

Pay Guide - Textile, Clothing, Footwear and Associated Industries Award

[MA000017]

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

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

Adult

Full-time & part-time

Not outworkers

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Classification	Weekly pay rate	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Sunday - day workers and non-continuous shiftworkers
General employees						
Trainee	\$753.80	\$19.84	\$49.60	\$39.68	\$49.60	\$49.60
Skill level 1	\$775.40	\$20.41	\$51.03	\$40.83	\$51.03	\$51.03
Skill level 2	\$805.10	\$21.19	\$52.98	\$42.39	\$52.98	\$52.98
Skill level 3	\$832.80	\$21.92	\$54.80	\$43.84	\$54.80	\$54.80
Skill level 4	\$877.60	\$23.09	\$57.73	\$46.19	\$57.73	\$57.73
Skill level 5	\$932.60	\$24.54	\$61.35	\$49.08	\$61.35	\$61.35
Wool and basil employees						
General hand	\$753.80	\$19.84	\$49.60	\$39.68	\$49.60	\$49.60
Operator - grade 1	\$834.70	\$21.97	\$54.93	\$43.95	\$54.93	\$54.93
Operator - grade 2	\$804.80	\$21.18	\$52.95	\$42.36	\$52.95	\$52.95
Operator - grade 3	\$775.40	\$20.41	\$51.03	\$40.83	\$51.03	\$51.03
Senior operator - grade 1	\$905.10	\$23.82	\$59.55	\$47.64	\$59.55	\$59.55
Senior operator - grade 2	\$877.60	\$23.09	\$57.73	\$46.19	\$57.73	\$57.73
Storeworkers						
Storeworker grade 1 - on commencement	\$805.10	\$21.19	\$52.98	\$42.39	\$52.98	\$52.98
Storeworker grade 1 - after 3 months	\$815.20	\$21.45	\$53.63	\$42.91	\$53.63	\$53.63
Storeworker grade 1 - after 12 months	\$825.10	\$21.71	\$54.28	\$43.43	\$54.28	\$54.28
Storeworker grade 2	\$832.70	\$21.91	\$54.78	\$43.83	\$54.78	\$54.78

Classification	Weekly pay rate	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Sunday - day workers and non-continuous shiftworkers
Storeworker grade 3	\$857.20	\$22.56	\$56.40	\$45.12	\$56.40	\$56.40
Storeworker grade 4	\$882.40	\$23.22	\$58.05	\$46.44	\$58.05	\$58.05
Fork-lift driver and tow motor driver	\$832.80	\$21.92	\$54.80	\$43.84	\$54.80	\$54.80
High rise stacker operator	\$853.95	\$22.47	\$56.18	\$44.95	\$56.18	\$56.18
Pedestrian fork-lift operator	\$824.29	\$21.69	\$54.23	\$43.39	\$54.23	\$54.23
Warehouse employees						
Warehouse employee grade 1 - on commencement	\$799.10	\$21.03	\$52.58	\$42.07	\$52.58	\$52.58
Warehouse employee grade 1 - after 3 months	\$809.20	\$21.29	\$53.23	\$42.59	\$53.23	\$53.23
Warehouse employee grade 1 - after 12 months	\$819.10	\$21.56	\$53.90	\$43.12	\$53.90	\$53.90
Warehouse employee grade 2	\$826.70	\$21.76	\$54.40	\$43.52	\$54.40	\$54.40
Warehouse employee grade 3	\$851.20	\$22.40	\$56.00	\$44.80	\$56.00	\$56.00
Warehouse employee grade 4	\$876.40	\$23.06	\$57.65	\$46.12	\$57.65	\$57.65

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Classification	Afternoon / night shift - not textile industry - shiftworkers	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers
General employees					
Trainee	\$19.84 per hour plus 15% of the weekly award wage per shift	\$19.84 per hour plus 30% of the weekly award wage per shift	\$19.84 per hour plus \$24.15 per shift	\$19.84 per hour plus \$48.31 per shift	\$29.76
Skill level 1	\$20.41 per hour plus 15% of the weekly award wage per shift	\$20.41 per hour plus 30% of the weekly award wage per shift	\$20.41 per hour plus \$24.15 per shift	\$20.41 per hour plus \$48.31 per shift	\$30.62

Classification	Afternoon / night shift - not textile industry - shiftworkers	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers
Skill level 2	\$21.19 per hour plus 15% of the weekly award wage per shift	\$21.19 per hour plus 30% of the weekly award wage per shift	\$21.19 per hour plus \$24.15 per shift	\$21.19 per hour plus \$48.31 per shift	\$31.79
Skill level 3	\$21.92 per hour plus 15% of the weekly award wage per shift	\$21.92 per hour plus 30% of the weekly award wage per shift	\$21.92 per hour plus \$24.15 per shift	\$21.92 per hour plus \$48.31 per shift	\$32.88
Skill level 4	\$23.09 per hour plus 15% of the weekly award wage per shift	\$23.09 per hour plus 30% of the weekly award wage per shift	\$23.09 per hour plus \$24.15 per shift	\$23.09 per hour plus \$48.31 per shift	\$34.64
Skill level 5	\$24.54 per hour plus 15% of the weekly award wage per shift	\$24.54 per hour plus 30% of the weekly award wage per shift	\$24.54 per hour plus \$24.15 per shift	\$24.54 per hour plus \$48.31 per shift	\$36.81
Wool and basil employees					
General hand	\$19.84 per hour plus 15% of the weekly award wage per shift	\$19.84 per hour plus 30% of the weekly award wage per shift	\$19.84 per hour plus \$24.15 per shift	\$19.84 per hour plus \$48.31 per shift	\$29.76
Operator - grade 1	\$21.97 per hour plus 15% of the weekly award wage per shift	\$21.97 per hour plus 30% of the weekly award wage per shift	\$21.97 per hour plus \$24.15 per shift	\$21.97 per hour plus \$48.31 per shift	\$32.96
Operator - grade 2	\$21.18 per hour plus 15% of the weekly award wage per shift	\$21.18 per hour plus 30% of the weekly award wage per shift	\$21.18 per hour plus \$24.15 per shift	\$21.18 per hour plus \$48.31 per shift	\$31.77
Operator - grade 3	\$20.41 per hour plus 15% of the weekly award wage per shift	\$20.41 per hour plus 30% of the weekly award wage per shift	\$20.41 per hour plus \$24.15 per shift	\$20.41 per hour plus \$48.31 per shift	\$30.62
Senior operator - grade 1	\$23.82 per hour plus 15% of the weekly award wage per shift	\$23.82 per hour plus 30% of the weekly award wage per shift	\$23.82 per hour plus \$24.15 per shift	\$23.82 per hour plus \$48.31 per shift	\$35.73

Classification	Afternoon / night shift - not textile industry - shiftworkers	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers
Senior operator - grade 2	\$23.09 per hour plus 15% of the weekly award wage per shift	\$23.09 per hour plus 30% of the weekly award wage per shift	\$23.09 per hour plus \$24.15 per shift	\$23.09 per hour plus \$48.31 per shift	\$34.64
Storeworkers					
Storeworker grade 1 - on commencement	\$21.19 per hour plus 15% of the weekly award wage per shift	\$21.19 per hour plus 30% of the weekly award wage per shift	\$21.19 per hour plus \$24.15 per shift	\$21.19 per hour plus \$48.31 per shift	\$31.79
Storeworker grade 1 - after 3 months	\$21.45 per hour plus 15% of the weekly award wage per shift	\$21.45 per hour plus 30% of the weekly award wage per shift	\$21.45 per hour plus \$24.15 per shift	\$21.45 per hour plus \$48.31 per shift	\$32.18
Storeworker grade 1 - after 12 months	\$21.71 per hour plus 15% of the weekly award wage per shift	\$21.71 per hour plus 30% of the weekly award wage per shift	\$21.71 per hour plus \$24.15 per shift	\$21.71 per hour plus \$48.31 per shift	\$32.57
Storeworker grade 2	\$21.91 per hour plus 15% of the weekly award wage per shift	\$21.91 per hour plus 30% of the weekly award wage per shift	\$21.91 per hour plus \$24.15 per shift	\$21.91 per hour plus \$48.31 per shift	\$32.87
Storeworker grade 3	\$22.56 per hour plus 15% of the weekly award wage per shift	\$22.56 per hour plus 30% of the weekly award wage per shift	\$22.56 per hour plus \$24.15 per shift	\$22.56 per hour plus \$48.31 per shift	\$33.84
Storeworker grade 4	\$23.22 per hour plus 15% of the weekly award wage per shift	\$23.22 per hour plus 30% of the weekly award wage per shift	\$23.22 per hour plus \$24.15 per shift	\$23.22 per hour plus \$48.31 per shift	\$34.83
Fork-lift driver and tow motor driver	\$21.92 per hour plus 15% of the weekly award wage per shift	\$21.92 per hour plus 30% of the weekly award wage per shift	\$21.92 per hour plus \$24.15 per shift	\$21.92 per hour plus \$48.31 per shift	\$32.88
High rise stacker operator	\$22.47 per hour plus 15% of the weekly award wage per shift	\$22.47 per hour plus 30% of the weekly award wage per shift	\$22.47 per hour plus \$24.15 per shift	\$22.47 per hour plus \$48.31 per shift	\$33.71

