

## Pay Guide - Rail Industry Award

[MA000015]

Published 26 June 2020

Pay rates for this award will change from 01 November 2020. The rates in this guide apply from 29 May 2020.

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

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## Rates of pay

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

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

### Adult

#### Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Operations employee level 1	\$740.80	\$19.49	\$29.24	\$38.98	\$48.73	\$22.50	\$22.50
Operations employee level 2	\$787.60	\$20.73	\$31.10	\$41.46	\$51.83	\$23.74	\$23.74
Operations employee level 3	\$872.10	\$22.95	\$34.43	\$45.90	\$57.38	\$25.96	\$25.96
Operations employee level 4	\$956.70	\$25.18	\$37.77	\$50.36	\$62.95	\$28.19	\$28.19
Operations employee level 5	\$1,047.60	\$27.57	\$41.36	\$55.14	\$68.93	\$30.58	\$30.58
Operations employee level 6	\$1,119.80	\$29.47	\$44.21	\$58.94	\$73.68	\$32.48	\$32.48
Clerical, administration and professional employee level 1	\$780.90	\$20.55	\$30.83	\$41.10	\$51.38	\$23.56	\$23.56
Clerical, administration and professional employee level 2	\$846.00	\$22.26	\$33.39	\$44.52	\$55.65	\$25.27	\$25.27
Clerical, administration and professional employee level 3	\$878.50	\$23.12	\$34.68	\$46.24	\$57.80	\$26.13	\$26.13
Clerical, administration and professional employee level 4	\$917.40	\$24.14	\$36.21	\$48.28	\$60.35	\$27.15	\$27.15
Clerical, administration and professional employee level 5	\$995.50	\$26.20	\$39.30	\$52.40	\$65.50	\$29.21	\$29.21
Clerical, administration and professional employee level 6	\$1,067.00	\$28.08	\$42.12	\$56.16	\$70.20	\$31.09	\$31.09
Clerical, administration and professional employee level 7	\$1,132.00	\$29.79	\$44.69	\$59.58	\$74.48	\$32.80	\$32.80
Clerical, administration and professional employee level 8	\$1,274.90	\$33.55	\$50.33	\$67.10	\$83.88	\$36.56	\$36.56
Clerical, administration and professional employee level 9	\$1,528.40	\$40.22	\$60.33	\$80.44	\$100.55	\$43.23	\$43.23
Technical and civil infrastructure employee level 1	\$761.70	\$20.04	\$30.06	\$40.08	\$50.10	\$23.05	\$23.05
Technical and civil infrastructure employee level 2	\$791.20	\$20.82	\$31.23	\$41.64	\$52.05	\$23.83	\$23.83
Technical and civil infrastructure employee level 3	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85	\$24.55	\$24.55
Technical and civil infrastructure employee level 4	\$862.50	\$22.70	\$34.05	\$45.40	\$56.75	\$25.71	\$25.71
Technical and civil infrastructure employee level 5	\$900.80	\$23.71	\$35.57	\$47.42	\$59.28	\$26.72	\$26.72
Technical and civil infrastructure employee level 6	\$940.90	\$24.76	\$37.14	\$49.52	\$61.90	\$27.77	\$27.77
Technical and civil infrastructure employee level 7	\$1,015.10	\$26.71	\$40.07	\$53.42	\$66.78	\$29.72	\$29.72

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<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>
Operations employee level 1	\$23.06	\$26.27	\$29.24	\$38.98	\$29.24	\$38.98	\$48.73
Operations employee level 2	\$24.30	\$27.51	\$31.10	\$41.46	\$31.10	\$41.46	\$51.83
Operations employee level 3	\$26.52	\$29.73	\$34.43	\$45.90	\$34.43	\$45.90	\$57.38
Operations employee level 4	\$28.75	\$31.96	\$37.77	\$50.36	\$37.77	\$50.36	\$62.95
Operations employee level 5	\$31.14	\$34.35	\$41.36	\$55.14	\$41.36	\$55.14	\$68.93
Operations employee level 6	\$33.04	\$36.25	\$44.21	\$58.94	\$44.21	\$58.94	\$73.68
Clerical, administration and professional employee level 1	\$24.12	\$27.33	\$30.83	\$41.10	\$30.83	\$41.10	\$51.38
Clerical, administration and professional employee level 2	\$25.83	\$29.04	\$33.39	\$44.52	\$33.39	\$44.52	\$55.65
Clerical, administration and professional employee level 3	\$26.69	\$29.90	\$34.68	\$46.24	\$34.68	\$46.24	\$57.80
Clerical, administration and professional employee level 4	\$27.71	\$30.92	\$36.21	\$48.28	\$36.21	\$48.28	\$60.35
Clerical, administration and professional employee level 5	\$29.77	\$32.98	\$39.30	\$52.40	\$39.30	\$52.40	\$65.50
Clerical, administration and professional employee level 6	\$31.65	\$34.86	\$42.12	\$56.16	\$42.12	\$56.16	\$70.20
Clerical, administration and professional employee level 7	\$33.36	\$36.57	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$37.12	\$40.33	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$43.79	\$47.00	N/A	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$23.61	\$26.82	\$30.06	\$40.08	\$30.06	\$40.08	\$50.10
Technical and civil infrastructure employee level 2	\$24.39	\$27.60	\$31.23	\$41.64	\$31.23	\$41.64	\$52.05
Technical and civil infrastructure employee level 3	\$25.11	\$28.32	\$32.31	\$43.08	\$32.31	\$43.08	\$53.85
Technical and civil infrastructure employee level 4	\$26.27	\$29.48	\$34.05	\$45.40	\$34.05	\$45.40	\$56.75
Technical and civil infrastructure employee level 5	\$27.28	\$30.49	\$35.57	\$47.42	\$35.57	\$47.42	\$59.28
Technical and civil infrastructure employee level 6	\$28.33	\$31.54	\$37.14	\$49.52	\$37.14	\$49.52	\$61.90
Technical and civil infrastructure employee level 7	\$30.28	\$33.49	\$40.07	\$53.42	\$40.07	\$53.42	\$66.78

