

## Pay Guide - Wool Storage, Sampling and Testing Award

[MA000044]

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Pay rates for this award will change from 01 November 2020. The rates in this guide apply from 01 July 2019.

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

### Adult

### Full-time & part-time

Table 1 of 2

| Classification                                   | Weekly pay rate | Hourly pay rate | Saturday - first 2 hours | Saturday - after 2 hours | Sunday  | Sunday - not continuous shiftworkers | Public holiday | Afternoon shift |
|--|-----------------|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|
| Wool storage - level 1                           | \$758.00        | \$19.95         | \$29.93                  | \$39.90                  | \$39.90 | \$39.90                              | \$49.88        | \$22.94         |
| Wool storage - level 2                           | \$788.00        | \$20.74         | \$31.11                  | \$41.48                  | \$41.48 | \$41.48                              | \$51.85        | \$23.85         |
| Wool storage - level 3                           | \$799.40        | \$21.04         | \$31.56                  | \$42.08                  | \$42.08 | \$42.08                              | \$52.60        | \$24.20         |
| Wool storage - level 4                           | \$837.50        | \$22.04         | \$33.06                  | \$44.08                  | \$44.08 | \$44.08                              | \$55.10        | \$25.35         |
| Wool storage - level 5                           | \$862.50        | \$22.70         | \$34.05                  | \$45.40                  | \$45.40 | \$45.40                              | \$56.75        | \$26.11         |
| Wool storage - level 6                           | \$903.90        | \$23.79         | \$35.69                  | \$47.58                  | \$47.58 | \$47.58                              | \$59.48        | \$27.36         |
| Wool testing - level 1 - first 3 months          | \$758.00        | \$19.95         | \$29.93                  | \$39.90                  | \$39.90 | \$39.90                              | \$49.88        | \$22.94         |
| Wool testing - level 1 - after 3 months          | \$773.10        | \$20.34         | \$30.51                  | \$40.68                  | \$40.68 | \$40.68                              | \$50.85        | \$23.39         |
| Wool testing - level 2                           | \$788.00        | \$20.74         | \$31.11                  | \$41.48                  | \$41.48 | \$41.48                              | \$51.85        | \$23.85         |
| Wool testing - level 3                           | \$799.40        | \$21.04         | \$31.56                  | \$42.08                  | \$42.08 | \$42.08                              | \$52.60        | \$24.20         |
| Wool testing - level 4                           | \$837.50        | \$22.04         | \$33.06                  | \$44.08                  | \$44.08 | \$44.08                              | \$55.10        | \$25.35         |
| Wool testing - level 5                           | \$869.90        | \$22.89         | \$34.34                  | \$45.78                  | \$45.78 | \$45.78                              | \$57.23        | \$26.32         |
| Skin and hide stores - level 1 - first 3 months  | \$758.00        | \$19.95         | \$29.93                  | \$39.90                  | \$39.90 | \$39.90                              | \$49.88        | \$22.94         |
| Skin and hide stores - level 1 - after 3 months  | \$773.10        | \$20.34         | \$30.51                  | \$40.68                  | \$40.68 | \$40.68                              | \$50.85        | \$23.39         |
| Skin and hide stores - level 1 - after 12 months | \$788.00        | \$20.74         | \$31.11                  | \$41.48                  | \$41.48 | \$41.48                              | \$51.85        | \$23.85         |
| Skin and hide stores - level 2                   | \$799.40        | \$21.04         | \$31.56                  | \$42.08                  | \$42.08 | \$42.08                              | \$52.60        | \$24.20         |
| Skin and hide stores - level 3                   | \$836.80        | \$22.02         | \$33.03                  | \$44.04                  | \$44.04 | \$44.04                              | \$55.05        | \$25.32         |
| Skin and hide stores - level 4                   | \$869.90        | \$22.89         | \$34.34                  | \$45.78                  | \$45.78 | \$45.78                              | \$57.23        | \$26.32         |