Classification	Afternoon / night shift - not textile industry - shiftworkers	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers
Pedestrian fork-lift operator	\$21.69 per hour plus 15% of the weekly award wage per shift	\$21.69 per hour plus 30% of the weekly award wage per shift	\$21.69 per hour plus \$24.15 per shift	\$21.69 per hour plus \$48.31 per shift	\$32.54
Warehouse employees					
Warehouse employee grade 1 - on commencement	\$21.03 per hour plus 15% of the weekly award wage per shift	\$21.03 per hour plus 30% of the weekly award wage per shift	\$21.03 per hour plus \$24.15 per shift	\$21.03 per hour plus \$48.31 per shift	\$31.55
Warehouse employee grade 1 - after 3 months	\$21.29 per hour plus 15% of the weekly award wage per shift	\$21.29 per hour plus 30% of the weekly award wage per shift	\$21.29 per hour plus \$24.15 per shift	\$21.29 per hour plus \$48.31 per shift	\$31.94
Warehouse employee grade 1 - after 12 months	\$21.56 per hour plus 15% of the weekly award wage per shift	\$21.56 per hour plus 30% of the weekly award wage per shift	\$21.56 per hour plus \$24.15 per shift	\$21.56 per hour plus \$48.31 per shift	\$32.34
Warehouse employee grade 2	\$21.76 per hour plus 15% of the weekly award wage per shift	\$21.76 per hour plus 30% of the weekly award wage per shift	\$21.76 per hour plus \$24.15 per shift	\$21.76 per hour plus \$48.31 per shift	\$32.64
Warehouse employee grade 3	\$22.40 per hour plus 15% of the weekly award wage per shift	\$22.40 per hour plus 30% of the weekly award wage per shift	\$22.40 per hour plus \$24.15 per shift	\$22.40 per hour plus \$48.31 per shift	\$33.60
Warehouse employee grade 4	\$23.06 per hour plus 15% of the weekly award wage per shift	\$23.06 per hour plus 30% of the weekly award wage per shift	\$23.06 per hour plus \$24.15 per shift	\$23.06 per hour plus \$48.31 per shift	\$34.59

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Classification	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers	Public holiday - textile industry - continuous shiftworkers
General employees						
Trainee	\$39.68	\$39.68	\$39.68 per hour plus applicable shift penalty	\$29.76	\$39.68	\$39.68
Skill level 1	\$40.82	\$40.82	\$40.82 per hour plus applicable shift penalty	\$30.62	\$40.82	\$40.82
Skill level 2	\$42.38	\$42.38	\$42.38 per hour plus applicable shift penalty	\$31.79	\$42.38	\$42.38
Skill level 3	\$43.84	\$43.84	\$43.84 per hour plus applicable shift penalty	\$32.88	\$43.84	\$43.84
Skill level 4	\$46.18	\$46.18	\$46.18 per hour plus applicable shift penalty	\$34.64	\$46.18	\$46.18
Skill level 5	\$49.08	\$49.08	\$49.08 per hour plus applicable shift penalty	\$36.81	\$49.08	\$49.08
Wool and basil employees						
General hand	\$39.68	\$39.68	\$39.68 per hour plus applicable shift penalty	\$29.76	\$39.68	\$39.68
Operator - grade 1	\$43.94	\$43.94	\$43.94 per hour plus applicable shift penalty	\$32.96	\$43.94	\$43.94
Operator - grade 2	\$42.36	\$42.36	\$42.36 per hour plus applicable shift penalty	\$31.77	\$42.36	\$42.36

Classification	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers	Public holiday - textile industry - continuous shiftworkers
Operator - grade 3	\$40.82	\$40.82	\$40.82 per hour plus applicable shift penalty	\$30.62	\$40.82	\$40.82
Senior operator - grade 1	\$47.64	\$47.64	\$47.64 per hour plus applicable shift penalty	\$35.73	\$47.64	\$47.64
Senior operator - grade 2	\$46.18	\$46.18	\$46.18 per hour plus applicable shift penalty	\$34.64	\$46.18	\$46.18
Storeworkers						
Storeworker grade 1 - on commencement	\$42.38	\$42.38	\$42.38 per hour plus applicable shift penalty	\$31.79	\$42.38	\$42.38
Storeworker grade 1 - after 3 months	\$42.90	\$42.90	\$42.90 per hour plus applicable shift penalty	\$32.18	\$42.90	\$42.90
Storeworker grade 1 - after 12 months	\$43.42	\$43.42	\$43.42 per hour plus applicable shift penalty	\$32.57	\$43.42	\$43.42
Storeworker grade 2	\$43.82	\$43.82	\$43.82 per hour plus applicable shift penalty	\$32.87	\$43.82	\$43.82
Storeworker grade 3	\$45.12	\$45.12	\$45.12 per hour plus applicable shift penalty	\$33.84	\$45.12	\$45.12
Storeworker grade 4	\$46.44	\$46.44	\$46.44 per hour plus applicable shift penalty	\$34.83	\$46.44	\$46.44

Classification	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers	Public holiday - textile industry - continuous shiftworkers
Fork-lift driver and tow motor driver	\$43.84	\$43.84	\$43.84 per hour plus applicable shift penalty	\$32.88	\$43.84	\$43.84
High rise stacker operator	\$44.94	\$44.94	\$44.94 per hour plus applicable shift penalty	\$33.71	\$44.94	\$44.94
Pedestrian fork-lift operator	\$43.38	\$43.38	\$43.38 per hour plus applicable shift penalty	\$32.54	\$43.38	\$43.38
Warehouse employees						
Warehouse employee grade 1 - on commencement	\$42.06	\$42.06	\$42.06 per hour plus applicable shift penalty	\$31.55	\$42.06	\$42.06
Warehouse employee grade 1 - after 3 months	\$42.58	\$42.58	\$42.58 per hour plus applicable shift penalty	\$31.94	\$42.58	\$42.58
Warehouse employee grade 1 - after 12 months	\$43.12	\$43.12	\$43.12 per hour plus applicable shift penalty	\$32.34	\$43.12	\$43.12
Warehouse employee grade 2	\$43.52	\$43.52	\$43.52 per hour plus applicable shift penalty	\$32.64	\$43.52	\$43.52
Warehouse employee grade 3	\$44.80	\$44.80	\$44.80 per hour plus applicable shift penalty	\$33.60	\$44.80	\$44.80
Warehouse employee grade 4	\$46.12	\$46.12	\$46.12 per hour plus applicable shift penalty	\$34.59	\$46.12	\$46.12