## Casual

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Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift	Night shift
Operations employee level 1	\$24.36	\$34.11	\$43.85	\$53.60	\$27.37	\$27.37	\$27.93
Operations employee level 2	\$25.91	\$36.28	\$46.64	\$57.01	\$28.92	\$28.92	\$29.48
Operations employee level 3	\$28.69	\$40.16	\$51.64	\$63.11	\$31.70	\$31.70	\$32.26
Operations employee level 4	\$31.48	\$44.07	\$56.66	\$69.25	\$34.49	\$34.49	\$35.05
Operations employee level 5	\$34.46	\$48.25	\$62.03	\$75.82	\$37.47	\$37.47	\$38.03
Operations employee level 6	\$36.84	\$51.57	\$66.31	\$81.04	\$39.85	\$39.85	\$40.41
Clerical, administration and professional employee level 1	\$25.69	\$35.96	\$46.24	\$56.51	\$28.70	\$28.70	\$29.26
Clerical, administration and professional employee level 2	\$27.83	\$38.96	\$50.09	\$61.22	\$30.84	\$30.84	\$31.40
Clerical, administration and professional employee level 3	\$28.90	\$40.46	\$52.02	\$63.58	\$31.91	\$31.91	\$32.47
Clerical, administration and professional employee level 4	\$30.18	\$42.25	\$54.32	\$66.39	\$33.19	\$33.19	\$33.75
Clerical, administration and professional employee level 5	\$32.75	\$45.85	\$58.95	\$72.05	\$35.76	\$35.76	\$36.32
Clerical, administration and professional employee level 6	\$35.10	\$49.14	\$63.18	\$77.22	\$38.11	\$38.11	\$38.67
Clerical, administration and professional employee level 7	\$37.24	\$52.13	\$67.03	\$81.92	\$40.25	\$40.25	\$40.81
Clerical, administration and professional employee level 8	\$41.94	\$58.71	\$75.49	\$92.26	\$44.95	\$44.95	\$45.51
Clerical, administration and professional employee level 9	\$50.28	\$70.39	\$90.50	\$110.61	\$53.29	\$53.29	\$53.85
Technical and civil infrastructure employee level 1	\$25.05	\$35.07	\$45.09	\$55.11	\$28.06	\$28.06	\$28.62
Technical and civil infrastructure employee level 2	\$26.03	\$36.44	\$46.85	\$57.26	\$29.04	\$29.04	\$29.60
Technical and civil infrastructure employee level 3	\$26.93	\$37.70	\$48.47	\$59.24	\$29.94	\$29.94	\$30.50
Technical and civil infrastructure employee level 4	\$28.38	\$39.73	\$51.08	\$62.43	\$31.39	\$31.39	\$31.95
Technical and civil infrastructure employee level 5	\$29.64	\$41.49	\$53.35	\$65.20	\$32.65	\$32.65	\$33.21
Technical and civil infrastructure employee level 6	\$30.95	\$43.33	\$55.71	\$68.09	\$33.96	\$33.96	\$34.52
Technical and civil infrastructure employee level 7	\$33.39	\$46.74	\$60.10	\$73.45	\$36.40	\$36.40	\$36.96

**Table 2 of 2**

<b>Classification</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>
Operations employee level 1	\$31.14	\$34.11	\$43.85	\$34.11	\$43.85	\$53.60
Operations employee level 2	\$32.69	\$36.28	\$46.64	\$36.28	\$46.64	\$57.01
Operations employee level 3	\$35.47	\$40.16	\$51.64	\$40.16	\$51.64	\$63.11
Operations employee level 4	\$38.26	\$44.07	\$56.66	\$44.07	\$56.66	\$69.25
Operations employee level 5	\$41.24	\$48.25	\$62.03	\$48.25	\$62.03	\$75.82
Operations employee level 6	\$43.62	\$51.57	\$66.31	\$51.57	\$66.31	\$81.04
Clerical, administration and professional employee level 1	\$32.47	\$35.96	\$46.24	\$35.96	\$46.24	\$56.51
Clerical, administration and professional employee level 2	\$34.61	\$38.96	\$50.09	\$38.96	\$50.09	\$61.22
Clerical, administration and professional employee level 3	\$35.68	\$40.46	\$52.02	\$40.46	\$52.02	\$63.58
Clerical, administration and professional employee level 4	\$36.96	\$42.25	\$54.32	\$42.25	\$54.32	\$66.39
Clerical, administration and professional employee level 5	\$39.53	\$45.85	\$58.95	\$45.85	\$58.95	\$72.05
Clerical, administration and professional employee level 6	\$41.88	\$49.14	\$63.18	\$49.14	\$63.18	\$77.22
Clerical, administration and professional employee level 7	\$44.02	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$48.72	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$57.06	N/A	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$31.83	\$35.07	\$45.09	\$35.07	\$45.09	\$55.11
Technical and civil infrastructure employee level 2	\$32.81	\$36.44	\$46.85	\$36.44	\$46.85	\$57.26
Technical and civil infrastructure employee level 3	\$33.71	\$37.70	\$48.47	\$37.70	\$48.47	\$59.24
Technical and civil infrastructure employee level 4	\$35.16	\$39.73	\$51.08	\$39.73	\$51.08	\$62.43
Technical and civil infrastructure employee level 5	\$36.42	\$41.49	\$53.35	\$41.49	\$53.35	\$65.20
Technical and civil infrastructure employee level 6	\$37.73	\$43.33	\$55.71	\$43.33	\$55.71	\$68.09
Technical and civil infrastructure employee level 7	\$40.17	\$46.74	\$60.10	\$46.74	\$60.10	\$73.45

