engineering	\$20.72	\$31.08	\$41.44	\$51.80	\$41.44	\$41.44	\$23.83

Table 2 of 5

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
Apprentice - stage 1	\$11.18	\$14.58	\$19.44	\$12.64	\$14.58	\$19.44	\$24.30
Apprentice - stage 2	\$12.73	\$16.61	\$22.14	\$14.39	\$16.61	\$22.14	\$27.68
Apprentice - stage 3	\$17.37	\$22.65	\$30.20	\$19.63	\$22.65	\$30.20	\$37.75
Apprentice - stage 4	\$20.37	\$26.57	\$35.42	\$23.02	\$26.57	\$35.42	\$44.28

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
Apprentice - stage 4 - Higher engineering	\$22.22	\$28.98	\$38.64	\$25.12	\$28.98	\$38.64	\$48.30
Apprentice - stage 4 - Advanced engineering	\$23.83	\$31.08	\$41.44	\$26.94	\$31.08	\$41.44	\$51.80

Table 3 of 5

Classification	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
Apprentice - stage 1	\$19.44	\$14.58	\$19.44	\$19.44	\$14.58	\$19.44
Apprentice - stage 2	\$22.14	\$16.61	\$22.14	\$22.14	\$16.61	\$22.14
Apprentice - stage 3	\$30.20	\$22.65	\$30.20	\$30.20	\$22.65	\$30.20
Apprentice - stage 4	\$35.42	\$26.57	\$35.42	\$35.42	\$26.57	\$35.42
Apprentice - stage 4 - Higher engineering	\$38.64	\$28.98	\$38.64	\$38.64	\$28.98	\$38.64
Apprentice - stage 4 - Advanced engineering	\$41.44	\$31.08	\$41.44	\$41.44	\$31.08	\$41.44

Table 4 of 5

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Apprentice - stage 1	\$14.58	\$19.44	\$19.44	\$19.44	\$19.44	\$14.58
Apprentice - stage 2	\$16.61	\$22.14	\$22.14	\$22.14	\$22.14	\$16.61
Apprentice - stage 3	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice - stage 4	\$26.57	\$35.42	\$35.42	\$35.42	\$35.42	\$26.57
Apprentice - stage 4 - Higher engineering	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$28.98

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Apprentice - stage 4 - Advanced engineering	\$31.08	\$41.44	\$41.44	\$41.44	\$41.44	\$31.08

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Apprentice - stage 1	\$19.44	\$19.44	\$19.44	\$12.15	\$14.58	\$14.58
Apprentice - stage 2	\$22.14	\$22.14	\$22.14	\$13.84	\$16.61	\$16.61
Apprentice - stage 3	\$30.20	\$30.20	\$30.20	\$18.88	\$22.65	\$22.65
Apprentice - stage 4	\$35.42	\$35.42	\$35.42	\$22.14	\$26.57	\$26.57
Apprentice - stage 4 - Higher engineering	\$38.64	\$38.64	\$38.64	\$24.15	\$28.98	\$28.98
Apprentice - stage 4 - Advanced engineering	\$41.44	\$41.44	\$41.44	\$25.90	\$31.08	\$31.08

Apprentice - Started before 1 Jan 2014 - Completed Year 12 - Full-time & part-time

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Apprentice - stage 1	\$10.19	\$15.29	\$20.38	\$25.48	\$20.38	\$20.38	\$11.72
Apprentice - stage 2	\$11.86	\$17.79	\$23.72	\$29.65	\$23.72	\$23.72	\$13.64
Apprentice - stage 3	\$15.10	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$17.37
Apprentice - stage 4	\$18.47	\$27.71	\$36.94	\$46.18	\$36.94	\$36.94	\$21.24
Apprentice - stage 4 - Higher engineering	\$19.32	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$22.22
Apprentice - stage 4 - Advanced engineering	\$20.72	\$31.08	\$41.44	\$51.80	\$41.44	\$41.44	\$23.83

Table 2 of 5

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
Apprentice - stage 1	\$11.72	\$15.29	\$20.38	\$13.25	\$15.29	\$20.38	\$25.48
Apprentice - stage 2	\$13.64	\$17.79	\$23.72	\$15.42	\$17.79	\$23.72	\$29.65
Apprentice - stage 3	\$17.37	\$22.65	\$30.20	\$19.63	\$22.65	\$30.20	\$37.75
Apprentice - stage 4	\$21.24	\$27.71	\$36.94	\$24.01	\$27.71	\$36.94	\$46.18
Apprentice - stage 4 - Higher engineering	\$22.22	\$28.98	\$38.64	\$25.12	\$28.98	\$38.64	\$48.30
Apprentice - stage 4 - Advanced engineering	\$23.83	\$31.08	\$41.44	\$26.94	\$31.08	\$41.44	\$51.80

Table 3 of 5

Classification	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
Apprentice - stage 1	\$20.38	\$15.29	\$20.38	\$20.38	\$15.29	\$20.38
Apprentice - stage 2	\$23.72	\$17.79	\$23.72	\$23.72	\$17.79	\$23.72
Apprentice - stage 3	\$30.20	\$22.65	\$30.20	\$30.20	\$22.65	\$30.20
Apprentice - stage 4	\$36.94	\$27.71	\$36.94	\$36.94	\$27.71	\$36.94
Apprentice - stage 4 - Higher engineering	\$38.64	\$28.98	\$38.64	\$38.64	\$28.98	\$38.64
Apprentice - stage 4 - Advanced engineering	\$41.44	\$31.08	\$41.44	\$41.44	\$31.08	\$41.44

Table 4 of 5

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Apprentice - stage 1	\$15.29	\$20.38	\$20.38	\$20.38	\$20.38	\$15.29
Apprentice - stage 2	\$17.79	\$23.72	\$23.72	\$23.72	\$23.72	\$17.79

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Apprentice - stage 3	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice - stage 4	\$27.71	\$36.94	\$36.94	\$36.94	\$36.94	\$27.71
Apprentice - stage 4 - Higher engineering	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$28.98
Apprentice - stage 4 - Advanced engineering	\$31.08	\$41.44	\$41.44	\$41.44	\$41.44	\$31.08

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Apprentice - stage 1	\$20.38	\$20.38	\$20.38	\$12.74	\$15.29	\$15.29
Apprentice - stage 2	\$23.72	\$23.72	\$23.72	\$14.83	\$17.79	\$17.79
Apprentice - stage 3	\$30.20	\$30.20	\$30.20	\$18.88	\$22.65	\$22.65
Apprentice - stage 4	\$36.94	\$36.94	\$36.94	\$23.09	\$27.71	\$27.71
Apprentice - stage 4 - Higher engineering	\$38.64	\$38.64	\$38.64	\$24.15	\$28.98	\$28.98
Apprentice - stage 4 - Advanced engineering	\$41.44	\$41.44	\$41.44	\$25.90	\$31.08	\$31.08

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

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Apprentice - stage 1	\$15.26	\$22.89	\$30.52	\$38.15	\$30.52	\$30.52	\$17.55
Apprentice - stage 2	\$17.29	\$25.94	\$34.58	\$43.23	\$34.58	\$34.58	\$19.88
Apprentice - stage 3	\$17.79	\$26.69	\$35.58	\$44.48	\$35.58	\$35.58	\$20.46
Apprentice - stage 4	\$18.47	\$27.71	\$36.94	\$46.18	\$36.94	\$36.94	\$21.24
Apprentice - stage 4 - Higher engineering	\$19.32	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$22.22

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Apprentice - stage 4 - Advanced engineering	\$20.72	\$31.08	\$41.44	\$51.80	\$41.44	\$41.44	\$23.83

Table 2 of 5

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
Apprentice - stage 1	\$17.55	\$22.89	\$30.52	\$19.84	\$22.89	\$30.52	\$38.15
Apprentice - stage 2	\$19.88	\$25.94	\$34.58	\$22.48	\$25.94	\$34.58	\$43.23
Apprentice - stage 3	\$20.46	\$26.69	\$35.58	\$23.13	\$26.69	\$35.58	\$44.48
Apprentice - stage 4	\$21.24	\$27.71	\$36.94	\$24.01	\$27.71	\$36.94	\$46.18
Apprentice - stage 4 - Higher engineering	\$22.22	\$28.98	\$38.64	\$25.12	\$28.98	\$38.64	\$48.30
Apprentice - stage 4 - Advanced engineering	\$23.83	\$31.08	\$41.44	\$26.94	\$31.08	\$41.44	\$51.80

Table 3 of 5

Classification	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
Apprentice - stage 1	\$30.52	\$22.89	\$30.52	\$30.52	\$22.89	\$30.52
Apprentice - stage 2	\$34.58	\$25.94	\$34.58	\$34.58	\$25.94	\$34.58
Apprentice - stage 3	\$35.58	\$26.69	\$35.58	\$35.58	\$26.69	\$35.58
Apprentice - stage 4	\$36.94	\$27.71	\$36.94	\$36.94	\$27.71	\$36.94
Apprentice - stage 4 - Higher engineering	\$38.64	\$28.98	\$38.64	\$38.64	\$28.98	\$38.64