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Classification	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
General employees						
Trainee	\$29.76	\$39.68	\$39.68	\$39.68	\$39.68	\$39.68
Skill level 1	\$30.62	\$40.82	\$40.82	\$40.82	\$40.82	\$40.82
Skill level 2	\$31.79	\$42.38	\$42.38	\$42.38	\$42.38	\$42.38
Skill level 3	\$32.88	\$43.84	\$43.84	\$43.84	\$43.84	\$43.84
Skill level 4	\$34.64	\$46.18	\$46.18	\$46.18	\$46.18	\$46.18
Skill level 5	\$36.81	\$49.08	\$49.08	\$49.08	\$49.08	\$49.08
Wool and basil employees						
General hand	\$29.76	\$39.68	\$39.68	\$39.68	\$39.68	\$39.68
Operator - grade 1	\$32.96	\$43.94	\$43.94	\$43.94	\$43.94	\$43.94
Operator - grade 2	\$31.77	\$42.36	\$42.36	\$42.36	\$42.36	\$42.36
Operator - grade 3	\$30.62	\$40.82	\$40.82	\$40.82	\$40.82	\$40.82
Senior operator - grade 1	\$35.73	\$47.64	\$47.64	\$47.64	\$47.64	\$47.64
Senior operator - grade 2	\$34.64	\$46.18	\$46.18	\$46.18	\$46.18	\$46.18
Storeworkers						
Storeworker grade 1 - on commencement	\$31.79	\$42.38	\$42.38	\$42.38	\$42.38	\$42.38
Storeworker grade 1 - after 3 months	\$32.18	\$42.90	\$42.90	\$42.90	\$42.90	\$42.90
Storeworker grade 1 - after 12 months	\$32.57	\$43.42	\$43.42	\$43.42	\$43.42	\$43.42
Storeworker grade 2	\$32.87	\$43.82	\$43.82	\$43.82	\$43.82	\$43.82
Storeworker grade 3	\$33.84	\$45.12	\$45.12	\$45.12	\$45.12	\$45.12
Storeworker grade 4	\$34.83	\$46.44	\$46.44	\$46.44	\$46.44	\$46.44
Fork-lift driver and tow motor driver	\$32.88	\$43.84	\$43.84	\$43.84	\$43.84	\$43.84
High rise stacker operator	\$33.71	\$44.94	\$44.94	\$44.94	\$44.94	\$44.94
Pedestrian fork-lift operator	\$32.54	\$43.38	\$43.38	\$43.38	\$43.38	\$43.38
Warehouse employees						
Warehouse employee grade 1 - on commencement	\$31.55	\$42.06	\$42.06	\$42.06	\$42.06	\$42.06

Classification	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Warehouse employee grade 1 - after 3 months	\$31.94	\$42.58	\$42.58	\$42.58	\$42.58	\$42.58
Warehouse employee grade 1 - after 12 months	\$32.34	\$43.12	\$43.12	\$43.12	\$43.12	\$43.12
Warehouse employee grade 2	\$32.64	\$43.52	\$43.52	\$43.52	\$43.52	\$43.52
Warehouse employee grade 3	\$33.60	\$44.80	\$44.80	\$44.80	\$44.80	\$44.80
Warehouse employee grade 4	\$34.59	\$46.12	\$46.12	\$46.12	\$46.12	\$46.12

Outworkers

Classification	Pay rate per minute	Saturday, Sunday or public holiday	Overtime
Skill level 2	\$0.35	\$0.70	\$0.53
Skill level 3	\$0.37	\$0.74	\$0.56
Skill level 4	\$0.38	\$0.76	\$0.57
Skill level 5	\$0.41	\$0.82	\$0.62

Casual

Not outworkers

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Classification	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Afternoon / night shift - not textile industry - shiftworkers	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers
General employees					
Trainee	\$24.80	\$54.56	\$24.80 per hour plus 15% of the weekly award wage per shift	\$24.80 per hour plus 30% of the weekly award wage per shift	\$24.80 per hour plus \$24.15 per shift
Skill level 1	\$25.51	\$56.13	\$25.51 per hour plus 15% of the weekly award wage per shift	\$25.51 per hour plus 30% of the weekly award wage per shift	\$25.51 per hour plus \$24.15 per shift
Skill level 2	\$26.49	\$58.27	\$26.49 per hour plus 15% of the weekly award wage per shift	\$26.49 per hour plus 30% of the weekly award wage per shift	\$26.49 per hour plus \$24.15 per shift
Skill level 3	\$27.40	\$60.28	\$27.40 per hour plus 15% of the weekly award wage per shift	\$27.40 per hour plus 30% of the weekly award wage per shift	\$27.40 per hour plus \$24.15 per shift
Skill level 4	\$28.86	\$63.50	\$28.86 per hour plus 15% of the weekly award wage per shift	\$28.86 per hour plus 30% of the weekly award wage per shift	\$28.86 per hour plus \$24.15 per shift
Skill level 5	\$30.68	\$67.49	\$30.68 per hour plus 15% of the weekly award wage per shift	\$30.68 per hour plus 30% of the weekly award wage per shift	\$30.68 per hour plus \$24.15 per shift
Wool and basil employees					
General hand	\$24.80	\$54.56	\$24.80 per hour plus 15% of the weekly award wage per shift	\$24.80 per hour plus 30% of the weekly award wage per shift	\$24.80 per hour plus \$24.15 per shift
Operator - grade 1	\$27.46	\$60.42	\$27.46 per hour plus 15% of the weekly award wage per shift	\$27.46 per hour plus 30% of the weekly award wage per shift	\$27.46 per hour plus \$24.15 per shift

Classification	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Afternoon / night shift - not textile industry - shiftworkers	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers
Operator - grade 2	\$26.48	\$58.25	\$26.48 per hour plus 15% of the weekly award wage per shift	\$26.48 per hour plus 30% of the weekly award wage per shift	\$26.48 per hour plus \$24.15 per shift
Operator - grade 3	\$25.51	\$56.13	\$25.51 per hour plus 15% of the weekly award wage per shift	\$25.51 per hour plus 30% of the weekly award wage per shift	\$25.51 per hour plus \$24.15 per shift
Senior operator - grade 1	\$29.78	\$65.51	\$29.78 per hour plus 15% of the weekly award wage per shift	\$29.78 per hour plus 30% of the weekly award wage per shift	\$29.78 per hour plus \$24.15 per shift
Senior operator - grade 2	\$28.86	\$63.50	\$28.86 per hour plus 15% of the weekly award wage per shift	\$28.86 per hour plus 30% of the weekly award wage per shift	\$28.86 per hour plus \$24.15 per shift
Storeworkers					
Storeworker grade 1 - on commencement	\$26.49	\$58.27	\$26.49 per hour plus 15% of the weekly award wage per shift	\$26.49 per hour plus 30% of the weekly award wage per shift	\$26.49 per hour plus \$24.15 per shift
Storeworker grade 1 - after 3 months	\$26.81	\$58.99	\$26.81 per hour plus 15% of the weekly award wage per shift	\$26.81 per hour plus 30% of the weekly award wage per shift	\$26.81 per hour plus \$24.15 per shift
Storeworker grade 1 - after 12 months	\$27.14	\$59.70	\$27.14 per hour plus 15% of the weekly award wage per shift	\$27.14 per hour plus 30% of the weekly award wage per shift	\$27.14 per hour plus \$24.15 per shift
Storeworker grade 2	\$27.39	\$60.25	\$27.39 per hour plus 15% of the weekly award wage per shift	\$27.39 per hour plus 30% of the weekly award wage per shift	\$27.39 per hour plus \$24.15 per shift
Storeworker grade 3	\$28.20	\$62.04	\$28.20 per hour plus 15% of the weekly award wage per shift	\$28.20 per hour plus 30% of the weekly award wage per shift	\$28.20 per hour plus \$24.15 per shift
Storeworker grade 4	\$29.03	\$63.86	\$29.03 per hour plus 15% of the weekly award wage per shift	\$29.03 per hour plus 30% of the weekly award wage per shift	\$29.03 per hour plus \$24.15 per shift