## Junior - Full-time & part-time - 16 years or under

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Operations employee level 1	\$555.60	\$14.62	\$21.93	\$29.24	\$36.55	\$17.63	\$17.63
Operations employee level 2	\$590.70	\$15.54	\$23.31	\$31.08	\$38.85	\$18.55	\$18.55
Operations employee level 3	\$654.08	\$17.21	\$25.82	\$34.42	\$43.03	\$20.22	\$20.22
Operations employee level 4	\$717.53	\$18.88	\$28.32	\$37.76	\$47.20	\$21.89	\$21.89
Clerical, administration and professional employee level 1	\$585.68	\$15.41	\$23.12	\$30.82	\$38.53	\$18.42	\$18.42
Clerical, administration and professional employee level 2	\$634.50	\$16.70	\$25.05	\$33.40	\$41.75	\$19.71	\$19.71
Clerical, administration and professional employee level 3	\$658.88	\$17.34	\$26.01	\$34.68	\$43.35	\$20.35	\$20.35
Clerical, administration and professional employee level 4	\$688.05	\$18.11	\$27.17	\$36.22	\$45.28	\$21.12	\$21.12
Clerical, administration and professional employee level 5	\$746.63	\$19.65	\$29.48	\$39.30	\$49.13	\$22.66	\$22.66
Clerical, administration and professional employee level 6	\$800.25	\$21.06	\$31.59	\$42.12	\$52.65	\$24.07	\$24.07
Clerical, administration and professional employee level 7	\$849.00	\$22.34	\$33.51	\$44.68	\$55.85	\$25.35	\$25.35
Clerical, administration and professional employee level 8	\$956.18	\$25.16	\$37.74	\$50.32	\$62.90	\$28.17	\$28.17
Clerical, administration and professional employee level 9	\$1,146.30	\$30.17	\$45.26	\$60.34	\$75.43	\$33.18	\$33.18
Technical and civil infrastructure employee level 1	\$571.28	\$15.03	\$22.55	\$30.06	\$37.58	\$18.04	\$18.04
Technical and civil infrastructure employee level 2	\$593.40	\$15.62	\$23.43	\$31.24	\$39.05	\$18.63	\$18.63
Technical and civil infrastructure employee level 3	\$613.80	\$16.15	\$24.23	\$32.30	\$40.38	\$19.16	\$19.16

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Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Operations employee level 1	\$18.19	\$21.40	\$21.93	\$29.24	\$21.93	\$29.24	\$36.55
Operations employee level 2	\$19.11	\$22.32	\$23.31	\$31.08	\$23.31	\$31.08	\$38.85
Operations employee level 3	\$20.78	\$23.99	\$25.82	\$34.42	\$25.82	\$34.42	\$43.03
Operations employee level 4	\$22.45	\$25.66	\$28.32	\$37.76	\$28.32	\$37.76	\$47.20
Clerical, administration and professional employee level 1	\$18.98	\$22.19	\$23.12	\$30.82	\$23.12	\$30.82	\$38.53
Clerical, administration and professional employee level 2	\$20.27	\$23.48	\$25.05	\$33.40	\$25.05	\$33.40	\$41.75
Clerical, administration and professional employee level 3	\$20.91	\$24.12	\$26.01	\$34.68	\$26.01	\$34.68	\$43.35
Clerical, administration and professional employee level 4	\$21.68	\$24.89	\$27.17	\$36.22	\$27.17	\$36.22	\$45.28
Clerical, administration and professional employee level 5	\$23.22	\$26.43	\$29.48	\$39.30	\$29.48	\$39.30	\$49.13

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Clerical, administration and professional employee level 6	\$24.63	\$27.84	\$31.59	\$42.12	\$31.59	\$42.12	\$52.65
Clerical, administration and professional employee level 7	\$25.91	\$29.12	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$28.73	\$31.94	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$33.74	\$36.95	N/A	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$18.60	\$21.81	\$22.55	\$30.06	\$22.55	\$30.06	\$37.58
Technical and civil infrastructure employee level 2	\$19.19	\$22.40	\$23.43	\$31.24	\$23.43	\$31.24	\$39.05
Technical and civil infrastructure employee level 3	\$19.72	\$22.93	\$24.23	\$32.30	\$24.23	\$32.30	\$40.38

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Operations employee level 1	\$629.68	\$16.57	\$24.86	\$33.14	\$41.43	\$19.58	\$19.58
Operations employee level 2	\$669.46	\$17.62	\$26.43	\$35.24	\$44.05	\$20.63	\$20.63
Operations employee level 3	\$741.29	\$19.51	\$29.27	\$39.02	\$48.78	\$22.52	\$22.52
Operations employee level 4	\$813.20	\$21.40	\$32.10	\$42.80	\$53.50	\$24.41	\$24.41
Clerical, administration and professional employee level 1	\$663.77	\$17.47	\$26.21	\$34.94	\$43.68	\$20.48	\$20.48
Clerical, administration and professional employee level 2	\$719.10	\$18.92	\$28.38	\$37.84	\$47.30	\$21.93	\$21.93
Clerical, administration and professional employee level 3	\$746.73	\$19.65	\$29.48	\$39.30	\$49.13	\$22.66	\$22.66
Clerical, administration and professional employee level 4	\$779.79	\$20.52	\$30.78	\$41.04	\$51.30	\$23.53	\$23.53
Clerical, administration and professional employee level 5	\$846.18	\$22.27	\$33.41	\$44.54	\$55.68	\$25.28	\$25.28
Clerical, administration and professional employee level 6	\$906.95	\$23.87	\$35.81	\$47.74	\$59.68	\$26.88	\$26.88
Clerical, administration and professional employee level 7	\$962.20	\$25.32	\$37.98	\$50.64	\$63.30	\$28.33	\$28.33
Clerical, administration and professional employee level 8	\$1,083.67	\$28.52	\$42.78	\$57.04	\$71.30	\$31.53	\$31.53
Clerical, administration and professional employee level 9	\$1,299.14	\$34.19	\$51.29	\$68.38	\$85.48	\$37.20	\$37.20
Technical and civil infrastructure employee level 1	\$647.45	\$17.04	\$25.56	\$34.08	\$42.60	\$20.05	\$20.05
Technical and civil infrastructure employee level 2	\$672.52	\$17.70	\$26.55	\$35.40	\$44.25	\$20.71	\$20.71
Technical and civil infrastructure employee level 3	\$695.64	\$18.31	\$27.47	\$36.62	\$45.78	\$21.32	\$21.32