Classification	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
Apprentice - stage 4 - Advanced engineering	\$41.44	\$31.08	\$41.44	\$41.44	\$31.08	\$41.44

Table 4 of 5

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Apprentice - stage 1	\$22.89	\$30.52	\$30.52	\$30.52	\$30.52	\$22.89
Apprentice - stage 2	\$25.94	\$34.58	\$34.58	\$34.58	\$34.58	\$25.94
Apprentice - stage 3	\$26.69	\$35.58	\$35.58	\$35.58	\$35.58	\$26.69
Apprentice - stage 4	\$27.71	\$36.94	\$36.94	\$36.94	\$36.94	\$27.71
Apprentice - stage 4 - Higher engineering	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$28.98
Apprentice - stage 4 - Advanced engineering	\$31.08	\$41.44	\$41.44	\$41.44	\$41.44	\$31.08

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Apprentice - stage 1	\$30.52	\$30.52	\$30.52	\$19.08	\$22.89	\$22.89
Apprentice - stage 2	\$34.58	\$34.58	\$34.58	\$21.61	\$25.94	\$25.94
Apprentice - stage 3	\$35.58	\$35.58	\$35.58	\$22.24	\$26.69	\$26.69
Apprentice - stage 4	\$36.94	\$36.94	\$36.94	\$23.09	\$27.71	\$27.71
Apprentice - stage 4 - Higher engineering	\$38.64	\$38.64	\$38.64	\$24.15	\$28.98	\$28.98
Apprentice - stage 4 - Advanced engineering	\$41.44	\$41.44	\$41.44	\$25.90	\$31.08	\$31.08

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

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Apprentice - stage 1	\$10.06	\$15.09	\$20.12	\$25.15	\$20.12	\$20.12	\$11.57
Apprentice - stage 2	\$12.08	\$18.12	\$24.16	\$30.20	\$24.16	\$24.16	\$13.89
Apprentice - stage 3	\$15.10	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$17.37
Apprentice - stage 4	\$17.71	\$26.57	\$35.42	\$44.28	\$35.42	\$35.42	\$20.37
Apprentice - stage 4 - Higher engineering	\$19.32	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$22.22
Apprentice - stage 4 - Advanced engineering	\$20.72	\$31.08	\$41.44	\$51.80	\$41.44	\$41.44	\$23.83

Table 2 of 5

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
Apprentice - stage 1	\$11.57	\$15.09	\$20.12	\$13.08	\$15.09	\$20.12	\$25.15
Apprentice - stage 2	\$13.89	\$18.12	\$24.16	\$15.70	\$18.12	\$24.16	\$30.20
Apprentice - stage 3	\$17.37	\$22.65	\$30.20	\$19.63	\$22.65	\$30.20	\$37.75
Apprentice - stage 4	\$20.37	\$26.57	\$35.42	\$23.02	\$26.57	\$35.42	\$44.28
Apprentice - stage 4 - Higher engineering	\$22.22	\$28.98	\$38.64	\$25.12	\$28.98	\$38.64	\$48.30
Apprentice - stage 4 - Advanced engineering	\$23.83	\$31.08	\$41.44	\$26.94	\$31.08	\$41.44	\$51.80

Table 3 of 5

Classification	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
Apprentice - stage 1	\$20.12	\$15.09	\$20.12	\$20.12	\$15.09	\$20.12
Apprentice - stage 2	\$24.16	\$18.12	\$24.16	\$24.16	\$18.12	\$24.16
Apprentice - stage 3	\$30.20	\$22.65	\$30.20	\$30.20	\$22.65	\$30.20
Apprentice - stage 4	\$35.42	\$26.57	\$35.42	\$35.42	\$26.57	\$35.42
Apprentice - stage 4 - Higher engineering	\$38.64	\$28.98	\$38.64	\$38.64	\$28.98	\$38.64
Apprentice - stage 4 - Advanced engineering	\$41.44	\$31.08	\$41.44	\$41.44	\$31.08	\$41.44

Table 4 of 5

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Apprentice - stage 1	\$15.09	\$20.12	\$20.12	\$20.12	\$20.12	\$15.09
Apprentice - stage 2	\$18.12	\$24.16	\$24.16	\$24.16	\$24.16	\$18.12
Apprentice - stage 3	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice - stage 4	\$26.57	\$35.42	\$35.42	\$35.42	\$35.42	\$26.57
Apprentice - stage 4 - Higher engineering	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$28.98
Apprentice - stage 4 - Advanced engineering	\$31.08	\$41.44	\$41.44	\$41.44	\$41.44	\$31.08

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Apprentice - stage 1	\$20.12	\$20.12	\$20.12	\$12.58	\$15.09	\$15.09
Apprentice - stage 2	\$24.16	\$24.16	\$24.16	\$15.10	\$18.12	\$18.12
Apprentice - stage 3	\$30.20	\$30.20	\$30.20	\$18.88	\$22.65	\$22.65
Apprentice - stage 4	\$35.42	\$35.42	\$35.42	\$22.14	\$26.57	\$26.57

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Apprentice - stage 4 - Higher engineering	\$38.64	\$38.64	\$38.64	\$24.15	\$28.98	\$28.98
Apprentice - stage 4 - Advanced engineering	\$41.44	\$41.44	\$41.44	\$25.90	\$31.08	\$31.08

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

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Apprentice - stage 1	\$11.07	\$16.61	\$22.14	\$27.68	\$22.14	\$22.14	\$12.73
Apprentice - stage 2	\$13.08	\$19.62	\$26.16	\$32.70	\$26.16	\$26.16	\$15.04
Apprentice - stage 3	\$15.10	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$17.37
Apprentice - stage 4	\$18.47	\$27.71	\$36.94	\$46.18	\$36.94	\$36.94	\$21.24
Apprentice - stage 4 - Higher engineering	\$19.32	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$22.22
Apprentice - stage 4 - Advanced engineering	\$20.72	\$31.08	\$41.44	\$51.80	\$41.44	\$41.44	\$23.83

Table 2 of 5

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
Apprentice - stage 1	\$12.73	\$16.61	\$22.14	\$14.39	\$16.61	\$22.14	\$27.68
Apprentice - stage 2	\$15.04	\$19.62	\$26.16	\$17.00	\$19.62	\$26.16	\$32.70
Apprentice - stage 3	\$17.37	\$22.65	\$30.20	\$19.63	\$22.65	\$30.20	\$37.75
Apprentice - stage 4	\$21.24	\$27.71	\$36.94	\$24.01	\$27.71	\$36.94	\$46.18

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
Apprentice - stage 4 - Higher engineering	\$22.22	\$28.98	\$38.64	\$25.12	\$28.98	\$38.64	\$48.30
Apprentice - stage 4 - Advanced engineering	\$23.83	\$31.08	\$41.44	\$26.94	\$31.08	\$41.44	\$51.80

Table 3 of 5

Classification	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
Apprentice - stage 1	\$22.14	\$16.61	\$22.14	\$22.14	\$16.61	\$22.14
Apprentice - stage 2	\$26.16	\$19.62	\$26.16	\$26.16	\$19.62	\$26.16
Apprentice - stage 3	\$30.20	\$22.65	\$30.20	\$30.20	\$22.65	\$30.20
Apprentice - stage 4	\$36.94	\$27.71	\$36.94	\$36.94	\$27.71	\$36.94
Apprentice - stage 4 - Higher engineering	\$38.64	\$28.98	\$38.64	\$38.64	\$28.98	\$38.64
Apprentice - stage 4 - Advanced engineering	\$41.44	\$31.08	\$41.44	\$41.44	\$31.08	\$41.44

Table 4 of 5

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Apprentice - stage 1	\$16.61	\$22.14	\$22.14	\$22.14	\$22.14	\$16.61
Apprentice - stage 2	\$19.62	\$26.16	\$26.16	\$26.16	\$26.16	\$19.62
Apprentice - stage 3	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice - stage 4	\$27.71	\$36.94	\$36.94	\$36.94	\$36.94	\$27.71
Apprentice - stage 4 - Higher engineering	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$28.98

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Apprentice - stage 4 - Advanced engineering	\$31.08	\$41.44	\$41.44	\$41.44	\$41.44	\$31.08

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Apprentice - stage 1	\$22.14	\$22.14	\$22.14	\$13.84	\$16.61	\$16.61
Apprentice - stage 2	\$26.16	\$26.16	\$26.16	\$16.35	\$19.62	\$19.62
Apprentice - stage 3	\$30.20	\$30.20	\$30.20	\$18.88	\$22.65	\$22.65
Apprentice - stage 4	\$36.94	\$36.94	\$36.94	\$23.09	\$27.71	\$27.71
Apprentice - stage 4 - Higher engineering	\$38.64	\$38.64	\$38.64	\$24.15	\$28.98	\$28.98
Apprentice - stage 4 - Advanced engineering	\$41.44	\$41.44	\$41.44	\$25.90	\$31.08	\$31.08