Classification	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Afternoon / night shift - not textile industry - shiftworkers	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers
Fork-lift driver and tow motor driver	\$27.40	\$60.28	\$27.40 per hour plus 15% of the weekly award wage per shift	\$27.40 per hour plus 30% of the weekly award wage per shift	\$27.40 per hour plus \$24.15 per shift
High rise stacker operator	\$28.09	\$61.79	\$28.09 per hour plus 15% of the weekly award wage per shift	\$28.09 per hour plus 30% of the weekly award wage per shift	\$28.09 per hour plus \$24.15 per shift
Pedestrian fork-lift operator	\$27.11	\$59.65	\$27.11 per hour plus 15% of the weekly award wage per shift	\$27.11 per hour plus 30% of the weekly award wage per shift	\$27.11 per hour plus \$24.15 per shift
Warehouse employees					
Warehouse employee grade 1 - on commencement	\$26.29	\$57.83	\$26.29 per hour plus 15% of the weekly award wage per shift	\$26.29 per hour plus 30% of the weekly award wage per shift	\$26.29 per hour plus \$24.15 per shift
Warehouse employee grade 1 - after 3 months	\$26.61	\$58.55	\$26.61 per hour plus 15% of the weekly award wage per shift	\$26.61 per hour plus 30% of the weekly award wage per shift	\$26.61 per hour plus \$24.15 per shift
Warehouse employee grade 1 - after 12 months	\$26.95	\$59.29	\$26.95 per hour plus 15% of the weekly award wage per shift	\$26.95 per hour plus 30% of the weekly award wage per shift	\$26.95 per hour plus \$24.15 per shift
Warehouse employee grade 2	\$27.20	\$59.84	\$27.20 per hour plus 15% of the weekly award wage per shift	\$27.20 per hour plus 30% of the weekly award wage per shift	\$27.20 per hour plus \$24.15 per shift
Warehouse employee grade 3	\$28.00	\$61.60	\$28.00 per hour plus 15% of the weekly award wage per shift	\$28.00 per hour plus 30% of the weekly award wage per shift	\$28.00 per hour plus \$24.15 per shift
Warehouse employee grade 4	\$28.83	\$63.42	\$28.83 per hour plus 15% of the weekly award wage per shift	\$28.83 per hour plus 30% of the weekly award wage per shift	\$28.83 per hour plus \$24.15 per shift

Table 2 of 4

Classification	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers
General employees					
Trainee	\$24.80 per hour plus \$48.31 per shift	\$34.72	\$44.64	\$44.64	\$44.64 per hour plus applicable shift penalty
Skill level 1	\$25.51 per hour plus \$48.31 per shift	\$35.72	\$45.92	\$45.92	\$45.92 per hour plus applicable shift penalty
Skill level 2	\$26.49 per hour plus \$48.31 per shift	\$37.08	\$47.68	\$47.68	\$47.68 per hour plus applicable shift penalty
Skill level 3	\$27.40 per hour plus \$48.31 per shift	\$38.36	\$49.32	\$49.32	\$49.32 per hour plus applicable shift penalty
Skill level 4	\$28.86 per hour plus \$48.31 per shift	\$40.41	\$51.95	\$51.95	\$51.95 per hour plus applicable shift penalty
Skill level 5	\$30.68 per hour plus \$48.31 per shift	\$42.95	\$55.22	\$55.22	\$55.22 per hour plus applicable shift penalty
Wool and basil employees					
General hand	\$24.80 per hour plus \$48.31 per shift	\$34.72	\$44.64	\$44.64	\$44.64 per hour plus applicable shift penalty
Operator - grade 1	\$27.46 per hour plus \$48.31 per shift	\$38.45	\$49.43	\$49.43	\$49.43 per hour plus applicable shift penalty

Classification	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers
Operator - grade 2	\$26.48 per hour plus \$48.31 per shift	\$37.07	\$47.66	\$47.66	\$47.66 per hour plus applicable shift penalty
Operator - grade 3	\$25.51 per hour plus \$48.31 per shift	\$35.72	\$45.92	\$45.92	\$45.92 per hour plus applicable shift penalty
Senior operator - grade 1	\$29.78 per hour plus \$48.31 per shift	\$41.69	\$53.60	\$53.60	\$53.60 per hour plus applicable shift penalty
Senior operator - grade 2	\$28.86 per hour plus \$48.31 per shift	\$40.41	\$51.95	\$51.95	\$51.95 per hour plus applicable shift penalty
Storeworkers					
Storeworker grade 1 - on commencement	\$26.49 per hour plus \$48.31 per shift	\$37.08	\$47.68	\$47.68	\$47.68 per hour plus applicable shift penalty
Storeworker grade 1 - after 3 months	\$26.81 per hour plus \$48.31 per shift	\$37.54	\$48.26	\$48.26	\$48.26 per hour plus applicable shift penalty
Storeworker grade 1 - after 12 months	\$27.14 per hour plus \$48.31 per shift	\$37.99	\$48.85	\$48.85	\$48.85 per hour plus applicable shift penalty
Storeworker grade 2	\$27.39 per hour plus \$48.31 per shift	\$38.34	\$49.30	\$49.30	\$49.30 per hour plus applicable shift penalty
Storeworker grade 3	\$28.20 per hour plus \$48.31 per shift	\$39.48	\$50.76	\$50.76	\$50.76 per hour plus applicable shift penalty

Classification	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers
Storeworker grade 4	\$29.03 per hour plus \$48.31 per shift	\$40.64	\$52.25	\$52.25	\$52.25 per hour plus applicable shift penalty
Fork-lift driver and tow motor driver	\$27.40 per hour plus \$48.31 per shift	\$38.36	\$49.32	\$49.32	\$49.32 per hour plus applicable shift penalty
High rise stacker operator	\$28.09 per hour plus \$48.31 per shift	\$39.32	\$50.56	\$50.56	\$50.56 per hour plus applicable shift penalty
Pedestrian fork-lift operator	\$27.11 per hour plus \$48.31 per shift	\$37.96	\$48.80	\$48.80	\$48.80 per hour plus applicable shift penalty
Warehouse employees					
Warehouse employee grade 1 - on commencement	\$26.29 per hour plus \$48.31 per shift	\$36.80	\$47.32	\$47.32	\$47.32 per hour plus applicable shift penalty
Warehouse employee grade 1 - after 3 months	\$26.61 per hour plus \$48.31 per shift	\$37.26	\$47.90	\$47.90	\$47.90 per hour plus applicable shift penalty
Warehouse employee grade 1 - after 12 months	\$26.95 per hour plus \$48.31 per shift	\$37.73	\$48.51	\$48.51	\$48.51 per hour plus applicable shift penalty
Warehouse employee grade 2	\$27.20 per hour plus \$48.31 per shift	\$38.08	\$48.96	\$48.96	\$48.96 per hour plus applicable shift penalty
Warehouse employee grade 3	\$28.00 per hour plus \$48.31 per shift	\$39.20	\$50.40	\$50.40	\$50.40 per hour plus applicable shift penalty

Classification	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers
Warehouse employee grade 4	\$28.83 per hour plus \$48.31 per shift	\$40.36	\$51.89	\$51.89	\$51.89 per hour plus applicable shift penalty

Table 3 of 4

Classification	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers	Public holiday - textile industry - continuous shiftworkers	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers
General employees					
Trainee	\$34.72	\$44.64	\$44.64	\$34.72	\$44.64
Skill level 1	\$35.72	\$45.92	\$45.92	\$35.72	\$45.92
Skill level 2	\$37.08	\$47.68	\$47.68	\$37.08	\$47.68
Skill level 3	\$38.36	\$49.32	\$49.32	\$38.36	\$49.32
Skill level 4	\$40.41	\$51.95	\$51.95	\$40.41	\$51.95
Skill level 5	\$42.95	\$55.22	\$55.22	\$42.95	\$55.22
Wool and basil employees					
General hand	\$34.72	\$44.64	\$44.64	\$34.72	\$44.64
Operator - grade 1	\$38.45	\$49.43	\$49.43	\$38.45	\$49.43
Operator - grade 2	\$37.07	\$47.66	\$47.66	\$37.07	\$47.66
Operator - grade 3	\$35.72	\$45.92	\$45.92	\$35.72	\$45.92
Senior operator - grade 1	\$41.69	\$53.60	\$53.60	\$41.69	\$53.60
Senior operator - grade 2	\$40.41	\$51.95	\$51.95	\$40.41	\$51.95
Storeworkers					
Storeworker grade 1 - on commencement	\$37.08	\$47.68	\$47.68	\$37.08	\$47.68
Storeworker grade 1 - after 3 months	\$37.54	\$48.26	\$48.26	\$37.54	\$48.26
Storeworker grade 1 - after 12 months	\$37.99	\$48.85	\$48.85	\$37.99	\$48.85