**Table 2 of 2**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>
Operations employee level 1	\$20.14	\$23.35	\$24.86	\$33.14	\$24.86	\$33.14	\$41.43
Operations employee level 2	\$21.19	\$24.40	\$26.43	\$35.24	\$26.43	\$35.24	\$44.05
Operations employee level 3	\$23.08	\$26.29	\$29.27	\$39.02	\$29.27	\$39.02	\$48.78
Operations employee level 4	\$24.97	\$28.18	\$32.10	\$42.80	\$32.10	\$42.80	\$53.50
Clerical, administration and professional employee level 1	\$21.04	\$24.25	\$26.21	\$34.94	\$26.21	\$34.94	\$43.68
Clerical, administration and professional employee level 2	\$22.49	\$25.70	\$28.38	\$37.84	\$28.38	\$37.84	\$47.30
Clerical, administration and professional employee level 3	\$23.22	\$26.43	\$29.48	\$39.30	\$29.48	\$39.30	\$49.13
Clerical, administration and professional employee level 4	\$24.09	\$27.30	\$30.78	\$41.04	\$30.78	\$41.04	\$51.30
Clerical, administration and professional employee level 5	\$25.84	\$29.05	\$33.41	\$44.54	\$33.41	\$44.54	\$55.68
Clerical, administration and professional employee level 6	\$27.44	\$30.65	\$35.81	\$47.74	\$35.81	\$47.74	\$59.68
Clerical, administration and professional employee level 7	\$28.89	\$32.10	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$32.09	\$35.30	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$37.76	\$40.97	N/A	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$20.61	\$23.82	\$25.56	\$34.08	\$25.56	\$34.08	\$42.60
Technical and civil infrastructure employee level 2	\$21.27	\$24.48	\$26.55	\$35.40	\$26.55	\$35.40	\$44.25
Technical and civil infrastructure employee level 3	\$21.88	\$25.09	\$27.47	\$36.62	\$27.47	\$36.62	\$45.78

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

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<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>
Operations employee level 1	\$740.80	\$19.49	\$29.24	\$38.98	\$48.73	\$22.50	\$22.50
Operations employee level 2	\$787.60	\$20.73	\$31.10	\$41.46	\$51.83	\$23.74	\$23.74
Operations employee level 3	\$872.10	\$22.95	\$34.43	\$45.90	\$57.38	\$25.96	\$25.96
Operations employee level 4	\$956.70	\$25.18	\$37.77	\$50.36	\$62.95	\$28.19	\$28.19
Clerical, administration and professional employee level 1	\$780.90	\$20.55	\$30.83	\$41.10	\$51.38	\$23.56	\$23.56
Clerical, administration and professional employee level 2	\$846.00	\$22.26	\$33.39	\$44.52	\$55.65	\$25.27	\$25.27
Clerical, administration and professional employee level 3	\$878.50	\$23.12	\$34.68	\$46.24	\$57.80	\$26.13	\$26.13
Clerical, administration and professional employee level 4	\$917.40	\$24.14	\$36.21	\$48.28	\$60.35	\$27.15	\$27.15
Clerical, administration and professional employee level 5	\$995.50	\$26.20	\$39.30	\$52.40	\$65.50	\$29.21	\$29.21



<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>
Clerical, administration and professional employee level 6	\$1,067.00	\$28.08	\$42.12	\$56.16	\$70.20	\$31.09	\$31.09
Clerical, administration and professional employee level 7	\$1,132.00	\$29.79	\$44.69	\$59.58	\$74.48	\$32.80	\$32.80
Clerical, administration and professional employee level 8	\$1,274.90	\$33.55	\$50.33	\$67.10	\$83.88	\$36.56	\$36.56
Clerical, administration and professional employee level 9	\$1,528.40	\$40.22	\$60.33	\$80.44	\$100.55	\$43.23	\$43.23
Technical and civil infrastructure employee level 1	\$761.70	\$20.04	\$30.06	\$40.08	\$50.10	\$23.05	\$23.05
Technical and civil infrastructure employee level 2	\$791.20	\$20.82	\$31.23	\$41.64	\$52.05	\$23.83	\$23.83
Technical and civil infrastructure employee level 3	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85	\$24.55	\$24.55

**Table 2 of 2**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>
Operations employee level 1	\$23.06	\$26.27	\$29.24	\$38.98	\$29.24	\$38.98	\$48.73
Operations employee level 2	\$24.30	\$27.51	\$31.10	\$41.46	\$31.10	\$41.46	\$51.83
Operations employee level 3	\$26.52	\$29.73	\$34.43	\$45.90	\$34.43	\$45.90	\$57.38
Operations employee level 4	\$28.75	\$31.96	\$37.77	\$50.36	\$37.77	\$50.36	\$62.95
Clerical, administration and professional employee level 1	\$24.12	\$27.33	\$30.83	\$41.10	\$30.83	\$41.10	\$51.38
Clerical, administration and professional employee level 2	\$25.83	\$29.04	\$33.39	\$44.52	\$33.39	\$44.52	\$55.65
Clerical, administration and professional employee level 3	\$26.69	\$29.90	\$34.68	\$46.24	\$34.68	\$46.24	\$57.80
Clerical, administration and professional employee level 4	\$27.71	\$30.92	\$36.21	\$48.28	\$36.21	\$48.28	\$60.35
Clerical, administration and professional employee level 5	\$29.77	\$32.98	\$39.30	\$52.40	\$39.30	\$52.40	\$65.50
Clerical, administration and professional employee level 6	\$31.65	\$34.86	\$42.12	\$56.16	\$42.12	\$56.16	\$70.20
Clerical, administration and professional employee level 7	\$33.36	\$36.57	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$37.12	\$40.33	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$43.79	\$47.00	N/A	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$23.61	\$26.82	\$30.06	\$40.08	\$30.06	\$40.08	\$50.10
Technical and civil infrastructure employee level 2	\$24.39	\$27.60	\$31.23	\$41.64	\$31.23	\$41.64	\$52.05
Technical and civil infrastructure employee level 3	\$25.11	\$28.32	\$32.31	\$43.08	\$32.31	\$43.08	\$53.85