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

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Apprentice - stage 1	\$16.10	\$24.15	\$32.20	\$40.25	\$32.20	\$32.20	\$18.52
Apprentice - stage 2	\$17.29	\$25.94	\$34.58	\$43.23	\$34.58	\$34.58	\$19.88
Apprentice - stage 3	\$17.79	\$26.69	\$35.58	\$44.48	\$35.58	\$35.58	\$20.46
Apprentice - stage 4	\$18.47	\$27.71	\$36.94	\$46.18	\$36.94	\$36.94	\$21.24
Apprentice - stage 4 - Higher engineering	\$19.32	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$22.22
Apprentice - stage 4 - Advanced engineering	\$20.72	\$31.08	\$41.44	\$51.80	\$41.44	\$41.44	\$23.83

Table 2 of 5

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker	Public holiday - non-continuous shiftworker
Apprentice - stage 1	\$18.52	\$24.15	\$32.20	\$20.93	\$24.15	\$32.20	\$40.25
Apprentice - stage 2	\$19.88	\$25.94	\$34.58	\$22.48	\$25.94	\$34.58	\$43.23
Apprentice - stage 3	\$20.46	\$26.69	\$35.58	\$23.13	\$26.69	\$35.58	\$44.48
Apprentice - stage 4	\$21.24	\$27.71	\$36.94	\$24.01	\$27.71	\$36.94	\$46.18
Apprentice - stage 4 - Higher engineering	\$22.22	\$28.98	\$38.64	\$25.12	\$28.98	\$38.64	\$48.30
Apprentice - stage 4 - Advanced engineering	\$23.83	\$31.08	\$41.44	\$26.94	\$31.08	\$41.44	\$51.80

Table 3 of 5

Classification	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
Apprentice - stage 1	\$32.20	\$24.15	\$32.20	\$32.20	\$24.15	\$32.20
Apprentice - stage 2	\$34.58	\$25.94	\$34.58	\$34.58	\$25.94	\$34.58
Apprentice - stage 3	\$35.58	\$26.69	\$35.58	\$35.58	\$26.69	\$35.58
Apprentice - stage 4	\$36.94	\$27.71	\$36.94	\$36.94	\$27.71	\$36.94
Apprentice - stage 4 - Higher engineering	\$38.64	\$28.98	\$38.64	\$38.64	\$28.98	\$38.64
Apprentice - stage 4 - Advanced engineering	\$41.44	\$31.08	\$41.44	\$41.44	\$31.08	\$41.44

Table 4 of 5

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Apprentice - stage 1	\$24.15	\$32.20	\$32.20	\$32.20	\$32.20	\$24.15
Apprentice - stage 2	\$25.94	\$34.58	\$34.58	\$34.58	\$34.58	\$25.94

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Apprentice - stage 3	\$26.69	\$35.58	\$35.58	\$35.58	\$35.58	\$26.69
Apprentice - stage 4	\$27.71	\$36.94	\$36.94	\$36.94	\$36.94	\$27.71
Apprentice - stage 4 - Higher engineering	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$28.98
Apprentice - stage 4 - Advanced engineering	\$31.08	\$41.44	\$41.44	\$41.44	\$41.44	\$31.08

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Apprentice - stage 1	\$32.20	\$32.20	\$32.20	\$20.13	\$24.15	\$24.15
Apprentice - stage 2	\$34.58	\$34.58	\$34.58	\$21.61	\$25.94	\$25.94
Apprentice - stage 3	\$35.58	\$35.58	\$35.58	\$22.24	\$26.69	\$26.69
Apprentice - stage 4	\$36.94	\$36.94	\$36.94	\$23.09	\$27.71	\$27.71
Apprentice - stage 4 - Higher engineering	\$38.64	\$38.64	\$38.64	\$24.15	\$28.98	\$28.98
Apprentice - stage 4 - Advanced engineering	\$41.44	\$41.44	\$41.44	\$25.90	\$31.08	\$31.08

Cadet - Cadet in the technical field - Full-time & part-time

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Cadet in the technical field-1st year of contract of training	\$10.18	\$15.27	\$20.36	\$25.45	\$20.36	\$20.36	\$11.71
Cadet in the technical field-2nd year of contract of training	\$13.99	\$20.99	\$27.98	\$34.98	\$27.98	\$27.98	\$16.09
Cadet in the technical field-3rd year of contract of training	\$17.81	\$26.72	\$35.62	\$44.53	\$35.62	\$35.62	\$20.48

Table 2 of 5

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker
Cadet in the technical field-1st year of contract of training	\$11.71	\$15.27	\$20.36	\$13.23	\$15.27	\$20.36
Cadet in the technical field-2nd year of contract of training	\$16.09	\$20.99	\$27.98	\$18.19	\$20.99	\$27.98
Cadet in the technical field-3rd year of contract of training	\$20.48	\$26.72	\$35.62	\$23.15	\$26.72	\$35.62

Table 3 of 5

Classification	Public holiday - non-continuous shiftworker	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker
Cadet in the technical field-1st year of contract of training	\$25.45	\$20.36	\$15.27	\$20.36	\$20.36	\$15.27
Cadet in the technical field-	\$34.98	\$27.98	\$20.99	\$27.98	\$27.98	\$20.99

Classification	Public holiday - non-continuous shiftworker	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker
2nd year of contract of training						
Cadet in the technical field-3rd year of contract of training	\$44.53	\$35.62	\$26.72	\$35.62	\$35.62	\$26.72

Table 4 of 5

Classification	Overtime - after 3 hours - day worker and non-continuous shiftworker	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Cadet in the technical field-1st year of contract of training	\$20.36	\$15.27	\$20.36	\$20.36	\$20.36	\$20.36	\$15.27
Cadet in the technical field-2nd year of contract of training	\$27.98	\$20.99	\$27.98	\$27.98	\$27.98	\$27.98	\$20.99
Cadet in the technical field-3rd year of contract of training	\$35.62	\$26.72	\$35.62	\$35.62	\$35.62	\$35.62	\$26.72

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Cadet in the technical field-1st year of contract of training	\$20.36	\$20.36	\$20.36	\$12.73	\$15.27	\$15.27
Cadet in the technical field-2nd year of contract of training	\$27.98	\$27.98	\$27.98	\$17.49	\$20.99	\$20.99
Cadet in the technical field-3rd year of contract of training	\$35.62	\$35.62	\$35.62	\$22.26	\$26.72	\$26.72

Cadet - Technology cadet - Full-time & part-time

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Technology cadet- undertaking stage 1 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$14.53	\$21.80	\$29.06	\$36.33	\$29.06	\$29.06	\$16.71
Technology cadet- Undertaking stage 1 - other	\$11.00	\$16.50	\$22.00	\$27.50	\$22.00	\$22.00	\$12.65
Technology cadet - Completed stage 1 - undertaking stage 2 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$15.99	\$23.99	\$31.98	\$39.98	\$31.98	\$31.98	\$18.39
Technology cadet- Completed stage 1 - undertaking stage 2 - other	\$12.25	\$18.38	\$24.50	\$30.63	\$24.50	\$24.50	\$14.09
Technology cadet- Completed stage 2 - undertaking stage 3 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$17.23	\$25.85	\$34.46	\$43.08	\$34.46	\$34.46	\$19.81
Technology cadet- Completed stage 2 - undertaking stage 3 - other	\$14.53	\$21.80	\$29.06	\$36.33	\$29.06	\$29.06	\$16.71
Technology cadet- Completed stage 3 - undertaking stage 4 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$18.68	\$28.02	\$37.36	\$46.70	\$37.36	\$37.36	\$21.48
Technology cadet- Completed stage 3 - undertaking stage 4 - other	\$17.23	\$25.85	\$34.46	\$43.08	\$34.46	\$34.46	\$19.81

Table 2 of 5

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker
Technology cadet- undertaking stage 1 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$16.71	\$21.80	\$29.06	\$18.89	\$21.80	\$29.06
Technology cadet- Undertaking stage 1 - other	\$12.65	\$16.50	\$22.00	\$14.30	\$16.50	\$22.00
Technology cadet - Completed stage 1 - undertaking stage 2 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$18.39	\$23.99	\$31.98	\$20.79	\$23.99	\$31.98
Technology cadet- Completed stage 1 - undertaking stage 2 - other	\$14.09	\$18.38	\$24.50	\$15.93	\$18.38	\$24.50
Technology cadet- Completed stage 2 - undertaking stage 3 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$19.81	\$25.85	\$34.46	\$22.40	\$25.85	\$34.46
Technology cadet- Completed stage 2 - undertaking stage 3 - other	\$16.71	\$21.80	\$29.06	\$18.89	\$21.80	\$29.06
Technology cadet- Completed stage 3 - undertaking stage 4 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$21.48	\$28.02	\$37.36	\$24.28	\$28.02	\$37.36
Technology cadet- Completed stage 3 - undertaking stage 4 - other	\$19.81	\$25.85	\$34.46	\$22.40	\$25.85	\$34.46