Classification	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers	Public holiday - textile industry - continuous shiftworkers	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers
Storeworker grade 2	\$38.34	\$49.30	\$49.30	\$38.34	\$49.30
Storeworker grade 3	\$39.48	\$50.76	\$50.76	\$39.48	\$50.76
Storeworker grade 4	\$40.64	\$52.25	\$52.25	\$40.64	\$52.25
Fork-lift driver and tow motor driver	\$38.36	\$49.32	\$49.32	\$38.36	\$49.32
High rise stacker operator	\$39.32	\$50.56	\$50.56	\$39.32	\$50.56
Pedestrian fork-lift operator	\$37.96	\$48.80	\$48.80	\$37.96	\$48.80
Warehouse employees					
Warehouse employee grade 1 - on commencement	\$36.80	\$47.32	\$47.32	\$36.80	\$47.32
Warehouse employee grade 1 - after 3 months	\$37.26	\$47.90	\$47.90	\$37.26	\$47.90
Warehouse employee grade 1 - after 12 months	\$37.73	\$48.51	\$48.51	\$37.73	\$48.51
Warehouse employee grade 2	\$38.08	\$48.96	\$48.96	\$38.08	\$48.96
Warehouse employee grade 3	\$39.20	\$50.40	\$50.40	\$39.20	\$50.40
Warehouse employee grade 4	\$40.36	\$51.89	\$51.89	\$40.36	\$51.89

Table 4 of 4

Classification	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
General employees				
Trainee	\$44.64	\$44.64	\$44.64	\$44.64
Skill level 1	\$45.92	\$45.92	\$45.92	\$45.92
Skill level 2	\$47.68	\$47.68	\$47.68	\$47.68
Skill level 3	\$49.32	\$49.32	\$49.32	\$49.32
Skill level 4	\$51.95	\$51.95	\$51.95	\$51.95
Skill level 5	\$55.22	\$55.22	\$55.22	\$55.22
Wool and basil employees				
General hand	\$44.64	\$44.64	\$44.64	\$44.64
Operator - grade 1	\$49.43	\$49.43	\$49.43	\$49.43
Operator - grade 2	\$47.66	\$47.66	\$47.66	\$47.66

Classification	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Operator - grade 3	\$45.92	\$45.92	\$45.92	\$45.92
Senior operator - grade 1	\$53.60	\$53.60	\$53.60	\$53.60
Senior operator - grade 2	\$51.95	\$51.95	\$51.95	\$51.95
Storeworkers				
Storeworker grade 1 - on commencement	\$47.68	\$47.68	\$47.68	\$47.68
Storeworker grade 1 - after 3 months	\$48.26	\$48.26	\$48.26	\$48.26
Storeworker grade 1 - after 12 months	\$48.85	\$48.85	\$48.85	\$48.85
Storeworker grade 2	\$49.30	\$49.30	\$49.30	\$49.30
Storeworker grade 3	\$50.76	\$50.76	\$50.76	\$50.76
Storeworker grade 4	\$52.25	\$52.25	\$52.25	\$52.25
Fork-lift driver and tow motor driver	\$49.32	\$49.32	\$49.32	\$49.32
High rise stacker operator	\$50.56	\$50.56	\$50.56	\$50.56
Pedestrian fork-lift operator	\$48.80	\$48.80	\$48.80	\$48.80
Warehouse employees				
Warehouse employee grade 1 - on commencement	\$47.32	\$47.32	\$47.32	\$47.32
Warehouse employee grade 1 - after 3 months	\$47.90	\$47.90	\$47.90	\$47.90
Warehouse employee grade 1 - after 12 months	\$48.51	\$48.51	\$48.51	\$48.51
Warehouse employee grade 2	\$48.96	\$48.96	\$48.96	\$48.96
Warehouse employee grade 3	\$50.40	\$50.40	\$50.40	\$50.40
Warehouse employee grade 4	\$51.89	\$51.89	\$51.89	\$51.89

**Junior - Full-time & part-time
Not outworkers**

Table 1 of 4

Classification	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Sunday - day workers and non-continuous shiftworkers
16 years or under	\$11.65	\$29.13	\$23.31	\$29.13	\$29.13
17 years	\$13.77	\$34.43	\$27.55	\$34.43	\$34.43
18 years	\$15.89	\$39.73	\$31.79	\$39.73	\$39.73
19 years	\$16.95	\$42.38	\$33.91	\$42.38	\$42.38
20 years	\$19.07	\$47.68	\$38.15	\$47.68	\$47.68

Table 2 of 4

Classification	Afternoon / night shift - not textile industry - shiftworkers	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers
16 years or under	\$11.65 per hour plus 15% of the weekly award wage per shift	\$11.65 per hour plus 30% of the weekly award wage per shift	\$11.65 per hour plus \$24.15 per shift	\$11.65 per hour plus \$48.31 per shift
17 years	\$13.77 per hour plus 15% of the weekly award wage per shift	\$13.77 per hour plus 30% of the weekly award wage per shift	\$13.77 per hour plus \$24.15 per shift	\$13.77 per hour plus \$48.31 per shift
18 years	\$15.89 per hour plus 15% of the weekly award wage per shift	\$15.89 per hour plus 30% of the weekly award wage per shift	\$15.89 per hour plus \$24.15 per shift	\$15.89 per hour plus \$48.31 per shift
19 years	\$16.95 per hour plus 15% of the weekly award wage per shift	\$16.95 per hour plus 30% of the weekly award wage per shift	\$16.95 per hour plus \$24.15 per shift	\$16.95 per hour plus \$48.31 per shift
20 years	\$19.07 per hour plus 15% of the weekly award wage per shift	\$19.07 per hour plus 30% of the weekly award wage per shift	\$19.07 per hour plus \$24.15 per shift	\$19.07 per hour plus \$48.31 per shift

Table 3 of 4

Classification	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers
16 years or under	\$17.48	\$23.30	\$23.30	\$23.30 per hour plus applicable shift penalty	\$17.48	\$23.30
17 years	\$20.66	\$27.54	\$27.54	\$27.54 per hour plus applicable shift penalty	\$20.66	\$27.54
18 years	\$23.84	\$31.78	\$31.78	\$31.78 per hour plus applicable shift penalty	\$23.84	\$31.78
19 years	\$25.43	\$33.90	\$33.90	\$33.90 per hour plus applicable shift penalty	\$25.43	\$33.90
20 years	\$28.61	\$38.14	\$38.14	\$38.14 per hour plus applicable shift penalty	\$28.61	\$38.14

Table 4 of 4

Classification	Public holiday - textile industry - continuous shiftworkers	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
16 years or under	\$23.30	\$17.48	\$23.30	\$23.30	\$23.30	\$23.30	\$23.30
17 years	\$27.54	\$20.66	\$27.54	\$27.54	\$27.54	\$27.54	\$27.54
18 years	\$31.78	\$23.84	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
19 years	\$33.90	\$25.43	\$33.90	\$33.90	\$33.90	\$33.90	\$33.90
20 years	\$38.14	\$28.61	\$38.14	\$38.14	\$38.14	\$38.14	\$38.14

Outworkers

Classification	Pay rate per minute	Saturday, Sunday or public holiday	Overtime
16 years or under	\$0.19	\$0.38	\$0.29
17 years	\$0.23	\$0.46	\$0.35
18 years	\$0.26	\$0.52	\$0.39
19 years	\$0.28	\$0.56	\$0.42
20 years	\$0.32	\$0.64	\$0.48