## Junior - Casual - 16 years or under

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift	Night shift
Operations employee level 1	\$18.28	\$25.59	\$32.90	\$40.21	\$21.29	\$21.29	\$21.85
Operations employee level 2	\$19.43	\$27.20	\$34.97	\$42.74	\$22.44	\$22.44	\$23.00
Operations employee level 3	\$21.51	\$30.12	\$38.72	\$47.33	\$24.52	\$24.52	\$25.08
Operations employee level 4	\$23.60	\$33.04	\$42.48	\$51.92	\$26.61	\$26.61	\$27.17
Clerical, administration and professional employee level 1	\$19.26	\$26.97	\$34.67	\$42.38	\$22.27	\$22.27	\$22.83
Clerical, administration and professional employee level 2	\$20.88	\$29.23	\$37.58	\$45.93	\$23.89	\$23.89	\$24.45
Clerical, administration and professional employee level 3	\$21.68	\$30.35	\$39.02	\$47.69	\$24.69	\$24.69	\$25.25
Clerical, administration and professional employee level 4	\$22.64	\$31.69	\$40.75	\$49.80	\$25.65	\$25.65	\$26.21
Clerical, administration and professional employee level 5	\$24.56	\$34.39	\$44.21	\$54.04	\$27.57	\$27.57	\$28.13
Clerical, administration and professional employee level 6	\$26.33	\$36.86	\$47.39	\$57.92	\$29.34	\$29.34	\$29.90
Clerical, administration and professional employee level 7	\$27.93	\$39.10	\$50.27	\$61.44	\$30.94	\$30.94	\$31.50
Clerical, administration and professional employee level 8	\$31.45	\$44.03	\$56.61	\$69.19	\$34.46	\$34.46	\$35.02
Clerical, administration and professional employee level 9	\$37.71	\$52.80	\$67.88	\$82.97	\$40.72	\$40.72	\$41.28
Technical and civil infrastructure employee level 1	\$18.79	\$26.30	\$33.82	\$41.33	\$21.80	\$21.80	\$22.36
Technical and civil infrastructure employee level 2	\$19.53	\$27.34	\$35.15	\$42.96	\$22.54	\$22.54	\$23.10
Technical and civil infrastructure employee level 3	\$20.19	\$28.26	\$36.34	\$44.41	\$23.20	\$23.20	\$23.76

Table 2 of 2

Classification	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Operations employee level 1	\$25.06	\$25.59	\$32.90	\$25.59	\$32.90	\$40.21
Operations employee level 2	\$26.21	\$27.20	\$34.97	\$27.20	\$34.97	\$42.74
Operations employee level 3	\$28.29	\$30.12	\$38.72	\$30.12	\$38.72	\$47.33
Operations employee level 4	\$30.38	\$33.04	\$42.48	\$33.04	\$42.48	\$51.92
Clerical, administration and professional employee level 1	\$26.04	\$26.97	\$34.67	\$26.97	\$34.67	\$42.38
Clerical, administration and professional employee level 2	\$27.66	\$29.23	\$37.58	\$29.23	\$37.58	\$45.93
Clerical, administration and professional employee level 3	\$28.46	\$30.35	\$39.02	\$30.35	\$39.02	\$47.69
Clerical, administration and professional employee level 4	\$29.42	\$31.69	\$40.75	\$31.69	\$40.75	\$49.80
Clerical, administration and professional employee level 5	\$31.34	\$34.39	\$44.21	\$34.39	\$44.21	\$54.04
Clerical, administration and professional employee level 6	\$33.11	\$36.86	\$47.39	\$36.86	\$47.39	\$57.92

Classification	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Clerical, administration and professional employee level 7	\$34.71	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$38.23	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$44.49	N/A	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$25.57	\$26.30	\$33.82	\$26.30	\$33.82	\$41.33
Technical and civil infrastructure employee level 2	\$26.31	\$27.34	\$35.15	\$27.34	\$35.15	\$42.96
Technical and civil infrastructure employee level 3	\$26.97	\$28.26	\$36.34	\$28.26	\$36.34	\$44.41

## Junior - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift	Night shift
Operations employee level 1	\$20.71	\$29.00	\$37.28	\$45.57	\$23.72	\$23.72	\$24.28
Operations employee level 2	\$22.03	\$30.84	\$39.65	\$48.46	\$25.04	\$25.04	\$25.60
Operations employee level 3	\$24.39	\$34.14	\$43.90	\$53.65	\$27.40	\$27.40	\$27.96
Operations employee level 4	\$26.75	\$37.45	\$48.15	\$58.85	\$29.76	\$29.76	\$30.32
Clerical, administration and professional employee level 1	\$21.84	\$30.57	\$39.31	\$48.04	\$24.85	\$24.85	\$25.41
Clerical, administration and professional employee level 2	\$23.65	\$33.11	\$42.57	\$52.03	\$26.66	\$26.66	\$27.22
Clerical, administration and professional employee level 3	\$24.56	\$34.39	\$44.21	\$54.04	\$27.57	\$27.57	\$28.13
Clerical, administration and professional employee level 4	\$25.65	\$35.91	\$46.17	\$56.43	\$28.66	\$28.66	\$29.22
Clerical, administration and professional employee level 5	\$27.84	\$38.97	\$50.11	\$61.24	\$30.85	\$30.85	\$31.41
Clerical, administration and professional employee level 6	\$29.84	\$41.77	\$53.71	\$65.64	\$32.85	\$32.85	\$33.41
Clerical, administration and professional employee level 7	\$31.65	\$44.31	\$56.97	\$69.63	\$34.66	\$34.66	\$35.22
Clerical, administration and professional employee level 8	\$35.65	\$49.91	\$64.17	\$78.43	\$38.66	\$38.66	\$39.22
Clerical, administration and professional employee level 9	\$42.74	\$59.83	\$76.93	\$94.02	\$45.75	\$45.75	\$46.31
Technical and civil infrastructure employee level 1	\$21.30	\$29.82	\$38.34	\$46.86	\$24.31	\$24.31	\$24.87
Technical and civil infrastructure employee level 2	\$22.13	\$30.98	\$39.83	\$48.68	\$25.14	\$25.14	\$25.70
Technical and civil infrastructure employee level 3	\$22.89	\$32.04	\$41.20	\$50.35	\$25.90	\$25.90	\$26.46