Table 3 of 5

Classification	Public holiday - non-continuous shiftworker	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker
Technology cadet- undertaking stage 1 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$36.33	\$29.06	\$21.80	\$29.06	\$29.06	\$21.80
Technology cadet- Undertaking stage 1 - other	\$27.50	\$22.00	\$16.50	\$22.00	\$22.00	\$16.50
Technology cadet - Completed stage 1 - undertaking stage 2 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$39.98	\$31.98	\$23.99	\$31.98	\$31.98	\$23.99
Technology cadet- Completed stage 1 - undertaking stage 2 - other	\$30.63	\$24.50	\$18.38	\$24.50	\$24.50	\$18.38
Technology cadet- Completed stage 2 - undertaking stage 3 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$43.08	\$34.46	\$25.85	\$34.46	\$34.46	\$25.85
Technology cadet- Completed stage 2 - undertaking stage 3 - other	\$36.33	\$29.06	\$21.80	\$29.06	\$29.06	\$21.80
Technology cadet- Completed stage 3 - undertaking stage 4 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$46.70	\$37.36	\$28.02	\$37.36	\$37.36	\$28.02
Technology cadet- Completed stage 3 - undertaking stage 4 - other	\$43.08	\$34.46	\$25.85	\$34.46	\$34.46	\$25.85

Table 4 of 5

Classification	Overtime - after 3 hours - day worker and non- continuous shiftworker	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Technology cadet- undertaking stage 1 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$29.06	\$21.80	\$29.06	\$29.06	\$29.06	\$29.06	\$21.80
Technology cadet- Undertaking stage 1 - other	\$22.00	\$16.50	\$22.00	\$22.00	\$22.00	\$22.00	\$16.50
Technology cadet - Completed stage 1 - undertaking stage 2 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$31.98	\$23.99	\$31.98	\$31.98	\$31.98	\$31.98	\$23.99
Technology cadet- Completed stage 1 - undertaking stage 2 - other	\$24.50	\$18.38	\$24.50	\$24.50	\$24.50	\$24.50	\$18.38
Technology cadet- Completed stage 2 - undertaking stage 3 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$34.46	\$25.85	\$34.46	\$34.46	\$34.46	\$34.46	\$25.85
Technology cadet- Completed stage 2 - undertaking stage 3 - other	\$29.06	\$21.80	\$29.06	\$29.06	\$29.06	\$29.06	\$21.80
Technology cadet- Completed stage 3 - undertaking stage 4 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$37.36	\$28.02	\$37.36	\$37.36	\$37.36	\$37.36	\$28.02
Technology cadet- Completed stage 3 - undertaking stage 4 - other	\$34.46	\$25.85	\$34.46	\$34.46	\$34.46	\$34.46	\$25.85

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Technology cadet- undertaking stage 1 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$29.06	\$29.06	\$29.06	\$18.16	\$21.80	\$21.80
Technology cadet- Undertaking stage 1 - other	\$22.00	\$22.00	\$22.00	\$13.75	\$16.50	\$16.50
Technology cadet - Completed stage 1 - undertaking stage 2 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$31.98	\$31.98	\$31.98	\$19.99	\$23.99	\$23.99
Technology cadet- Completed stage 1 - undertaking stage 2 - other	\$24.50	\$24.50	\$24.50	\$15.31	\$18.38	\$18.38
Technology cadet- Completed stage 2 - undertaking stage 3 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$34.46	\$34.46	\$34.46	\$21.54	\$25.85	\$25.85
Technology cadet- Completed stage 2 - undertaking stage 3 - other	\$29.06	\$29.06	\$29.06	\$18.16	\$21.80	\$21.80
Technology cadet- Completed stage 3 - undertaking stage 4 - completed year 12 three or more years ago or completed year 10 or 11 four or more years ago	\$37.36	\$37.36	\$37.36	\$23.35	\$28.02	\$28.02
Technology cadet- Completed stage 3 - undertaking stage 4 - other	\$34.46	\$34.46	\$34.46	\$21.54	\$25.85	\$25.85

Cadet - Completed technology cadetship - Full-time & part-time

Table 1 of 5

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Completed technology cadetship- Completed stage 1 - Up to one year after successful completion of stage 1	\$18.27	\$27.41	\$36.54	\$45.68	\$36.54	\$36.54	\$21.01
Completed technology cadetship- Completed stage 1 - One to up to two years after successful completion of stage 1	\$19.72	\$29.58	\$39.44	\$49.30	\$39.44	\$39.44	\$22.68
Completed technology cadetship- Completed stage 1 - Two years after successful completion of stage 1	\$20.76	\$31.14	\$41.52	\$51.90	\$41.52	\$41.52	\$23.87
Completed technology cadetship- Completed stage 2 - Up to one year after successful completion of stage 2	\$19.32	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$22.22
Completed technology cadetship- Completed stage 2 - One to up to two years after successful completion of stage 2	\$20.86	\$31.29	\$41.72	\$52.15	\$41.72	\$41.72	\$23.99
Completed technology cadetship- Completed stage 2 - Two years after successful completion of stage 2	\$21.96	\$32.94	\$43.92	\$54.90	\$43.92	\$43.92	\$25.25
Completed technology cadetship- Completed stage 3 - Up to one year after successful completion of stage 3	\$20.72	\$31.08	\$41.44	\$51.80	\$41.44	\$41.44	\$23.83
Completed technology cadetship- Completed stage 3 - One to up to two years after successful completion of stage 3	\$22.37	\$33.56	\$44.74	\$55.93	\$44.74	\$44.74	\$25.73

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Afternoon shift
Completed technology cadetship- Completed stage 3 - Two years after successful completion of stage 3	\$23.55	\$35.33	\$47.10	\$58.88	\$47.10	\$47.10	\$27.08
Completed technology cadetship- Completed stage 4 - Up to one year after successful completion of stage 4	\$22.39	\$33.59	\$44.78	\$55.98	\$44.78	\$44.78	\$25.75
Completed technology cadetship- Completed stage 4 - One to up to two years after successful completion of stage 4	\$24.17	\$36.26	\$48.34	\$60.43	\$48.34	\$48.34	\$27.80
Completed technology cadetship- Completed stage 4 - Two years after successful completion of stage 4	\$25.44	\$38.16	\$50.88	\$63.60	\$50.88	\$50.88	\$29.26

Table 2 of 5

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker
Completed technology cadetship- Completed stage 1 - Up to one year after successful completion of stage 1	\$21.01	\$27.41	\$36.54	\$23.75	\$27.41	\$36.54
Completed technology cadetship- Completed stage 1 - One to up to two years after successful completion of stage 1	\$22.68	\$29.58	\$39.44	\$25.64	\$29.58	\$39.44
Completed technology cadetship- Completed stage 1 - Two years after successful completion of stage 1	\$23.87	\$31.14	\$41.52	\$26.99	\$31.14	\$41.52

Classification	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker
Completed technology cadetship- Completed stage 2 - Up to one year after successful completion of stage 2	\$22.22	\$28.98	\$38.64	\$25.12	\$28.98	\$38.64
Completed technology cadetship- Completed stage 2 - One to up to two years after successful completion of stage 2	\$23.99	\$31.29	\$41.72	\$27.12	\$31.29	\$41.72
Completed technology cadetship- Completed stage 2 - Two years after successful completion of stage 2	\$25.25	\$32.94	\$43.92	\$28.55	\$32.94	\$43.92
Completed technology cadetship- Completed stage 3 - Up to one year after successful completion of stage 3	\$23.83	\$31.08	\$41.44	\$26.94	\$31.08	\$41.44
Completed technology cadetship- Completed stage 3 - One to up to two years after successful completion of stage 3	\$25.73	\$33.56	\$44.74	\$29.08	\$33.56	\$44.74
Completed technology cadetship- Completed stage 3 - Two years after successful completion of stage 3	\$27.08	\$35.33	\$47.10	\$30.62	\$35.33	\$47.10
Completed technology cadetship- Completed stage 4 - Up to one year after successful completion of stage 4	\$25.75	\$33.59	\$44.78	\$29.11	\$33.59	\$44.78
Completed technology cadetship- Completed stage 4 - One to up to two years after successful completion of stage 4	\$27.80	\$36.26	\$48.34	\$31.42	\$36.26	\$48.34
Completed technology cadetship- Completed stage 4 - Two years after successful completion of stage 4	\$29.26	\$38.16	\$50.88	\$33.07	\$38.16	\$50.88