**Junior - Casual
Not outworkers**

Table 1 of 3

Classification	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Afternoon / night shift - not textile industry - shiftworkers	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers
16 years or under	\$14.56	\$32.04	\$14.56 per hour plus 15% of the weekly award wage per shift	\$14.56 per hour plus 30% of the weekly award wage per shift	\$14.56 per hour plus \$24.15 per shift	\$14.56 per hour plus \$48.31 per shift
17 years	\$17.21	\$37.87	\$17.21 per hour plus 15% of the weekly award wage per shift	\$17.21 per hour plus 30% of the weekly award wage per shift	\$17.21 per hour plus \$24.15 per shift	\$17.21 per hour plus \$48.31 per shift
18 years	\$19.86	\$43.70	\$19.86 per hour plus 15% of the weekly award wage per shift	\$19.86 per hour plus 30% of the weekly award wage per shift	\$19.86 per hour plus \$24.15 per shift	\$19.86 per hour plus \$48.31 per shift
19 years	\$21.19	\$46.61	\$21.19 per hour plus 15% of the weekly award wage per shift	\$21.19 per hour plus 30% of the weekly award wage per shift	\$21.19 per hour plus \$24.15 per shift	\$21.19 per hour plus \$48.31 per shift
20 years	\$23.84	\$52.44	\$23.84 per hour plus 15% of the weekly award wage per shift	\$23.84 per hour plus 30% of the weekly award wage per shift	\$23.84 per hour plus \$24.15 per shift	\$23.84 per hour plus \$48.31 per shift

Table 2 of 3

Classification	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers
16 years or under	\$20.39	\$26.21	\$26.21	\$26.21 per hour plus applicable shift penalty	\$20.39	\$26.21
17 years	\$24.10	\$30.98	\$30.98	\$30.98 per hour plus applicable shift penalty	\$24.10	\$30.98
18 years	\$27.81	\$35.75	\$35.75	\$35.75 per hour plus applicable shift penalty	\$27.81	\$35.75
19 years	\$29.66	\$38.14	\$38.14	\$38.14 per hour plus applicable shift penalty	\$29.66	\$38.14
20 years	\$33.37	\$42.91	\$42.91	\$42.91 per hour plus applicable shift penalty	\$33.37	\$42.91

Table 3 of 3

Classification	Public holiday - textile industry - continuous shiftworkers	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
16 years or under	\$26.21	\$20.39	\$26.21	\$26.21	\$26.21	\$26.21	\$26.21
17 years	\$30.98	\$24.10	\$30.98	\$30.98	\$30.98	\$30.98	\$30.98
18 years	\$35.75	\$27.81	\$35.75	\$35.75	\$35.75	\$35.75	\$35.75
19 years	\$38.14	\$29.66	\$38.14	\$38.14	\$38.14	\$38.14	\$38.14
20 years	\$42.91	\$33.37	\$42.91	\$42.91	\$42.91	\$42.91	\$42.91

Apprentice - 16 years or under

Table 1 of 3

Classification	Hourly pay rate	Weekly pay rate	Public holiday - day workers and non-continuous shiftworkers	Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Sunday - day workers and non-continuous shiftworkers	Afternoon / night shift - not textile industry - shiftworkers	Permanent night shift - not textile industry - shiftworkers
Apprentice - 1st year	\$11.65	\$442.80	\$29.13	\$23.31	\$29.13	\$29.13	\$11.65 per hour plus 15% of the weekly award wage per shift	\$11.65 per hour plus 30% of the weekly award wage per shift
Apprentice - 1st year - started apprenticeship after 1 Jan 2014 and completed year 12	\$12.70	\$482.70	\$31.75	\$25.40	\$31.75	\$31.75	\$12.70 per hour plus 15% of the weekly award wage per shift	\$12.70 per hour plus 30% of the weekly award wage per shift
Apprentice - 2nd year	\$15.01	\$570.45	\$37.53	\$30.03	\$37.53	\$37.53	\$15.01 per hour plus 15% of the weekly award wage per shift	\$15.01 per hour plus 30% of the weekly award wage per shift
Apprentice - 3rd year	\$17.32	\$658.20	\$43.30	\$34.64	\$43.30	\$43.30	\$17.32 per hour plus 15% of the weekly award wage per shift	\$17.32 per hour plus 30% of the weekly award wage per shift
Apprentice - 4th year	\$19.63	\$745.95	\$49.08	\$39.27	\$49.08	\$49.08	\$19.63 per hour plus 15% of the weekly award wage per shift	\$19.63 per hour plus 30% of the weekly award wage per shift

Table 2 of 3

Classification	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers	Saturday - textile industry - continuous shiftworkers
Apprentice - 1st year	\$11.65 per hour plus \$24.15 per shift	\$11.65 per hour plus \$48.31 per shift	\$17.48	\$23.30	\$23.30	\$23.30 per hour plus applicable shift penalty	\$17.48
Apprentice - 1st year - started apprenticeship after 1 Jan 2014 and completed year 12	\$12.70 per hour plus \$24.15 per shift	\$12.70 per hour plus \$48.31 per shift	\$19.05	\$25.40	\$25.40	\$25.40 per hour plus applicable shift penalty	\$19.05
Apprentice - 2nd year	\$15.01 per hour plus \$24.15 per shift	\$15.01 per hour plus \$48.31 per shift	\$22.52	\$30.02	\$30.02	\$30.02 per hour plus applicable shift penalty	\$22.52
Apprentice - 3rd year	\$17.32 per hour plus \$24.15 per shift	\$17.32 per hour plus \$48.31 per shift	\$25.98	\$34.64	\$34.64	\$34.64 per hour plus applicable shift penalty	\$25.98
Apprentice - 4th year	\$19.63 per hour plus \$24.15 per shift	\$19.63 per hour plus \$48.31 per shift	\$29.45	\$39.26	\$39.26	\$39.26 per hour plus applicable shift penalty	\$29.45

Table 3 of 3

Classification	Sunday - textile industry - continuous shiftworkers	Public holiday - textile industry - continuous shiftworkers	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Apprentice - 1st year	\$23.30	\$23.30	\$17.48	\$23.30	\$23.30	\$23.30	\$23.30	\$23.30
Apprentice - 1st year - started apprenticeship after 1 Jan 2014 and completed year 12	\$25.40	\$25.40	\$19.05	\$25.40	\$25.40	\$25.40	\$25.40	\$25.40
Apprentice - 2nd year	\$30.02	\$30.02	\$22.52	\$30.02	\$30.02	\$30.02	\$30.02	\$30.02
Apprentice - 3rd year	\$34.64	\$34.64	\$25.98	\$34.64	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice - 4th year	\$39.26	\$39.26	\$29.45	\$39.26	\$39.26	\$39.26	\$39.26	\$39.26

Apprentice - 17 years

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Sunday - day workers and non-continuous shiftworkers	Afternoon / night shift - not textile industry - shiftworkers
Apprentice - 1st year	\$523.30	\$13.77	\$34.43	\$27.55	\$34.43	\$34.43	\$13.77 per hour plus 15% of the weekly award wage per shift
Apprentice - 2nd year	\$570.45	\$15.01	\$37.53	\$30.03	\$37.53	\$37.53	\$15.01 per hour plus 15% of the weekly award wage per shift
Apprentice - 3rd year	\$658.20	\$17.32	\$43.30	\$34.64	\$43.30	\$43.30	\$17.32 per hour plus 15% of the weekly award wage per shift
Apprentice - 4th year	\$745.95	\$19.63	\$49.08	\$39.27	\$49.08	\$49.08	\$19.63 per hour plus 15% of the weekly award wage per shift

Table 2 of 4

Classification	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers
Apprentice - 1st year	\$13.77 per hour plus 30% of the weekly award wage per shift	\$13.77 per hour plus \$24.15 per shift	\$13.77 per hour plus \$48.31 per shift	\$20.66	\$27.54	\$27.54
Apprentice - 2nd year	\$15.01 per hour plus 30% of the weekly award wage per shift	\$15.01 per hour plus \$24.15 per shift	\$15.01 per hour plus \$48.31 per shift	\$22.52	\$30.02	\$30.02

Classification	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers
Apprentice - 3rd year	\$17.32 per hour plus 30% of the weekly award wage per shift	\$17.32 per hour plus \$24.15 per shift	\$17.32 per hour plus \$48.31 per shift	\$25.98	\$34.64	\$34.64
Apprentice - 4th year	\$19.63 per hour plus 30% of the weekly award wage per shift	\$19.63 per hour plus \$24.15 per shift	\$19.63 per hour plus \$48.31 per shift	\$29.45	\$39.26	\$39.26