**Table 2 of 2**

<b>Classification</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday</b>	<b>Overtime - Sunday</b>	<b>Overtime - Public holiday</b>
Operations employee level 1	\$27.49	\$29.00	\$37.28	\$29.00	\$37.28	\$45.57
Operations employee level 2	\$28.81	\$30.84	\$39.65	\$30.84	\$39.65	\$48.46
Operations employee level 3	\$31.17	\$34.14	\$43.90	\$34.14	\$43.90	\$53.65
Operations employee level 4	\$33.53	\$37.45	\$48.15	\$37.45	\$48.15	\$58.85
Clerical, administration and professional employee level 1	\$28.62	\$30.57	\$39.31	\$30.57	\$39.31	\$48.04
Clerical, administration and professional employee level 2	\$30.43	\$33.11	\$42.57	\$33.11	\$42.57	\$52.03
Clerical, administration and professional employee level 3	\$31.34	\$34.39	\$44.21	\$34.39	\$44.21	\$54.04
Clerical, administration and professional employee level 4	\$32.43	\$35.91	\$46.17	\$35.91	\$46.17	\$56.43
Clerical, administration and professional employee level 5	\$34.62	\$38.97	\$50.11	\$38.97	\$50.11	\$61.24
Clerical, administration and professional employee level 6	\$36.62	\$41.77	\$53.71	\$41.77	\$53.71	\$65.64
Clerical, administration and professional employee level 7	\$38.43	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$42.43	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$49.52	N/A	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$28.08	\$29.82	\$38.34	\$29.82	\$38.34	\$46.86
Technical and civil infrastructure employee level 2	\$28.91	\$30.98	\$39.83	\$30.98	\$39.83	\$48.68
Technical and civil infrastructure employee level 3	\$29.67	\$32.04	\$41.20	\$32.04	\$41.20	\$50.35

**Junior - Casual - 18 years**

**Table 1 of 2**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>
Operations employee level 1	\$24.36	\$34.11	\$43.85	\$53.60	\$27.37	\$27.37	\$27.93
Operations employee level 2	\$25.91	\$36.28	\$46.64	\$57.01	\$28.92	\$28.92	\$29.48
Operations employee level 3	\$28.69	\$40.16	\$51.64	\$63.11	\$31.70	\$31.70	\$32.26
Operations employee level 4	\$31.48	\$44.07	\$56.66	\$69.25	\$34.49	\$34.49	\$35.05
Clerical, administration and professional employee level 1	\$25.69	\$35.96	\$46.24	\$56.51	\$28.70	\$28.70	\$29.26
Clerical, administration and professional employee level 2	\$27.83	\$38.96	\$50.09	\$61.22	\$30.84	\$30.84	\$31.40
Clerical, administration and professional employee level 3	\$28.90	\$40.46	\$52.02	\$63.58	\$31.91	\$31.91	\$32.47
Clerical, administration and professional employee level 4	\$30.18	\$42.25	\$54.32	\$66.39	\$33.19	\$33.19	\$33.75
Clerical, administration and professional employee level 5	\$32.75	\$45.85	\$58.95	\$72.05	\$35.76	\$35.76	\$36.32
Clerical, administration and professional employee level 6	\$35.10	\$49.14	\$63.18	\$77.22	\$38.11	\$38.11	\$38.67

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift	Night shift
Clerical, administration and professional employee level 7	\$37.24	\$52.13	\$67.03	\$81.92	\$40.25	\$40.25	\$40.81
Clerical, administration and professional employee level 8	\$41.94	\$58.71	\$75.49	\$92.26	\$44.95	\$44.95	\$45.51
Clerical, administration and professional employee level 9	\$50.28	\$70.39	\$90.50	\$110.61	\$53.29	\$53.29	\$53.85
Technical and civil infrastructure employee level 1	\$25.05	\$35.07	\$45.09	\$55.11	\$28.06	\$28.06	\$28.62
Technical and civil infrastructure employee level 2	\$26.03	\$36.44	\$46.85	\$57.26	\$29.04	\$29.04	\$29.60
Technical and civil infrastructure employee level 3	\$26.93	\$37.70	\$48.47	\$59.24	\$29.94	\$29.94	\$30.50

**Table 2 of 2**

Classification	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Operations employee level 1	\$31.14	\$34.11	\$43.85	\$34.11	\$43.85	\$53.60
Operations employee level 2	\$32.69	\$36.28	\$46.64	\$36.28	\$46.64	\$57.01
Operations employee level 3	\$35.47	\$40.16	\$51.64	\$40.16	\$51.64	\$63.11
Operations employee level 4	\$38.26	\$44.07	\$56.66	\$44.07	\$56.66	\$69.25
Clerical, administration and professional employee level 1	\$32.47	\$35.96	\$46.24	\$35.96	\$46.24	\$56.51
Clerical, administration and professional employee level 2	\$34.61	\$38.96	\$50.09	\$38.96	\$50.09	\$61.22
Clerical, administration and professional employee level 3	\$35.68	\$40.46	\$52.02	\$40.46	\$52.02	\$63.58
Clerical, administration and professional employee level 4	\$36.96	\$42.25	\$54.32	\$42.25	\$54.32	\$66.39
Clerical, administration and professional employee level 5	\$39.53	\$45.85	\$58.95	\$45.85	\$58.95	\$72.05
Clerical, administration and professional employee level 6	\$41.88	\$49.14	\$63.18	\$49.14	\$63.18	\$77.22
Clerical, administration and professional employee level 7	\$44.02	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 8	\$48.72	N/A	N/A	N/A	N/A	N/A
Clerical, administration and professional employee level 9	\$57.06	N/A	N/A	N/A	N/A	N/A
Technical and civil infrastructure employee level 1	\$31.83	\$35.07	\$45.09	\$35.07	\$45.09	\$55.11
Technical and civil infrastructure employee level 2	\$32.81	\$36.44	\$46.85	\$36.44	\$46.85	\$57.26
Technical and civil infrastructure employee level 3	\$33.71	\$37.70	\$48.47	\$37.70	\$48.47	\$59.24

## Apprentice - Started before 1 Jan 2014 - Operations

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$392.45	\$10.33	\$15.50	\$20.66	\$25.83	\$13.34	\$13.34
Apprentice 2nd year	\$479.66	\$12.62	\$18.93	\$25.24	\$31.55	\$15.63	\$15.63
Apprentice 3rd year	\$654.08	\$17.21	\$25.82	\$34.42	\$43.03	\$20.22	\$20.22
Apprentice 4th year	\$767.45	\$20.20	\$30.30	\$40.40	\$50.50	\$23.21	\$23.21