**Table 2 of 2**

| <b>Classification</b>                            | <b>Night shift</b> | <b>Permanent night shift</b> | <b>All overtime - continuous shiftworker</b> | <b>Overtime - Monday to Friday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - Monday to Friday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - after 12pm Saturday - not continuous shiftworkers</b> |
|--|--------------------|------------------------------|--|--|--|--|--|---|
| Wool storage - level 1                           | \$22.94            | \$25.94                      | \$39.90                                      | \$29.93  | \$39.90  | \$29.93  | \$39.90  | \$39.90   |
| Wool storage - level 2                           | \$23.85            | \$26.96                      | \$41.48                                      | \$31.11  | \$41.48  | \$31.11  | \$41.48  | \$41.48   |
| Wool storage - level 3                           | \$24.20            | \$27.35                      | \$42.08                                      | \$31.56  | \$42.08  | \$31.56  | \$42.08  | \$42.08   |
| Wool storage - level 4                           | \$25.35            | \$28.65                      | \$44.08                                      | \$33.06  | \$44.08  | \$33.06  | \$44.08  | \$44.08   |
| Wool storage - level 5                           | \$26.11            | \$29.51                      | \$45.40                                      | \$34.05  | \$45.40  | \$34.05  | \$45.40  | \$45.40   |
| Wool storage - level 6                           | \$27.36            | \$30.93                      | \$47.58                                      | \$35.69  | \$47.58  | \$35.69  | \$47.58  | \$47.58   |
| Wool testing - level 1 - first 3 months          | \$22.94            | \$25.94                      | \$39.90                                      | \$29.93  | \$39.90  | \$29.93  | \$39.90  | \$39.90   |
| Wool testing - level 1 - after 3 months          | \$23.39            | \$26.44                      | \$40.68                                      | \$30.51  | \$40.68  | \$30.51  | \$40.68  | \$40.68   |
| Wool testing - level 2                           | \$23.85            | \$26.96                      | \$41.48                                      | \$31.11  | \$41.48  | \$31.11  | \$41.48  | \$41.48   |
| Wool testing - level 3                           | \$24.20            | \$27.35                      | \$42.08                                      | \$31.56  | \$42.08  | \$31.56  | \$42.08  | \$42.08   |
| Wool testing - level 4                           | \$25.35            | \$28.65                      | \$44.08                                      | \$33.06  | \$44.08  | \$33.06  | \$44.08  | \$44.08   |
| Wool testing - level 5                           | \$26.32            | \$29.76                      | \$45.78                                      | \$34.34  | \$45.78  | \$34.34  | \$45.78  | \$45.78   |
| Skin and hide stores - level 1 - first 3 months  | \$22.94            | \$25.94                      | \$39.90                                      | \$29.93  | \$39.90  | \$29.93  | \$39.90  | \$39.90   |
| Skin and hide stores - level 1 - after 3 months  | \$23.39            | \$26.44                      | \$40.68                                      | \$30.51  | \$40.68  | \$30.51  | \$40.68  | \$40.68   |
| Skin and hide stores - level 1 - after 12 months | \$23.85            | \$26.96                      | \$41.48                                      | \$31.11  | \$41.48  | \$31.11  | \$41.48  | \$41.48   |
| Skin and hide stores - level 2                   | \$24.20            | \$27.35                      | \$42.08                                      | \$31.56  | \$42.08  | \$31.56  | \$42.08  | \$42.08   |
| Skin and hide stores - level 3                   | \$25.32            | \$28.63                      | \$44.04                                      | \$33.03  | \$44.04  | \$33.03  | \$44.04  | \$44.04   |
| Skin and hide stores - level 4                   | \$26.32            | \$29.76                      | \$45.78                                      | \$34.34  | \$45.78  | \$34.34  | \$45.78  | \$45.78   |