Table 3 of 5

Classification	Public holiday - non-continuous shiftworker	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker
Completed technology cadetship- Completed stage 1 - Up to one year after successful completion of stage 1	\$45.68	\$36.54	\$27.41	\$36.54	\$36.54	\$27.41
Completed technology cadetship- Completed stage 1 - One to up to two years after successful completion of stage 1	\$49.30	\$39.44	\$29.58	\$39.44	\$39.44	\$29.58
Completed technology cadetship- Completed stage 1 - Two years after successful completion of stage 1	\$51.90	\$41.52	\$31.14	\$41.52	\$41.52	\$31.14
Completed technology cadetship- Completed stage 2 - Up to one year after successful completion of stage 2	\$48.30	\$38.64	\$28.98	\$38.64	\$38.64	\$28.98
Completed technology cadetship- Completed stage 2 - One to up to two years after successful completion of stage 2	\$52.15	\$41.72	\$31.29	\$41.72	\$41.72	\$31.29
Completed technology cadetship- Completed stage 2 - Two years after successful completion of stage 2	\$54.90	\$43.92	\$32.94	\$43.92	\$43.92	\$32.94
Completed technology cadetship- Completed stage 3 - Up to one year after successful completion of stage 3	\$51.80	\$41.44	\$31.08	\$41.44	\$41.44	\$31.08
Completed technology cadetship- Completed stage 3 - One to up to two years after successful completion of stage 3	\$55.93	\$44.74	\$33.56	\$44.74	\$44.74	\$33.56
Completed technology cadetship- Completed stage 3 - Two years after successful completion of stage 3	\$58.88	\$47.10	\$35.33	\$47.10	\$47.10	\$35.33

Classification	Public holiday - non-continuous shiftworker	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker
Completed technology cadetship- Completed stage 4 - Up to one year after successful completion of stage 4	\$55.98	\$44.78	\$33.59	\$44.78	\$44.78	\$33.59
Completed technology cadetship- Completed stage 4 - One to up to two years after successful completion of stage 4	\$60.43	\$48.34	\$36.26	\$48.34	\$48.34	\$36.26
Completed technology cadetship- Completed stage 4 - Two years after successful completion of stage 4	\$63.60	\$50.88	\$38.16	\$50.88	\$50.88	\$38.16

Table 4 of 5

Classification	Overtime - after 3 hours - day worker and non-continuous shiftworker	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker
Completed technology cadetship- Completed stage 1 - Up to one year after successful completion of stage 1	\$36.54	\$27.41	\$36.54	\$36.54	\$36.54	\$36.54
Completed technology cadetship- Completed stage 1 - One to up to two years after successful completion of stage 1	\$39.44	\$29.58	\$39.44	\$39.44	\$39.44	\$39.44
Completed technology cadetship- Completed stage 1 - Two years after successful completion of stage 1	\$41.52	\$31.14	\$41.52	\$41.52	\$41.52	\$41.52
Completed technology cadetship- Completed stage 2 - Up to one year after successful completion of stage 2	\$38.64	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64

Classification	Overtime - after 3 hours - day worker and non-continuous shiftworker	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker
Completed technology cadetship- Completed stage 2 - One to up to two years after successful completion of stage 2	\$41.72	\$31.29	\$41.72	\$41.72	\$41.72	\$41.72
Completed technology cadetship- Completed stage 2 - Two years after successful completion of stage 2	\$43.92	\$32.94	\$43.92	\$43.92	\$43.92	\$43.92
Completed technology cadetship- Completed stage 3 - Up to one year after successful completion of stage 3	\$41.44	\$31.08	\$41.44	\$41.44	\$41.44	\$41.44
Completed technology cadetship- Completed stage 3 - One to up to two years after successful completion of stage 3	\$44.74	\$33.56	\$44.74	\$44.74	\$44.74	\$44.74
Completed technology cadetship- Completed stage 3 - Two years after successful completion of stage 3	\$47.10	\$35.33	\$47.10	\$47.10	\$47.10	\$47.10
Completed technology cadetship- Completed stage 4 - Up to one year after successful completion of stage 4	\$44.78	\$33.59	\$44.78	\$44.78	\$44.78	\$44.78
Completed technology cadetship- Completed stage 4 - One to up to two years after successful completion of stage 4	\$48.34	\$36.26	\$48.34	\$48.34	\$48.34	\$48.34
Completed technology cadetship- Completed stage 4 - Two years after successful completion of stage 4	\$50.88	\$38.16	\$50.88	\$50.88	\$50.88	\$50.88

Table 5 of 5

Classification	Call back - first 3 hours	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Completed technology cadetship- Completed stage 1 - Up to one year after successful completion of stage 1	\$27.41	\$36.54	\$36.54	\$36.54	\$22.84	\$27.41	\$27.41
Completed technology cadetship- Completed stage 1 - One to up to two years after successful completion of stage 1	\$29.58	\$39.44	\$39.44	\$39.44	\$24.65	\$29.58	\$29.58
Completed technology cadetship- Completed stage 1 - Two years after successful completion of stage 1	\$31.14	\$41.52	\$41.52	\$41.52	\$25.95	\$31.14	\$31.14
Completed technology cadetship- Completed stage 2 - Up to one year after successful completion of stage 2	\$28.98	\$38.64	\$38.64	\$38.64	\$24.15	\$28.98	\$28.98
Completed technology cadetship- Completed stage 2 - One to up to two years after successful completion of stage 2	\$31.29	\$41.72	\$41.72	\$41.72	\$26.08	\$31.29	\$31.29
Completed technology cadetship- Completed stage 2 - Two years after successful completion of stage 2	\$32.94	\$43.92	\$43.92	\$43.92	\$27.45	\$32.94	\$32.94
Completed technology cadetship- Completed stage 3 - Up to one year after successful completion of stage 3	\$31.08	\$41.44	\$41.44	\$41.44	\$25.90	\$31.08	\$31.08
Completed technology cadetship- Completed stage 3 - One to up to two years after successful completion of stage 3	\$33.56	\$44.74	\$44.74	\$44.74	\$27.96	\$33.56	\$33.56
Completed technology cadetship- Completed stage 3 - Two years after successful completion of stage 3	\$35.33	\$47.10	\$47.10	\$47.10	\$29.44	\$35.33	\$35.33

Classification	Call back - first 3 hours	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Completed technology cadetship- Completed stage 4 - Up to one year after successful completion of stage 4	\$33.59	\$44.78	\$44.78	\$44.78	\$27.99	\$33.59	\$33.59
Completed technology cadetship- Completed stage 4 - One to up to two years after successful completion of stage 4	\$36.26	\$48.34	\$48.34	\$48.34	\$30.21	\$36.26	\$36.26
Completed technology cadetship- Completed stage 4 - Two years after successful completion of stage 4	\$38.16	\$50.88	\$50.88	\$50.88	\$31.80	\$38.16	\$38.16

Trainee - Technical field/engineer/scientist - full-time & part-time

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday (agreement to work ordinary hours) day worker	Sunday (agreement to work ordinary hours) day worker	Public holiday - day worker and non-continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Technical field trainee - under 16 years	\$414.12	\$10.90	\$16.35	\$21.80	\$27.25	\$21.80	\$21.80
Trainee engineer - under 16 years	\$455.99	\$12.00	\$18.00	\$24.00	\$30.00	\$24.00	\$24.00
Trainee scientist - under 16 years	\$455.99	\$12.00	\$18.00	\$24.00	\$30.00	\$24.00	\$24.00
Technical field trainee - 16 years	\$414.12	\$10.90	\$16.35	\$21.80	\$27.25	\$21.80	\$21.80
Trainee engineer - 16 years	\$455.99	\$12.00	\$18.00	\$24.00	\$30.00	\$24.00	\$24.00
Trainee scientist - 16 years	\$455.99	\$12.00	\$18.00	\$24.00	\$30.00	\$24.00	\$24.00
Technical field trainee - 17 years	\$414.12	\$10.90	\$16.35	\$21.80	\$27.25	\$21.80	\$21.80
Trainee engineer - 17 years	\$455.99	\$12.00	\$18.00	\$24.00	\$30.00	\$24.00	\$24.00
Trainee scientist - 17 years	\$455.99	\$12.00	\$18.00	\$24.00	\$30.00	\$24.00	\$24.00
Technical field trainee - 18 years	\$493.79	\$13.00	\$19.50	\$26.00	\$32.50	\$26.00	\$26.00
Trainee engineer - 18 years	\$543.68	\$14.31	\$21.47	\$28.62	\$35.78	\$28.62	\$28.62
Trainee scientist - 18 years	\$543.68	\$14.31	\$21.47	\$28.62	\$35.78	\$28.62	\$28.62
Technical field trainee - 19 years	\$597.12	\$15.72	\$23.58	\$31.44	\$39.30	\$31.44	\$31.44
Trainee engineer - 19 years	\$657.68	\$17.31	\$25.97	\$34.62	\$43.28	\$34.62	\$34.62
Trainee scientist - 19 years	\$657.68	\$17.31	\$25.97	\$34.62	\$43.28	\$34.62	\$34.62
Technical field trainee - 20 years	\$700.45	\$18.43	\$27.65	\$36.86	\$46.08	\$36.86	\$36.86
Trainee engineer - 20 years	\$771.67	\$20.31	\$30.47	\$40.62	\$50.78	\$40.62	\$40.62
Trainee scientist - 20 years	\$771.67	\$20.31	\$30.47	\$40.62	\$50.78	\$40.62	\$40.62
Trainee engineer - 21 years	\$802.36	\$21.12	\$31.68	\$42.24	\$52.80	\$42.24	\$42.24
Trainee scientist - 21 years	\$802.36	\$21.12	\$31.68	\$42.24	\$52.80	\$42.24	\$42.24
Trainee engineer - 22 years and over	\$850.59	\$22.39	\$33.59	\$44.78	\$55.98	\$44.78	\$44.78
Trainee scientist - 22 years and over	\$850.59	\$22.39	\$33.59	\$44.78	\$55.98	\$44.78	\$44.78