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Apprentice 1st year	\$13.90	\$17.11	\$15.50	\$20.66	\$15.50	\$20.66	\$25.83
Apprentice 2nd year	\$16.19	\$19.40	\$18.93	\$25.24	\$18.93	\$25.24	\$31.55
Apprentice 3rd year	\$20.78	\$23.99	\$25.82	\$34.42	\$25.82	\$34.42	\$43.03
Apprentice 4th year	\$23.77	\$26.98	\$30.30	\$40.40	\$30.30	\$40.40	\$50.50

## Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Operations

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$436.05	\$11.48	\$17.22	\$22.96	\$28.70	\$14.49	\$14.49
Apprentice 2nd year	\$523.26	\$13.77	\$20.66	\$27.54	\$34.43	\$16.78	\$16.78
Apprentice 3rd year	\$654.08	\$17.21	\$25.82	\$34.42	\$43.03	\$20.22	\$20.22
Apprentice 4th year	\$767.45	\$20.20	\$30.30	\$40.40	\$50.50	\$23.21	\$23.21

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Apprentice 1st year	\$15.05	\$18.26	\$17.22	\$22.96	\$17.22	\$22.96	\$28.70
Apprentice 2nd year	\$17.34	\$20.55	\$20.66	\$27.54	\$20.66	\$27.54	\$34.43
Apprentice 3rd year	\$20.78	\$23.99	\$25.82	\$34.42	\$25.82	\$34.42	\$43.03
Apprentice 4th year	\$23.77	\$26.98	\$30.30	\$40.40	\$30.30	\$40.40	\$50.50

## Apprentice - Started after 1 Jan 2014 - Completed year 12 - Operations

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$479.66	\$12.62	\$18.93	\$25.24	\$31.55	\$15.63	\$15.63
Apprentice 2nd year	\$566.87	\$14.92	\$22.38	\$29.84	\$37.30	\$17.93	\$17.93
Apprentice 3rd year	\$654.08	\$17.21	\$25.82	\$34.42	\$43.03	\$20.22	\$20.22
Apprentice 4th year	\$767.45	\$20.20	\$30.30	\$40.40	\$50.50	\$23.21	\$23.21

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Apprentice 1st year	\$16.19	\$19.40	\$18.93	\$25.24	\$18.93	\$25.24	\$31.55
Apprentice 2nd year	\$18.49	\$21.70	\$22.38	\$29.84	\$22.38	\$29.84	\$37.30
Apprentice 3rd year	\$20.78	\$23.99	\$25.82	\$34.42	\$25.82	\$34.42	\$43.03
Apprentice 4th year	\$23.77	\$26.98	\$30.30	\$40.40	\$30.30	\$40.40	\$50.50

## Apprentice - Started before 1 Jan 2014 - Technical & civil infrastructure

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$388.13	\$10.21	\$15.32	\$20.42	\$25.53	\$13.22	\$13.22
Apprentice 2nd year	\$474.38	\$12.48	\$18.72	\$24.96	\$31.20	\$15.49	\$15.49
Apprentice 3rd year	\$646.88	\$17.02	\$25.53	\$34.04	\$42.55	\$20.03	\$20.03
Apprentice 4th year	\$759.00	\$19.97	\$29.96	\$39.94	\$49.93	\$22.98	\$22.98

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Apprentice 1st year	\$13.78	\$16.99	\$15.32	\$20.42	\$15.32	\$20.42	\$25.53
Apprentice 2nd year	\$16.05	\$19.26	\$18.72	\$24.96	\$18.72	\$24.96	\$31.20
Apprentice 3rd year	\$20.59	\$23.80	\$25.53	\$34.04	\$25.53	\$34.04	\$42.55
Apprentice 4th year	\$23.54	\$26.75	\$29.96	\$39.94	\$29.96	\$39.94	\$49.93

## Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Technical & civil infrastructure

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$431.25	\$11.35	\$17.03	\$22.70	\$28.38	\$14.36	\$14.36
Apprentice 2nd year	\$517.50	\$13.62	\$20.43	\$27.24	\$34.05	\$16.63	\$16.63
Apprentice 3rd year	\$646.88	\$17.02	\$25.53	\$34.04	\$42.55	\$20.03	\$20.03
Apprentice 4th year	\$759.00	\$19.97	\$29.96	\$39.94	\$49.93	\$22.98	\$22.98

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Apprentice 1st year	\$14.92	\$18.13	\$17.03	\$22.70	\$17.03	\$22.70	\$28.38
Apprentice 2nd year	\$17.19	\$20.40	\$20.43	\$27.24	\$20.43	\$27.24	\$34.05
Apprentice 3rd year	\$20.59	\$23.80	\$25.53	\$34.04	\$25.53	\$34.04	\$42.55
Apprentice 4th year	\$23.54	\$26.75	\$29.96	\$39.94	\$29.96	\$39.94	\$49.93

## Apprentice - Started after 1 Jan 2014 - Completed year 12 - Technical & civil infrastructure

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$474.38	\$12.48	\$18.72	\$24.96	\$31.20	\$15.49	\$15.49
Apprentice 2nd year	\$560.63	\$14.75	\$22.13	\$29.50	\$36.88	\$17.76	\$17.76
Apprentice 3rd year	\$646.88	\$17.02	\$25.53	\$34.04	\$42.55	\$20.03	\$20.03
Apprentice 4th year	\$759.00	\$19.97	\$29.96	\$39.94	\$49.93	\$22.98	\$22.98

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Apprentice 1st year	\$16.05	\$19.26	\$18.72	\$24.96	\$18.72	\$24.96	\$31.20
Apprentice 2nd year	\$18.32	\$21.53	\$22.13	\$29.50	\$22.13	\$29.50	\$36.88
Apprentice 3rd year	\$20.59	\$23.80	\$25.53	\$34.04	\$25.53	\$34.04	\$42.55
Apprentice 4th year	\$23.54	\$26.75	\$29.96	\$39.94	\$29.96	\$39.94	\$49.93