## Casual

Table 1 of 2

| Classification                                   | Hourly pay rate | Saturday - first 2 hours | Saturday - after 2 hours | Sunday  | Sunday - not continuous shiftworkers | Public holiday | Afternoon shift | Night shift |
|--|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|-------------|
| Wool storage - level 1                           | \$24.94         | \$34.91                  | \$44.89                  | \$44.89 | \$44.89                              | \$54.86        | \$27.93         | \$27.93     |
| Wool storage - level 2                           | \$25.93         | \$36.30                  | \$46.67                  | \$46.67 | \$46.67                              | \$57.04        | \$29.04         | \$29.04     |
| Wool storage - level 3                           | \$26.30         | \$36.82                  | \$47.34                  | \$47.34 | \$47.34                              | \$57.86        | \$29.46         | \$29.46     |
| Wool storage - level 4                           | \$27.55         | \$38.57                  | \$49.59                  | \$49.59 | \$49.59                              | \$60.61        | \$30.86         | \$30.86     |
| Wool storage - level 5                           | \$28.38         | \$39.73                  | \$51.08                  | \$51.08 | \$51.08                              | \$62.43        | \$31.78         | \$31.78     |
| Wool storage - level 6                           | \$29.74         | \$41.63                  | \$53.53                  | \$53.53 | \$53.53                              | \$65.42        | \$33.31         | \$33.31     |
| Wool testing - level 1 - first 3 months          | \$24.94         | \$34.91                  | \$44.89                  | \$44.89 | \$44.89                              | \$54.86        | \$27.93         | \$27.93     |
| Wool testing - level 1 - after 3 months          | \$25.43         | \$35.60                  | \$45.77                  | \$45.77 | \$45.77                              | \$55.94        | \$28.48         | \$28.48     |
| Wool testing - level 2                           | \$25.93         | \$36.30                  | \$46.67                  | \$46.67 | \$46.67                              | \$57.04        | \$29.04         | \$29.04     |
| Wool testing - level 3                           | \$26.30         | \$36.82                  | \$47.34                  | \$47.34 | \$47.34                              | \$57.86        | \$29.46         | \$29.46     |
| Wool testing - level 4                           | \$27.55         | \$38.57                  | \$49.59                  | \$49.59 | \$49.59                              | \$60.61        | \$30.86         | \$30.86     |
| Wool testing - level 5                           | \$28.61         | \$40.06                  | \$51.50                  | \$51.50 | \$51.50                              | \$62.95        | \$32.05         | \$32.05     |
| Skin and hide stores - level 1 - first 3 months  | \$24.94         | \$34.91                  | \$44.89                  | \$44.89 | \$44.89                              | \$54.86        | \$27.93         | \$27.93     |
| Skin and hide stores - level 1 - after 3 months  | \$25.43         | \$35.60                  | \$45.77                  | \$45.77 | \$45.77                              | \$55.94        | \$28.48         | \$28.48     |
| Skin and hide stores - level 1 - after 12 months | \$25.93         | \$36.30                  | \$46.67                  | \$46.67 | \$46.67                              | \$57.04        | \$29.04         | \$29.04     |
| Skin and hide stores - level 2                   | \$26.30         | \$36.82                  | \$47.34                  | \$47.34 | \$47.34                              | \$57.86        | \$29.46         | \$29.46     |
| Skin and hide stores - level 3                   | \$27.53         | \$38.54                  | \$49.55                  | \$49.55 | \$49.55                              | \$60.56        | \$30.83         | \$30.83     |
| Skin and hide stores - level 4                   | \$28.61         | \$40.06                  | \$51.50                  | \$51.50 | \$51.50                              | \$62.95        | \$32.05         | \$32.05     |

