



Fair Work  
OMBUDSMAN

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

## [MA000017]

Published 6 December 2021

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 20 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
<b>General employees</b>						
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
<b>Wool and basil employees</b>						
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
<b>Storeworkers</b>						
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

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Public holiday - day workers and non-continuous shiftworkers</b>	<b>Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Christmas Day - Sunday - day workers and non-continuous shiftworkers</b>
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
<b>Warehouse employees</b>						
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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<b>Classification</b>	<b>Afternoon / night shift - not textile industry - shiftworkers</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>
<b>General employees</b>					
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

<b>Classification</b>	<b>Afternoon / night shift - not textile industry - shiftworkers</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>
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
<b>Wool and basil employees</b>					
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

<b>Classification</b>	<b>Afternoon / night shift - not textile industry - shiftworkers</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>
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
<b>Storeworkers</b>					
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

<b>Classification</b>	<b>Afternoon / night shift - not textile industry - shiftworkers</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>
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
<b>Warehouse employees</b>					
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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<b>Classification</b>	<b>Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>	<b>Sunday - textile industry - continuous shiftworkers</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>
<b>General employees</b>						
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
<b>Wool and basil employees</b>						
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

<b>Classification</b>	<b>Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>	<b>Sunday - textile industry - continuous shiftworkers</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>
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
<b>Storeworkers</b>						
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
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



<b>Classification</b>	<b>Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>	<b>Sunday - textile industry - continuous shiftworkers</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>
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
<b>Warehouse employees</b>						
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

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
<b>General employees</b>						
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
<b>Wool and basil employees</b>						
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
<b>Storeworkers</b>						
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
<b>Warehouse employees</b>						
Warehouse employee grade 1 - on commencement	\$31.55	\$42.06	\$42.06	\$42.06	\$42.06	\$42.06

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
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**

<b>Classification</b>	<b>Pay rate per minute</b>	<b>Saturday, Sunday or public holiday</b>	<b>Overtime</b>
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

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
<b>General employees</b>						
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	\$24.80 per hour plus \$48.31 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	\$25.51 per hour plus \$48.31 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	\$26.49 per hour plus \$48.31 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	\$27.40 per hour plus \$48.31 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	\$28.86 per hour plus \$48.31 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	\$30.68 per hour plus \$48.31 per shift
<b>Wool and basil employees</b>						
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	\$24.80 per hour plus \$48.31 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	\$27.46 per hour plus \$48.31 per shift

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday - day workers and non-continuous shiftworkers</b>	<b>Afternoon / night shift - not textile industry - shiftworkers</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>
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	\$26.48 per hour plus \$48.31 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	\$25.51 per hour plus \$48.31 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	\$29.78 per hour plus \$48.31 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	\$28.86 per hour plus \$48.31 per shift
<b>Storeworkers</b>						
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	\$26.49 per hour plus \$48.31 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	\$26.81 per hour plus \$48.31 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	\$27.14 per hour plus \$48.31 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	\$27.39 per hour plus \$48.31 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	\$28.20 per hour plus \$48.31 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	\$29.03 per hour plus \$48.31 per shift

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday - day workers and non-continuous shiftworkers</b>	<b>Afternoon / night shift - not textile industry - shiftworkers</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>
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	\$27.40 per hour plus \$48.31 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	\$28.09 per hour plus \$48.31 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	\$27.11 per hour plus \$48.31 per shift
<b>Warehouse employees</b>						
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	\$26.29 per hour plus \$48.31 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	\$26.61 per hour plus \$48.31 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	\$26.95 per hour plus \$48.31 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	\$27.20 per hour plus \$48.31 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	\$28.00 per hour plus \$48.31 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	\$28.83 per hour plus \$48.31 per shift