## Adult apprentice - Started before 1 Jan 2014 - Operations

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$392.45	\$10.33	\$15.50	\$20.66	\$25.83	\$13.34	\$13.34
Apprentice 2nd year	\$479.66	\$12.62	\$18.93	\$25.24	\$31.55	\$15.63	\$15.63
Apprentice 3rd year	\$654.08	\$17.21	\$25.82	\$34.42	\$43.03	\$20.22	\$20.22
Apprentice 4th year	\$767.45	\$20.20	\$30.30	\$40.40	\$50.50	\$23.21	\$23.21

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Apprentice 1st year	\$13.90	\$17.11	\$15.50	\$20.66	\$15.50	\$20.66	\$25.83
Apprentice 2nd year	\$16.19	\$19.40	\$18.93	\$25.24	\$18.93	\$25.24	\$31.55
Apprentice 3rd year	\$20.78	\$23.99	\$25.82	\$34.42	\$25.82	\$34.42	\$43.03
Apprentice 4th year	\$23.77	\$26.98	\$30.30	\$40.40	\$30.30	\$40.40	\$50.50

## Adult apprentice - Started after 1 Jan 2014 - Operations

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$697.68	\$18.36	\$27.54	\$36.72	\$45.90	\$21.37	\$21.37
Apprentice 2nd year	\$740.80	\$19.49	\$29.24	\$38.98	\$48.73	\$22.50	\$22.50
Apprentice 3rd year	\$740.80	\$19.49	\$29.24	\$38.98	\$48.73	\$22.50	\$22.50
Apprentice 4th year	\$767.45	\$20.20	\$30.30	\$40.40	\$50.50	\$23.21	\$23.21

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Apprentice 1st year	\$21.93	\$25.14	\$27.54	\$36.72	\$27.54	\$36.72	\$45.90
Apprentice 2nd year	\$23.06	\$26.27	\$29.24	\$38.98	\$29.24	\$38.98	\$48.73
Apprentice 3rd year	\$23.06	\$26.27	\$29.24	\$38.98	\$29.24	\$38.98	\$48.73
Apprentice 4th year	\$23.77	\$26.98	\$30.30	\$40.40	\$30.30	\$40.40	\$50.50

## Adult apprentice - Started before 1 Jan 2014 - Technical & civil infrastructure

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$388.13	\$10.21	\$15.32	\$20.42	\$25.53	\$13.22	\$13.22
Apprentice 2nd year	\$474.38	\$12.48	\$18.72	\$24.96	\$31.20	\$15.49	\$15.49
Apprentice 3rd year	\$646.88	\$17.02	\$25.53	\$34.04	\$42.55	\$20.03	\$20.03
Apprentice 4th year	\$759.00	\$19.97	\$29.96	\$39.94	\$49.93	\$22.98	\$22.98

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Apprentice 1st year	\$13.78	\$16.99	\$15.32	\$20.42	\$15.32	\$20.42	\$25.53
Apprentice 2nd year	\$16.05	\$19.26	\$18.72	\$24.96	\$18.72	\$24.96	\$31.20
Apprentice 3rd year	\$20.59	\$23.80	\$25.53	\$34.04	\$25.53	\$34.04	\$42.55
Apprentice 4th year	\$23.54	\$26.75	\$29.96	\$39.94	\$29.96	\$39.94	\$49.93

## Adult apprentice - Started after 1 Jan 2014 - Technical & civil infrastructure

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Early morning shift	Afternoon shift
Apprentice 1st year	\$690.00	\$18.16	\$27.24	\$36.32	\$45.40	\$21.17	\$21.17
Apprentice 2nd year	\$761.70	\$20.04	\$30.06	\$40.08	\$50.10	\$23.05	\$23.05
Apprentice 3rd year	\$761.70	\$20.04	\$30.06	\$40.08	\$50.10	\$23.05	\$23.05
Apprentice 4th year	\$761.70	\$20.04	\$30.06	\$40.08	\$50.10	\$23.05	\$23.05

Table 2 of 2

Classification	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday	Overtime - Sunday	Overtime - Public holiday
Apprentice 1st year	\$21.73	\$24.94	\$27.24	\$36.32	\$27.24	\$36.32	\$45.40
Apprentice 2nd year	\$23.61	\$26.82	\$30.06	\$40.08	\$30.06	\$40.08	\$50.10
Apprentice 3rd year	\$23.61	\$26.82	\$30.06	\$40.08	\$30.06	\$40.08	\$50.10
Apprentice 4th year	\$23.61	\$26.82	\$30.06	\$40.08	\$30.06	\$40.08	\$50.10

## Allowances

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

Allowances	Rate
<b>General</b>	
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
First aid allowance	\$0.43 per hour up to a maximum of \$16.39 per week
Meal allowance	\$16.93 for a meal
On call allowance - day and night - not clerical, administrative & professional classifications at or above level 7	\$28.13 per day and night
On call allowance - night only - not clerical, administrative & professional classifications at or above level 7	\$11.21 per night
Relocation - travel reimbursement	reimbursement for the cost of travel to the new location for the employee and their immediate family
Relocation - relocation of furniture reimbursement	reimbursement for the cost of removal and relocation of furniture and personal effects
Relocation - purchase of new home reimbursement	reimbursement for legal costs incurred on the sale or purchase of dwellings
Relocation - temporary accommodation reimbursement	reimbursement for the cost of renting reasonable accommodation for a period of 6 weeks
* Tool allowance - tradesperson	\$0.47 per hour
Working away from usual workplace - travel and incidentals reimbursement	reimbursement for the reasonable and necessary cost for travel and incidental expenses
<b>Technical &amp; civil infrastructure employees only</b>	
Confined spaces allowance	\$0.86 per hour
Damage to clothing and tool reimbursement	reimbursement for the cost to replace, repair or clean clothing, tools of the trade or personal equipment including spectacles and hearing aids
Dirty work allowance	\$0.66 per hour
Explosive powered tools allowance	\$0.22 per hour up to a maximum of \$1.70 per day
Foundry allowance	\$0.50 per hour for the time spent working in a foundry, while foundry production work is being done
Height money allowance - technical - not linesperson, linesperson's assistant or rigger and splicer	\$0.48 per hour
Insulation material allowance	\$0.86 per hour
Protective clothing and equipment reimbursement	reimbursement for the cost of purchasing such special clothing and equipment

Allowances	Rate
Wet places allowance	\$0.66 per hour

## Disclaimer

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

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