Table 2 of 5

Classification	Afternoon shift	Night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 3 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday - shiftworker
Technical field trainee - under 16 years	\$12.54	\$12.54	\$16.35	\$21.80	\$14.17	\$16.35	\$21.80
Trainee engineer - under 16 years	\$13.80	\$13.80	\$18.00	\$24.00	\$15.60	\$18.00	\$24.00
Trainee scientist - under 16 years	\$13.80	\$13.80	\$18.00	\$24.00	\$15.60	\$18.00	\$24.00
Technical field trainee - 16 years	\$12.54	\$12.54	\$16.35	\$21.80	\$14.17	\$16.35	\$21.80
Trainee engineer - 16 years	\$13.80	\$13.80	\$18.00	\$24.00	\$15.60	\$18.00	\$24.00
Trainee scientist - 16 years	\$13.80	\$13.80	\$18.00	\$24.00	\$15.60	\$18.00	\$24.00
Technical field trainee - 17 years	\$12.54	\$12.54	\$16.35	\$21.80	\$14.17	\$16.35	\$21.80
Trainee engineer - 17 years	\$13.80	\$13.80	\$18.00	\$24.00	\$15.60	\$18.00	\$24.00
Trainee scientist - 17 years	\$13.80	\$13.80	\$18.00	\$24.00	\$15.60	\$18.00	\$24.00
Technical field trainee - 18 years	\$14.95	\$14.95	\$19.50	\$26.00	\$16.90	\$19.50	\$26.00
Trainee engineer - 18 years	\$16.46	\$16.46	\$21.47	\$28.62	\$18.60	\$21.47	\$28.62
Trainee scientist - 18 years	\$16.46	\$16.46	\$21.47	\$28.62	\$18.60	\$21.47	\$28.62
Technical field trainee - 19 years	\$18.08	\$18.08	\$23.58	\$31.44	\$20.44	\$23.58	\$31.44
Trainee engineer - 19 years	\$19.91	\$19.91	\$25.97	\$34.62	\$22.50	\$25.97	\$34.62
Trainee scientist - 19 years	\$19.91	\$19.91	\$25.97	\$34.62	\$22.50	\$25.97	\$34.62
Technical field trainee - 20 years	\$21.19	\$21.19	\$27.65	\$36.86	\$23.96	\$27.65	\$36.86
Trainee engineer - 20 years	\$23.36	\$23.36	\$30.47	\$40.62	\$26.40	\$30.47	\$40.62
Trainee scientist - 20 years	\$23.36	\$23.36	\$30.47	\$40.62	\$26.40	\$30.47	\$40.62
Trainee engineer - 21 years	\$24.29	\$24.29	\$31.68	\$42.24	\$27.46	\$31.68	\$42.24
Trainee scientist - 21 years	\$24.29	\$24.29	\$31.68	\$42.24	\$27.46	\$31.68	\$42.24
Trainee engineer - 22 years and over	\$25.75	\$25.75	\$33.59	\$44.78	\$29.11	\$33.59	\$44.78
Trainee scientist - 22 years and over	\$25.75	\$25.75	\$33.59	\$44.78	\$29.11	\$33.59	\$44.78

Table 3 of 5

Classification	Public holiday - non-continuous shiftworker	Public holiday - continuous shiftworker	Shifts other than rostered shifts - non-continuous shiftwork - first 3 hours	Shifts other than rostered shifts - non-continuous shiftwork - after 3 hours	Shifts other than rostered shifts - continuous shiftwork	Overtime - first 3 hours - day worker and non-continuous shiftworker	Overtime - after 3 hours - day worker and non-continuous shiftworker
Technical field trainee - under 16 years	\$27.25	\$21.80	\$16.35	\$21.80	\$21.80	\$16.35	\$21.80
Trainee engineer - under 16 years	\$30.00	\$24.00	\$18.00	\$24.00	\$24.00	\$18.00	\$24.00
Trainee scientist - under 16 years	\$30.00	\$24.00	\$18.00	\$24.00	\$24.00	\$18.00	\$24.00
Technical field trainee - 16 years	\$27.25	\$21.80	\$16.35	\$21.80	\$21.80	\$16.35	\$21.80
Trainee engineer - 16 years	\$30.00	\$24.00	\$18.00	\$24.00	\$24.00	\$18.00	\$24.00
Trainee scientist - 16 years	\$30.00	\$24.00	\$18.00	\$24.00	\$24.00	\$18.00	\$24.00
Technical field trainee - 17 years	\$27.25	\$21.80	\$16.35	\$21.80	\$21.80	\$16.35	\$21.80
Trainee engineer - 17 years	\$30.00	\$24.00	\$18.00	\$24.00	\$24.00	\$18.00	\$24.00
Trainee scientist - 17 years	\$30.00	\$24.00	\$18.00	\$24.00	\$24.00	\$18.00	\$24.00
Technical field trainee - 18 years	\$32.50	\$26.00	\$19.50	\$26.00	\$26.00	\$19.50	\$26.00
Trainee engineer - 18 years	\$35.78	\$28.62	\$21.47	\$28.62	\$28.62	\$21.47	\$28.62
Trainee scientist - 18 years	\$35.78	\$28.62	\$21.47	\$28.62	\$28.62	\$21.47	\$28.62
Technical field trainee - 19 years	\$39.30	\$31.44	\$23.58	\$31.44	\$31.44	\$23.58	\$31.44
Trainee engineer - 19 years	\$43.28	\$34.62	\$25.97	\$34.62	\$34.62	\$25.97	\$34.62
Trainee scientist - 19 years	\$43.28	\$34.62	\$25.97	\$34.62	\$34.62	\$25.97	\$34.62
Technical field trainee - 20 years	\$46.08	\$36.86	\$27.65	\$36.86	\$36.86	\$27.65	\$36.86
Trainee engineer - 20 years	\$50.78	\$40.62	\$30.47	\$40.62	\$40.62	\$30.47	\$40.62
Trainee scientist - 20 years	\$50.78	\$40.62	\$30.47	\$40.62	\$40.62	\$30.47	\$40.62
Trainee engineer - 21 years	\$52.80	\$42.24	\$31.68	\$42.24	\$42.24	\$31.68	\$42.24
Trainee scientist - 21 years	\$52.80	\$42.24	\$31.68	\$42.24	\$42.24	\$31.68	\$42.24
Trainee engineer - 22 years and over	\$55.98	\$44.78	\$33.59	\$44.78	\$44.78	\$33.59	\$44.78
Trainee scientist - 22 years and over	\$55.98	\$44.78	\$33.59	\$44.78	\$44.78	\$33.59	\$44.78