**Table 2 of 3**

<b>Classification</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>
<b>General employees</b>					
Trainee	\$34.72	\$44.64	\$44.64	\$44.64 per hour plus applicable shift penalty	\$34.72
Skill level 1	\$35.72	\$45.92	\$45.92	\$45.92 per hour plus applicable shift penalty	\$35.72
Skill level 2	\$37.08	\$47.68	\$47.68	\$47.68 per hour plus applicable shift penalty	\$37.08
Skill level 3	\$38.36	\$49.32	\$49.32	\$49.32 per hour plus applicable shift penalty	\$38.36
Skill level 4	\$40.41	\$51.95	\$51.95	\$51.95 per hour plus applicable shift penalty	\$40.41
Skill level 5	\$42.95	\$55.22	\$55.22	\$55.22 per hour plus applicable shift penalty	\$42.95
<b>Wool and basil employees</b>					
General hand	\$34.72	\$44.64	\$44.64	\$44.64 per hour plus applicable shift penalty	\$34.72
Operator - grade 1	\$38.45	\$49.43	\$49.43	\$49.43 per hour plus applicable shift penalty	\$38.45
Operator - grade 2	\$37.07	\$47.66	\$47.66	\$47.66 per hour plus applicable shift penalty	\$37.07
Operator - grade 3	\$35.72	\$45.92	\$45.92	\$45.92 per hour plus applicable shift penalty	\$35.72
Senior operator - grade 1	\$41.69	\$53.60	\$53.60	\$53.60 per hour plus applicable shift penalty	\$41.69
Senior operator - grade 2	\$40.41	\$51.95	\$51.95	\$51.95 per hour plus applicable shift penalty	\$40.41
<b>Storeworkers</b>					
Storeworker grade 1 - on commencement	\$37.08	\$47.68	\$47.68	\$47.68 per hour plus applicable shift penalty	\$37.08

<b>Classification</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>
Storeworker grade 1 - after 3 months	\$37.54	\$48.26	\$48.26	\$48.26 per hour plus applicable shift penalty	\$37.54
Storeworker grade 1 - after 12 months	\$37.99	\$48.85	\$48.85	\$48.85 per hour plus applicable shift penalty	\$37.99
Storeworker grade 2	\$38.34	\$49.30	\$49.30	\$49.30 per hour plus applicable shift penalty	\$38.34
Storeworker grade 3	\$39.48	\$50.76	\$50.76	\$50.76 per hour plus applicable shift penalty	\$39.48
Storeworker grade 4	\$40.64	\$52.25	\$52.25	\$52.25 per hour plus applicable shift penalty	\$40.64
Fork-lift driver and tow motor driver	\$38.36	\$49.32	\$49.32	\$49.32 per hour plus applicable shift penalty	\$38.36
High rise stacker operator	\$39.32	\$50.56	\$50.56	\$50.56 per hour plus applicable shift penalty	\$39.32
Pedestrian fork-lift operator	\$37.96	\$48.80	\$48.80	\$48.80 per hour plus applicable shift penalty	\$37.96
<b>Warehouse employees</b>					
Warehouse employee grade 1 - on commencement	\$36.80	\$47.32	\$47.32	\$47.32 per hour plus applicable shift penalty	\$36.80
Warehouse employee grade 1 - after 3 months	\$37.26	\$47.90	\$47.90	\$47.90 per hour plus applicable shift penalty	\$37.26
Warehouse employee grade 1 - after 12 months	\$37.73	\$48.51	\$48.51	\$48.51 per hour plus applicable shift penalty	\$37.73
Warehouse employee grade 2	\$38.08	\$48.96	\$48.96	\$48.96 per hour plus applicable shift penalty	\$38.08
Warehouse employee grade 3	\$39.20	\$50.40	\$50.40	\$50.40 per hour plus applicable shift penalty	\$39.20
Warehouse employee grade 4	\$40.36	\$51.89	\$51.89	\$51.89 per hour plus applicable shift penalty	\$40.36