Table 3 of 4

Classification	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers	Public holiday - textile industry - continuous shiftworkers	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers
Apprentice - 1st year	\$27.54 per hour plus applicable shift penalty	\$20.66	\$27.54	\$27.54	\$20.66
Apprentice - 2nd year	\$30.02 per hour plus applicable shift penalty	\$22.52	\$30.02	\$30.02	\$22.52
Apprentice - 3rd year	\$34.64 per hour plus applicable shift penalty	\$25.98	\$34.64	\$34.64	\$25.98
Apprentice - 4th year	\$39.26 per hour plus applicable shift penalty	\$29.45	\$39.26	\$39.26	\$29.45

Table 4 of 4

Classification	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Apprentice - 1st year	\$27.54	\$27.54	\$27.54	\$27.54	\$27.54
Apprentice - 2nd year	\$30.02	\$30.02	\$30.02	\$30.02	\$30.02
Apprentice - 3rd year	\$34.64	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice - 4th year	\$39.26	\$39.26	\$39.26	\$39.26	\$39.26

Apprentice - 18 years

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Sunday - day workers and non-continuous shiftworkers	Afternoon / night shift - not textile industry - shiftworkers
Apprentice - 1st year	\$603.85	\$15.89	\$39.73	\$31.79	\$39.73	\$39.73	\$15.89 per hour plus 15% of the weekly award wage per shift
Apprentice - 2nd year	\$603.85	\$15.89	\$39.73	\$31.79	\$39.73	\$39.73	\$15.89 per hour plus 15% of the weekly award wage per shift
Apprentice - 3rd year	\$658.20	\$17.32	\$43.30	\$34.64	\$43.30	\$43.30	\$17.32 per hour plus 15% of the weekly award wage per shift
Apprentice - 4th year	\$745.95	\$19.63	\$49.08	\$39.27	\$49.08	\$49.08	\$19.63 per hour plus 15% of the weekly award wage per shift

Table 2 of 4

Classification	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers
Apprentice - 1st year	\$15.89 per hour plus 30% of the weekly award wage per shift	\$15.89 per hour plus \$24.15 per shift	\$15.89 per hour plus \$48.31 per shift	\$23.84	\$31.78	\$31.78
Apprentice - 2nd year	\$15.89 per hour plus 30% of the weekly award wage per shift	\$15.89 per hour plus \$24.15 per shift	\$15.89 per hour plus \$48.31 per shift	\$23.84	\$31.78	\$31.78

Classification	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers
Apprentice - 3rd year	\$17.32 per hour plus 30% of the weekly award wage per shift	\$17.32 per hour plus \$24.15 per shift	\$17.32 per hour plus \$48.31 per shift	\$25.98	\$34.64	\$34.64
Apprentice - 4th year	\$19.63 per hour plus 30% of the weekly award wage per shift	\$19.63 per hour plus \$24.15 per shift	\$19.63 per hour plus \$48.31 per shift	\$29.45	\$39.26	\$39.26

Table 3 of 4

Classification	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers	Public holiday - textile industry - continuous shiftworkers	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers
Apprentice - 1st year	\$31.78 per hour plus applicable shift penalty	\$23.84	\$31.78	\$31.78	\$23.84
Apprentice - 2nd year	\$31.78 per hour plus applicable shift penalty	\$23.84	\$31.78	\$31.78	\$23.84
Apprentice - 3rd year	\$34.64 per hour plus applicable shift penalty	\$25.98	\$34.64	\$34.64	\$25.98
Apprentice - 4th year	\$39.26 per hour plus applicable shift penalty	\$29.45	\$39.26	\$39.26	\$29.45

Table 4 of 4

Classification	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Apprentice - 1st year	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
Apprentice - 2nd year	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78
Apprentice - 3rd year	\$34.64	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice - 4th year	\$39.26	\$39.26	\$39.26	\$39.26	\$39.26

Apprentice - 19 years

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Sunday - day workers and non-continuous shiftworkers	Afternoon / night shift - not textile industry - shiftworkers
Apprentice - 1st year	\$644.10	\$16.95	\$42.38	\$33.91	\$42.38	\$42.38	\$16.95 per hour plus 15% of the weekly award wage per shift
Apprentice - 2nd year	\$644.10	\$16.95	\$42.38	\$33.91	\$42.38	\$42.38	\$16.95 per hour plus 15% of the weekly award wage per shift
Apprentice - 3rd year	\$658.20	\$17.32	\$43.30	\$34.64	\$43.30	\$43.30	\$17.32 per hour plus 15% of the weekly award wage per shift
Apprentice - 4th year	\$745.95	\$19.63	\$49.08	\$39.27	\$49.08	\$49.08	\$19.63 per hour plus 15% of the weekly award wage per shift

Table 2 of 4

Classification	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers
Apprentice - 1st year	\$16.95 per hour plus 30% of the weekly award wage per shift	\$16.95 per hour plus \$24.15 per shift	\$16.95 per hour plus \$48.31 per shift	\$25.43	\$33.90	\$33.90

Classification	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers
Apprentice - 2nd year	\$16.95 per hour plus 30% of the weekly award wage per shift	\$16.95 per hour plus \$24.15 per shift	\$16.95 per hour plus \$48.31 per shift	\$25.43	\$33.90	\$33.90
Apprentice - 3rd year	\$17.32 per hour plus 30% of the weekly award wage per shift	\$17.32 per hour plus \$24.15 per shift	\$17.32 per hour plus \$48.31 per shift	\$25.98	\$34.64	\$34.64
Apprentice - 4th year	\$19.63 per hour plus 30% of the weekly award wage per shift	\$19.63 per hour plus \$24.15 per shift	\$19.63 per hour plus \$48.31 per shift	\$29.45	\$39.26	\$39.26

Table 3 of 4

Classification	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers	Public holiday - textile industry - continuous shiftworkers	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers
Apprentice - 1st year	\$33.90 per hour plus applicable shift penalty	\$25.43	\$33.90	\$33.90	\$25.43
Apprentice - 2nd year	\$33.90 per hour plus applicable shift penalty	\$25.43	\$33.90	\$33.90	\$25.43
Apprentice - 3rd year	\$34.64 per hour plus applicable shift penalty	\$25.98	\$34.64	\$34.64	\$25.98
Apprentice - 4th year	\$39.26 per hour plus applicable shift penalty	\$29.45	\$39.26	\$39.26	\$29.45

Table 4 of 4

Classification	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Apprentice - 1st year	\$33.90	\$33.90	\$33.90	\$33.90	\$33.90
Apprentice - 2nd year	\$33.90	\$33.90	\$33.90	\$33.90	\$33.90
Apprentice - 3rd year	\$34.64	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice - 4th year	\$39.26	\$39.26	\$39.26	\$39.26	\$39.26

Apprentice - 20 years

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Sunday - day workers and non-continuous shiftworkers	Afternoon / night shift - not textile industry - shiftworkers
Apprentice - 1st year	\$724.60	\$19.07	\$47.68	\$38.15	\$47.68	\$47.68	\$19.07 per hour plus 15% of the weekly award wage per shift
Apprentice - 2nd year	\$724.60	\$19.07	\$47.68	\$38.15	\$47.68	\$47.68	\$19.07 per hour plus 15% of the weekly award wage per shift
Apprentice - 3rd year	\$724.60	\$19.07	\$47.68	\$38.15	\$47.68	\$47.68	\$19.07 per hour plus 15% of the weekly award wage per shift
Apprentice - 4th year	\$745.95	\$19.63	\$49.08	\$39.27	\$49.08	\$49.08	\$19.63 per hour plus 15% of the weekly award wage per shift

Table 2 of 4

Classification	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers
Apprentice - 1st year	\$19.07 per hour plus 30% of the weekly award wage per shift	\$19.07 per hour plus \$24.15 per shift	\$19.07 per hour plus \$48.31 per shift	\$28.61	\$38.14	\$38.14
Apprentice - 2nd year	\$19.07 per hour plus 30% of the weekly award wage per shift	\$19.07 per hour plus \$24.15 per shift	\$19.07 per hour plus \$48.31 per shift	\$28.61	\$38.14	\$38.14