Table 4 of 5

Classification	Overtime - Saturday - first 3 hours - day worker	Overtime - Saturday - after 3 hours - day worker	Overtime - Sunday	Overtime - continuous shiftworker	Overtime - public holiday - continuous shiftworker	Call back - first 3 hours
Technical field trainee - under 16 years	\$16.35	\$21.80	\$21.80	\$21.80	\$21.80	\$16.35
Trainee engineer - under 16 years	\$18.00	\$24.00	\$24.00	\$24.00	\$24.00	\$18.00
Trainee scientist - under 16 years	\$18.00	\$24.00	\$24.00	\$24.00	\$24.00	\$18.00
Technical field trainee - 16 years	\$16.35	\$21.80	\$21.80	\$21.80	\$21.80	\$16.35
Trainee engineer - 16 years	\$18.00	\$24.00	\$24.00	\$24.00	\$24.00	\$18.00
Trainee scientist - 16 years	\$18.00	\$24.00	\$24.00	\$24.00	\$24.00	\$18.00
Technical field trainee - 17 years	\$16.35	\$21.80	\$21.80	\$21.80	\$21.80	\$16.35
Trainee engineer - 17 years	\$18.00	\$24.00	\$24.00	\$24.00	\$24.00	\$18.00
Trainee scientist - 17 years	\$18.00	\$24.00	\$24.00	\$24.00	\$24.00	\$18.00
Technical field trainee - 18 years	\$19.50	\$26.00	\$26.00	\$26.00	\$26.00	\$19.50
Trainee engineer - 18 years	\$21.47	\$28.62	\$28.62	\$28.62	\$28.62	\$21.47
Trainee scientist - 18 years	\$21.47	\$28.62	\$28.62	\$28.62	\$28.62	\$21.47
Technical field trainee - 19 years	\$23.58	\$31.44	\$31.44	\$31.44	\$31.44	\$23.58
Trainee engineer - 19 years	\$25.97	\$34.62	\$34.62	\$34.62	\$34.62	\$25.97
Trainee scientist - 19 years	\$25.97	\$34.62	\$34.62	\$34.62	\$34.62	\$25.97
Technical field trainee - 20 years	\$27.65	\$36.86	\$36.86	\$36.86	\$36.86	\$27.65
Trainee engineer - 20 years	\$30.47	\$40.62	\$40.62	\$40.62	\$40.62	\$30.47
Trainee scientist - 20 years	\$30.47	\$40.62	\$40.62	\$40.62	\$40.62	\$30.47
Trainee engineer - 21 years	\$31.68	\$42.24	\$42.24	\$42.24	\$42.24	\$31.68
Trainee scientist - 21 years	\$31.68	\$42.24	\$42.24	\$42.24	\$42.24	\$31.68
Trainee engineer - 22 years and over	\$33.59	\$44.78	\$44.78	\$44.78	\$44.78	\$33.59
Trainee scientist - 22 years and over	\$33.59	\$44.78	\$44.78	\$44.78	\$44.78	\$33.59

Table 5 of 5

Classification	Call back - after 3 hours	Call back - continuous shiftworker	Rostered day off - unrelieved shiftworker	Ship trials at wharf - technical field	Ship trials in harbour or at sea - technical field	Working through a meal break
Technical field trainee - under 16 years	\$21.80	\$21.80	\$21.80	\$13.63	\$16.35	\$16.35
Trainee engineer - under 16 years	\$24.00	\$24.00	\$24.00	\$15.00	\$18.00	\$18.00
Trainee scientist - under 16 years	\$24.00	\$24.00	\$24.00	\$15.00	\$18.00	\$18.00
Technical field trainee - 16 years	\$21.80	\$21.80	\$21.80	\$13.63	\$16.35	\$16.35
Trainee engineer - 16 years	\$24.00	\$24.00	\$24.00	\$15.00	\$18.00	\$18.00
Trainee scientist - 16 years	\$24.00	\$24.00	\$24.00	\$15.00	\$18.00	\$18.00
Technical field trainee - 17 years	\$21.80	\$21.80	\$21.80	\$13.63	\$16.35	\$16.35
Trainee engineer - 17 years	\$24.00	\$24.00	\$24.00	\$15.00	\$18.00	\$18.00
Trainee scientist - 17 years	\$24.00	\$24.00	\$24.00	\$15.00	\$18.00	\$18.00
Technical field trainee - 18 years	\$26.00	\$26.00	\$26.00	\$16.25	\$19.50	\$19.50
Trainee engineer - 18 years	\$28.62	\$28.62	\$28.62	\$17.89	\$21.47	\$21.47
Trainee scientist - 18 years	\$28.62	\$28.62	\$28.62	\$17.89	\$21.47	\$21.47
Technical field trainee - 19 years	\$31.44	\$31.44	\$31.44	\$19.65	\$23.58	\$23.58
Trainee engineer - 19 years	\$34.62	\$34.62	\$34.62	\$21.64	\$25.97	\$25.97
Trainee scientist - 19 years	\$34.62	\$34.62	\$34.62	\$21.64	\$25.97	\$25.97
Technical field trainee - 20 years	\$36.86	\$36.86	\$36.86	\$23.04	\$27.65	\$27.65
Trainee engineer - 20 years	\$40.62	\$40.62	\$40.62	\$25.39	\$30.47	\$30.47
Trainee scientist - 20 years	\$40.62	\$40.62	\$40.62	\$25.39	\$30.47	\$30.47
Trainee engineer - 21 years	\$42.24	\$42.24	\$42.24	\$26.40	\$31.68	\$31.68
Trainee scientist - 21 years	\$42.24	\$42.24	\$42.24	\$26.40	\$31.68	\$31.68
Trainee engineer - 22 years and over	\$44.78	\$44.78	\$44.78	\$27.99	\$33.59	\$33.59
Trainee scientist - 22 years and over	\$44.78	\$44.78	\$44.78	\$27.99	\$33.59	\$33.59

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
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
* Application of technical computing equipment allowance - technical field	\$1.04 per hour
* Artificial fertilizers and chemicals allowance - C14 - C11 classifications - work related to fertilizers and related activities (other than acid)	\$0.21 per hour
* Artificial fertilizers and chemicals allowance - C14 - C11 classifications - work related to fertilizers and related activities (acid)	\$0.28 per hour
* Artificial fertilizers and chemicals allowance - acid production and related activities	\$0.30 per hour
* Artificial fertilizers and chemicals allowance - fertiliser production and despatch	\$0.33 per hour
* Artificial fertilizers and chemicals allowance - general duties	\$0.19 per hour
Boiler cleaning allowance - engine drivers	\$1.65 per hour
Boiling down works allowance	\$0.42 per hour
Boiler repairs allowance - working inside a boiler to repair oil fired boilers, including the castings, uptakes and funnels or flues and smoke stacks	\$1.49 per hour
Boiler repairs allowance - smoke-boxes, fire-boxes, furnaces or flues of boilers	\$0.42 per hour
Carbon black handling allowance - not provided with 2 sets of overalls per year	\$0.97 per hour and \$0.35 per day
Carbon black handling allowance - provided with 2 sets of overalls per year	\$0.97 per hour
Cleaner, greaser or oiler allowance - stopping or starting an engine	\$0.78 per hour up to a maximum of \$29.79 per week
Cold places allowance	\$0.56 per hour
Confined spaces allowance	\$0.76 per hour
Damage to clothing, spectacles, hearing aids and tools allowance	compensation to the extent of the damage sustained
Dirty work allowance - not ship repair work	\$0.58 per hour
Dirty work allowance - ship repair work	\$0.78 per hour
Engine driver and fireperson allowance - attending to refrigeration compressors	\$0.85 per hour up to a maximum of \$32.15 per week
Engine driver and fireperson allowance - attending to an electric generator or dynamo exceeding 10 kW capacity	\$0.85 per hour up to a maximum of \$32.15 per week
Engine driver and fireperson allowance - being in charge of plant	\$0.85 per hour up to a maximum of \$32.15 per week

Allowances	Rate
Engine driver and fireperson allowance - attending to a switchboard where the generating capacity is 350 kW or over	\$0.26 per hour up to a maximum of \$10.02 per week
Explosive powered tools allowance	\$0.20 per hour up to a maximum of \$1.51 per day
Farmers own bags allowance - working with artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis - chemical/fertilizer production worker - sorting, branding, bagging, dumping, sewing or trucking, fertilizing materials in farmers' own bags	\$0.07 per hour up to a maximum of \$0.50 per day
Farmers own bags allowance - working with artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis - chemical/fertilizer production worker - loading doubling-handling into railway or other trucks, fertilizing materials in farmers' own bags	\$0.12 per hour up to a maximum of \$0.93 per day
Farmers own bags allowance - working with artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis - chemical/fertilizer production worker - loading single-handling into railway or other trucks, fertilizing materials in farmers' own bags	\$0.16 per hour up to a maximum of \$1.25 per day
First aid allowance	\$0.40 per hour up to a maximum of \$15.22 per week
Float glass furnace repair allowance	100% of the minimum hourly rate extra per hour
Foreign rock allowance - working with artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis - chemical/fertilizer production worker - not phosphate rock from Nauru, Ocean, Makatea or Christmas Island - excavating bins and the manufacture or excavating of superphosphate until such time as it is dumped on the heap for curing	\$0.11 per hour up to a maximum of \$4.17 per week
Foreign rock allowance - working with artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis - chemical/fertilizer production worker - not phosphate rock from Nauru, Ocean, Makatea or Christmas Island - handling rock phosphate to crushers and all other employees in the rock phosphate section	\$0.17 per hour up to a maximum of \$6.40 per week
Foreign rock allowance - working with artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis - chemical/fertilizer production worker - not phosphate rock from Nauru, Ocean, Makatea or Christmas Island - mixing superphosphate	\$0.17 per hour up to a maximum of \$6.40 per week
Foreign rock allowance - working with artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis - chemical/fertilizer production worker - not phosphate rock from Nauru, Ocean, Makatea or Christmas Island - rock phosphate, superphosphate and mixed manure sections receiving ex ship or railway truck	\$0.18 per hour up to a maximum of \$6.76 per week