**Table 3 of 3**

<b>Classification</b>	<b>Sunday - textile industry - continuous shiftworkers</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>	<b>Overtime - first 3 hours</b>	<b>Overtime - after 3 hours</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
<b>General employees</b>						
Trainee	\$44.64	\$44.64	\$34.72	\$44.64	\$44.64	\$44.64
Skill level 1	\$45.92	\$45.92	\$35.72	\$45.92	\$45.92	\$45.92
Skill level 2	\$47.68	\$47.68	\$37.08	\$47.68	\$47.68	\$47.68
Skill level 3	\$49.32	\$49.32	\$38.36	\$49.32	\$49.32	\$49.32
Skill level 4	\$51.95	\$51.95	\$40.41	\$51.95	\$51.95	\$51.95
Skill level 5	\$55.22	\$55.22	\$42.95	\$55.22	\$55.22	\$55.22
<b>Wool and basil employees</b>						
General hand	\$44.64	\$44.64	\$34.72	\$44.64	\$44.64	\$44.64
Operator - grade 1	\$49.43	\$49.43	\$38.45	\$49.43	\$49.43	\$49.43
Operator - grade 2	\$47.66	\$47.66	\$37.07	\$47.66	\$47.66	\$47.66
Operator - grade 3	\$45.92	\$45.92	\$35.72	\$45.92	\$45.92	\$45.92
Senior operator - grade 1	\$53.60	\$53.60	\$41.69	\$53.60	\$53.60	\$53.60
Senior operator - grade 2	\$51.95	\$51.95	\$40.41	\$51.95	\$51.95	\$51.95
<b>Storeworkers</b>						
Storeworker grade 1 - on commencement	\$47.68	\$47.68	\$37.08	\$47.68	\$47.68	\$47.68
Storeworker grade 1 - after 3 months	\$48.26	\$48.26	\$37.54	\$48.26	\$48.26	\$48.26
Storeworker grade 1 - after 12 months	\$48.85	\$48.85	\$37.99	\$48.85	\$48.85	\$48.85
Storeworker grade 2	\$49.30	\$49.30	\$38.34	\$49.30	\$49.30	\$49.30
Storeworker grade 3	\$50.76	\$50.76	\$39.48	\$50.76	\$50.76	\$50.76
Storeworker grade 4	\$52.25	\$52.25	\$40.64	\$52.25	\$52.25	\$52.25
Fork-lift driver and tow motor driver	\$49.32	\$49.32	\$38.36	\$49.32	\$49.32	\$49.32
High rise stacker operator	\$50.56	\$50.56	\$39.32	\$50.56	\$50.56	\$50.56
Pedestrian fork-lift operator	\$48.80	\$48.80	\$37.96	\$48.80	\$48.80	\$48.80
<b>Warehouse employees</b>						
Warehouse employee grade 1 - on commencement	\$47.32	\$47.32	\$36.80	\$47.32	\$47.32	\$47.32
Warehouse employee grade 1 - after 3 months	\$47.90	\$47.90	\$37.26	\$47.90	\$47.90	\$47.90

<b>Classification</b>	<b>Sunday - textile industry - continuous shiftworkers</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>	<b>Overtime - first 3 hours</b>	<b>Overtime - after 3 hours</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
Warehouse employee grade 1 - after 12 months	\$48.51	\$48.51	\$37.73	\$48.51	\$48.51	\$48.51
Warehouse employee grade 2	\$48.96	\$48.96	\$38.08	\$48.96	\$48.96	\$48.96
Warehouse employee grade 3	\$50.40	\$50.40	\$39.20	\$50.40	\$50.40	\$50.40
Warehouse employee grade 4	\$51.89	\$51.89	\$40.36	\$51.89	\$51.89	\$51.89

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

**Table 1 of 4**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday - day workers and non-continuous shiftworkers</b>	<b>Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Christmas Day - Sunday - day workers and non-continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Afternoon / night shift - not textile industry - shiftworkers</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>
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**

<b>Classification</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>	<b>Sunday - textile industry - continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
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

<b>Classification</b>	<b>Pay rate per minute</b>	<b>Saturday, Sunday or public holiday</b>	<b>Overtime</b>
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**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday - day workers and non-continuous shiftworkers</b>	<b>Afternoon / night shift - not textile industry - shiftworkers</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>
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**

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

**Table 3 of 3**

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

<b>Classification</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Sunday - textile industry - continuous shiftworkers</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
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

<b>Classification</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>	<b>Sunday - textile industry - continuous shiftworkers</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
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

<b>Classification</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>	<b>Sunday - textile industry - continuous shiftworkers</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
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

<b>Classification</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>	<b>Sunday - textile industry - continuous shiftworkers</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
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

<b>Classification</b>	<b>Permanent night shift - not textile industry - shiftworkers</b>	<b>Morning / afternoon / night shift - textile industry - shiftworkers</b>	<b>Permanent night shift - textile industry - shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>	<b>Sunday - textile industry - continuous shiftworkers</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
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**

<b>Classification</b>	<b>Week commencing Sunday night - textile industry - non-continuous shiftworkers</b>	<b>Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers</b>	<b>Saturday - textile industry - continuous shiftworkers</b>	<b>Sunday - textile industry - continuous shiftworkers</b>	<b>Public holiday - textile industry - continuous shiftworkers</b>
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**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
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
<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
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
<b>Clothing industry allowances</b>	
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
<b>Textile industry allowances</b>	
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
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

Allowances	Rate
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. You can find out more about accountability and what you can expect from us in our [Customer service charter](http://www.fairwork.gov.au/our-commitment-to-you) at [www.fairwork.gov.au/our-commitment-to-you](http://www.fairwork.gov.au/our-commitment-to-you).

We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

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

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](http://www.fairwork.gov.au/awards) at [www.fairwork.gov.au/awards](http://www.fairwork.gov.au/awards). If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](http://www.fairwork.gov.au/contact-us) by visiting [www.fairwork.gov.au/contact-us](http://www.fairwork.gov.au/contact-us) or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

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