Classification	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers	Week commencing Sunday night - textile industry - non-continuous shiftworkers
Apprentice - 3rd year	\$19.07 per hour plus 30% of the weekly award wage per shift	\$19.07 per hour plus \$24.15 per shift	\$19.07 per hour plus \$48.31 per shift	\$28.61	\$38.14	\$38.14
Apprentice - 4th year	\$19.63 per hour plus 30% of the weekly award wage per shift	\$19.63 per hour plus \$24.15 per shift	\$19.63 per hour plus \$48.31 per shift	\$29.45	\$39.26	\$39.26

Table 3 of 4

Classification	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers	Public holiday - textile industry - continuous shiftworkers	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers
Apprentice - 1st year	\$38.14 per hour plus applicable shift penalty	\$28.61	\$38.14	\$38.14	\$28.61
Apprentice - 2nd year	\$38.14 per hour plus applicable shift penalty	\$28.61	\$38.14	\$38.14	\$28.61
Apprentice - 3rd year	\$38.14 per hour plus applicable shift penalty	\$28.61	\$38.14	\$38.14	\$28.61
Apprentice - 4th year	\$39.26 per hour plus applicable shift penalty	\$29.45	\$39.26	\$39.26	\$29.45

Table 4 of 4

Classification	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Apprentice - 1st year	\$38.14	\$38.14	\$38.14	\$38.14	\$38.14
Apprentice - 2nd year	\$38.14	\$38.14	\$38.14	\$38.14	\$38.14
Apprentice - 3rd year	\$38.14	\$38.14	\$38.14	\$38.14	\$38.14
Apprentice - 4th year	\$39.26	\$39.26	\$39.26	\$39.26	\$39.26

Adult Apprenticeship

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Public holiday - day workers and non-continuous shiftworkers	Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers	Christmas Day - Sunday - day workers and non-continuous shiftworkers
Apprentice - 1st year	\$719.63	\$18.94	\$47.35	\$37.88	\$47.35	\$47.35
Apprentice - 2nd year	\$763.51	\$20.09	\$50.23	\$40.19	\$50.23	\$50.23
Apprentice - 3rd year	\$807.39	\$21.25	\$53.13	\$42.51	\$53.13	\$53.13
Apprentice - 4th year	\$877.60	\$23.09	\$57.73	\$46.19	\$57.73	\$57.73

Table 2 of 4

Classification	Afternoon / night shift - not textile industry - shiftworkers	Permanent night shift - not textile industry - shiftworkers	Morning / afternoon / night shift - textile industry - shiftworkers	Permanent night shift - textile industry - shiftworkers	Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers	Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers
Apprentice - 1st year	\$18.94 per hour plus 15% of the weekly award wage per shift	\$18.94 per hour plus 30% of the weekly award wage per shift	\$18.94 per hour plus \$24.15 per shift	\$18.94 per hour plus \$48.31 per shift	\$28.41	\$37.88
Apprentice - 2nd year	\$20.09 per hour plus 15% of the weekly award wage per shift	\$20.09 per hour plus 30% of the weekly award wage per shift	\$20.09 per hour plus \$24.15 per shift	\$20.09 per hour plus \$48.31 per shift	\$30.14	\$40.18
Apprentice - 3rd year	\$21.25 per hour plus 15% of the weekly award wage per shift	\$21.25 per hour plus 30% of the weekly award wage per shift	\$21.25 per hour plus \$24.15 per shift	\$21.25 per hour plus \$48.31 per shift	\$31.88	\$42.50
Apprentice - 4th year	\$23.09 per hour plus 15% of the weekly award wage per shift	\$23.09 per hour plus 30% of the weekly award wage per shift	\$23.09 per hour plus \$24.15 per shift	\$23.09 per hour plus \$48.31 per shift	\$34.64	\$46.18

Table 3 of 4

Classification	Week commencing Sunday night - textile industry - non-continuous shiftworkers	Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers	Saturday - textile industry - continuous shiftworkers	Sunday - textile industry - continuous shiftworkers	Public holiday - textile industry - continuous shiftworkers
Apprentice - 1st year	\$37.88	\$37.88 per hour plus applicable shift penalty	\$28.41	\$37.88	\$37.88
Apprentice - 2nd year	\$40.18	\$40.18 per hour plus applicable shift penalty	\$30.14	\$40.18	\$40.18
Apprentice - 3rd year	\$42.50	\$42.50 per hour plus applicable shift penalty	\$31.88	\$42.50	\$42.50
Apprentice - 4th year	\$46.18	\$46.18 per hour plus applicable shift penalty	\$34.64	\$46.18	\$46.18

Table 4 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers	Overtime - Sunday - day workers and non-continuous shiftworkers	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Apprentice - 1st year	\$28.41	\$37.88	\$37.88	\$37.88	\$37.88	\$37.88
Apprentice - 2nd year	\$30.14	\$40.18	\$40.18	\$40.18	\$40.18	\$40.18
Apprentice - 3rd year	\$31.88	\$42.50	\$42.50	\$42.50	\$42.50	\$42.50
Apprentice - 4th year	\$34.64	\$46.18	\$46.18	\$46.18	\$46.18	\$46.18

Allowances

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

Allowances	Rate
General	
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
Doctor or hospital visit reimbursement	reimbursement for the cost of doctor or hospital charges
First aid allowance - 1 to 50 employees at workplace	\$0.41 per hour up to a maximum of \$15.62 per week
First aid allowance - 51 employees or more at workplace	\$0.52 per hour up to a maximum of \$19.66 per week
Leading hand allowance - in charge of 3 to 10 employees	\$0.91 per hour up to a maximum of \$34.75 per week
Leading hand allowance - in charge of 11 to 20 employees	\$1.39 per hour up to a maximum of \$52.66 per week
Leading hand allowance - in charge of 21 or more employees	\$1.76 per hour up to a maximum of \$66.70 per week
Meal allowance - overtime - other than outworkers	\$13.43 per meal
Protective clothing reimbursement	reimbursement for the cost of all protective clothing
Protective gloves or cream reimbursement	reimbursement for the cost of all protective gloves or cream the employee is required to provide
Tool reimbursement - other than outworkers	reimbursement for the cost of all tools
Uniform reimbursement	reimbursement for the cost of buying and cleaning uniforms
Clothing industry allowances	
Dining room allowance - other than outworkers	\$5.70 per day
Head of table allowance - in charge of 4 or more - working with order tailoring or dress making	\$0.62 per hour up to a maximum of \$23.70 per week
Head of table allowance - in charge of 4 or more - all others	\$0.45 per hour up to a maximum of \$17.11 per week
Rest room allowance - other than outworkers	\$5.70 per day
Textile industry allowances	
Blending allowance	\$0.67 per hour up to a maximum of \$25.45 per week
* Cards allowance	\$1.49 per complete set, payable for all purposes of the award
Change of shift allowance	\$24.57 per occasion
Cleaning wool scouring pits	Payment at 200% of the minimum ordinary hourly rate (including any applicable cards allowance and instructor allowance) while cleaning the pits

Allowances	Rate
Dust allowance	\$12.90 for the week
Dye house-bleach house allowance	\$0.28 per hour up to a maximum of \$10.62 per week
Dye house-bleach house allowance - employees also engaged in the loading or unloading of Kiers or entering vaporloc machines	\$0.43 per hour up to a maximum of \$16.15 per week
Flax scutcher allowance	\$0.28 per hour up to a maximum of \$10.62 per week
* Instructor allowance	\$0.61 per hour
Mask or goggles allowance	\$0.18 per hour or part thereof, up to a maximum of \$1.40 per day
Shoddy-shaking machines allowance	\$0.51 per hour for time spent working on shoddy-shaking machines up to a maximum of \$19.31 per week
Size troughs - sewing threads allowance	\$0.34 per hour up to a maximum of \$12.73 per week
Soda-ash allowance	\$1.76 per hour
Transport allowance	Payment at the ordinary hourly rate for time spent travelling home
Unwashed rags allowance	\$0.10 per hour up to a maximum of \$3.86 per week
Waste room - willey hands allowance	\$0.30 per hour up to a maximum of \$11.58 per week
Wet or steamy conditions allowance	\$0.53 per day or part thereof, up to a maximum of \$2.19 per week
Wool waste and rags - picking-over allowance	\$1.40 per bale

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.