Allowances	Rate
Foreign rock allowance - working with artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis - chemical/fertilizer production worker - not phosphate rock from Nauru, Ocean, Makatea or Christmas Island - the handling of superphosphate from the heap until loading in wagons or trucks for despatch, including the manufacture and despatch of mixed fertilizers	\$0.07 per hour up to a maximum of \$2.54 per week
Foundry allowance	\$0.44 per hour
Glass furnace regenerators allowance	\$13.97 per day
Height allowance - not linesperson, linesperson's assistant, rigger and splicer	\$0.42 per hour
Hot places allowance - between 46°C and 54°C	\$0.58 per hour
Hot places allowance - in excess of 54°C	\$0.76 per hour
Installing or repairing belting underground in mines allowance	\$0.30 per hour
Insulation materials allowance - ship construction/ship repairing or construction, repair or demolition of furnaces, walls, floors and/or ceilings	\$0.76 per hour
Jack bolt tensioner allowance	\$7.57 per shift or part thereof
* Leading hand allowance - in charge of 3-10 employees	\$0.88 per hour
* Leading hand allowance - in charge of 11-20 employees	\$1.32 per hour
* Leading hand allowance - in charge of more than 20 employees	\$1.68 per hour
Lead works allowance	\$0.42 per hour
Loading and unloading away from employer's premises allowance	\$7.57 per shift or part thereof
Meal allowance - overtime	\$13.51 for a meal
Manganese dioxide and other pigments allowance - less than 2 hours	\$1.71 per hour for a maximum of 2 hours
Manganese dioxide and other pigments allowance - more than 2 hours	\$12.14 per day
Meat digesters and oil tanks allowance - repair work - less than half a day or shift	\$0.58 per hour
Meat digesters and oil tanks allowance - repair work - more than half a day or shift	\$0.58 per hour for the whole day or shift
Processing free coal dust allowance	\$0.42 per hour
Protective clothing and equipment reimbursement	reimbursement for the cost of purchasing the special clothing and equipment
Raw materials allowance - not soda ash	\$0.66 per hour
Sanitary works allowance	\$0.40 per hour
Second hand work allowance	25% of the minimum hourly rate per hour while engaged on such work
Ships in dock allowance	\$0.42 per hour
* Ship repairs allowance - tradespersons	\$0.40 per hour
* Ship repairs allowance - all other employees	\$0.32 per hour

Allowances	Rate
Skimming and floater setting allowance - flat glass tank	\$2.54 per half an hour
Slaughtering yards allowance	\$0.42 per hour
Soda ash allowance	\$1.77 per hour
* Tool allowance - carpenter, joiner and shipwright/boatbuilder	\$0.73 per hour
* Tool allowance - tradespersons	\$0.39 per hour
* Tool allowance - 1 st year apprentice commenced before 1 Jan 2014	\$0.16 per hour
* Tool allowance - 1 st year apprentice commenced after 1 Jan 2014	\$0.19 per hour
* Tool allowance - 2 nd year apprentice commenced before 1 Jan 2014	\$0.21 per hour
* Tool allowance - 2 nd year apprentice commenced after 1 Jan 2014	\$0.23 per hour
* Tool allowance - 3 rd year apprentice	\$0.29 per hour
* Tool allowance - 4 th year apprentice	\$0.34 per hour
Training costs for fees and textbooks reimbursement (not Apprenticeship training)	reimbursement of standard fees for prescribed courses and textbooks
Training costs travel reimbursement (not Apprenticeship training)	reimbursement of travel costs incurred which exceed those normally incurred in travelling to and from work
Travel time after overtime or unrostered shift - reasonable transport not available	overtime rates for the time reasonably spent getting home
Underground mine work allowance - Electrician	12% of the minimum hourly rate per hour
Vehicle allowance	\$0.78 per km
Wet clothing or boots allowance	\$0.58 per hour for the part of the day or shift that they are required to work in wet clothing or boots
Change of residence for a transfer - travelling time (Monday to Saturday) allowance - sleeping berth provided - not in process of buying a place of residence	payment at the minimum hourly rate (including any relevant all purpose allowance) for all time spent necessarily travelling between the localities for a maximum of 8 hours per day for up to 3 months
Change of residence for a transfer - travelling time (Monday to Saturday) allowance - sleeping berth not provided - not in process of buying a place of residence	payment at the minimum hourly rate (including any relevant all purpose allowance) for all time spent necessarily travelling between the localities for a maximum of 12 hours per day for up to 3 months
Change of residence for a transfer - travelling time (Monday to Saturday) allowance - sleeping berth provided - in process of buying a place of residence	payment at the minimum hourly rate (including any relevant all purpose allowance) for all time spent necessarily travelling between the localities for a maximum of 8 hours per day for up to 6 months
Change of residence for a transfer - travelling time (Monday to Saturday) allowance - sleeping berth not provided - in process of buying a place of residence	payment at the minimum hourly rate (including any relevant all purpose allowance) for all time spent necessarily travelling between the localities for a maximum of 12 hours per day for up to 6 months
Change of residence for a transfer - travelling time (Sunday and public holidays) allowance - sleeping berth provided - not in process of buying a place of residence	payment at the minimum hourly rate (including any relevant all purpose allowance) + 50% for all time spent necessarily travelling between the localities for a maximum of 8 hours per day for up to 3 months

Allowances	Rate
Change of residence for a transfer - travelling time (Sunday and public holidays) allowance - sleeping berth not provided - not in process of buying a place of residence	payment at the minimum hourly rate (including any relevant all purpose allowance) + 50% for all time spent necessarily travelling between the localities for a maximum of 12 hours per day for up to 3 months
Change of residence for a transfer - travelling time (Sunday and public holidays) allowance - sleeping berth provided - in process of buying a place of residence	payment at the minimum hourly rate (including any relevant all purpose allowance) + 50% for all time spent necessarily travelling between the localities for a maximum of 8 hours per day for up to 6 months
Change of residence for a transfer - travelling time (Sunday and public holidays) allowance - sleeping berth not provided - in process of buying a place of residence	payment at the minimum hourly rate (including any relevant all purpose allowance) + 50% for all time spent necessarily travelling between the localities for a maximum of 12 hours per day for up to 6 months
Change of residence for a transfer - expenses reimbursement	reimbursement of reasonable expenses until permanent residence has been taken up at the new location
Distant work travelling time (Monday to Saturday) allowance - sleeping berth provided	payment at the minimum hourly rate (including any relevant all purpose allowance) for all time spent necessarily travelling between the locality and the usual workplace for a maximum of 8 hours per day
Distant work travelling time (Monday to Saturday) allowance - sleeping berth not provided	payment at the minimum hourly rate (including any relevant all purpose allowance) for all time spent necessarily travelling between the locality and the usual workplace for a maximum of 12 hours per day
Distant work travelling time (Sunday and public holidays) allowance - sleeping berth provided	payment at the minimum hourly rate (including any relevant all purpose allowance) + 50% for all time spent necessarily travelling between the locality and the usual workplace for a maximum of 8 hours per day
Distant work travelling time (Sunday and public holidays) allowance - sleeping berth not provided	payment at the minimum hourly rate (including any relevant all purpose allowance) + 50% for all time spent necessarily travelling between the locality and the usual workplace for a maximum of 12 hours per day
Distant work expenses reimbursement	reimbursement of reasonable expenses
Distant work return fare reimbursement	reimbursement for a return fare between the distance work location and home
Start and/or finish work at a job away from the usual workplace - excess travelling time (Monday to Saturday) allowance	payment at the minimum hourly rate (including any relevant all purpose allowance) for all time spent travelling to and from the job which is in excess of the time normally spent travelling between home and the usual workplace
Start and/or finish work at a job away from the usual workplace - excess travelling time (Sunday and public holidays) allowance	payment at the minimum hourly rate (including any relevant all purpose allowance) + 50% for all time spent travelling to and from the job which is in excess of the time normally spent travelling between home and the usual workplace

Allowances	Rate
Start and/or finish work at a job away from the usual workplace - excess travelling fares reimbursement - employee used own means of transport	reimbursement of fares that would have been incurred in excess of those normally incurred travelling between home and the usual workplace if personal transport hadn't been used
Start and/or finish work at a job away from the usual workplace - excess travelling fares reimbursement - employee did not use own means of transport	reimbursement of fares reasonably incurred in excess of those normally incurred travelling between home and the usual workplace
Working away from workshop fares reimbursement	reimbursement of fares for travelling to the worksite that are in excess of those normally incurred in travelling to the workshop

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However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

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