**Table 2 of 2**

| <b>Classification</b>                            | <b>Permanent night shift</b> | <b>All overtime - continuous shiftworker</b> | <b>Overtime - Monday to Friday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - Monday to Friday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - after 12pm Saturday - not continuous shiftworkers</b> |
|--|------------------------------|--|--|--|--|--|---|
| Wool storage - level 1                           | \$30.92                      | \$44.89                                      | \$34.91  | \$44.89  | \$34.91  | \$44.89  | \$44.89   |
| Wool storage - level 2                           | \$32.15                      | \$46.67                                      | \$36.30  | \$46.67  | \$36.30  | \$46.67  | \$46.67   |
| Wool storage - level 3                           | \$32.61                      | \$47.34                                      | \$36.82  | \$47.34  | \$36.82  | \$47.34  | \$47.34   |
| Wool storage - level 4                           | \$34.16                      | \$49.59                                      | \$38.57  | \$49.59  | \$38.57  | \$49.59  | \$49.59   |
| Wool storage - level 5                           | \$35.19                      | \$51.08                                      | \$39.73  | \$51.08  | \$39.73  | \$51.08  | \$51.08   |
| Wool storage - level 6                           | \$36.87                      | \$53.53                                      | \$41.63  | \$53.53  | \$41.63  | \$53.53  | \$53.53   |
| Wool testing - level 1 - first 3 months          | \$30.92                      | \$44.89                                      | \$34.91  | \$44.89  | \$34.91  | \$44.89  | \$44.89   |
| Wool testing - level 1 - after 3 months          | \$31.53                      | \$45.77                                      | \$35.60  | \$45.77  | \$35.60  | \$45.77  | \$45.77   |
| Wool testing - level 2                           | \$32.15                      | \$46.67                                      | \$36.30  | \$46.67  | \$36.30  | \$46.67  | \$46.67   |
| Wool testing - level 3                           | \$32.61                      | \$47.34                                      | \$36.82  | \$47.34  | \$36.82  | \$47.34  | \$47.34   |
| Wool testing - level 4                           | \$34.16                      | \$49.59                                      | \$38.57  | \$49.59  | \$38.57  | \$49.59  | \$49.59   |
| Wool testing - level 5                           | \$35.48                      | \$51.50                                      | \$40.06  | \$51.50  | \$40.06  | \$51.50  | \$51.50   |
| Skin and hide stores - level 1 - first 3 months  | \$30.92                      | \$44.89                                      | \$34.91  | \$44.89  | \$34.91  | \$44.89  | \$44.89   |
| Skin and hide stores - level 1 - after 3 months  | \$31.53                      | \$45.77                                      | \$35.60  | \$45.77  | \$35.60  | \$45.77  | \$45.77   |
| Skin and hide stores - level 1 - after 12 months | \$32.15                      | \$46.67                                      | \$36.30  | \$46.67  | \$36.30  | \$46.67  | \$46.67   |
| Skin and hide stores - level 2                   | \$32.61                      | \$47.34                                      | \$36.82  | \$47.34  | \$36.82  | \$47.34  | \$47.34   |
| Skin and hide stores - level 3                   | \$34.13                      | \$49.55                                      | \$38.54  | \$49.55  | \$38.54  | \$49.55  | \$49.55   |
| Skin and hide stores - level 4                   | \$35.48                      | \$51.50                                      | \$40.06  | \$51.50  | \$40.06  | \$51.50  | \$51.50   |

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

Table 1 of 2

| Classification                                   | Weekly pay rate | Hourly pay rate | Saturday - first 2 hours | Saturday - after 2 hours | Sunday  | Sunday - not continuous shiftworkers | Public holiday | Afternoon shift |
|--|-----------------|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|
| Wool storage - level 1                           | \$454.80        | \$11.97         | \$17.96                  | \$23.94                  | \$23.94 | \$23.94                              | \$29.93        | \$13.77         |
| Wool storage - level 2                           | \$472.80        | \$12.44         | \$18.66                  | \$24.88                  | \$24.88 | \$24.88                              | \$31.10        | \$14.31         |
| Wool storage - level 3                           | \$479.64        | \$12.62         | \$18.93                  | \$25.24                  | \$25.24 | \$25.24                              | \$31.55        | \$14.51         |
| Wool storage - level 4                           | \$502.50        | \$13.22         | \$19.83                  | \$26.44                  | \$26.44 | \$26.44                              | \$33.05        | \$15.20         |
| Wool storage - level 5                           | \$517.50        | \$13.62         | \$20.43                  | \$27.24                  | \$27.24 | \$27.24                              | \$34.05        | \$15.66         |
| Wool storage - level 6                           | \$542.34        | \$14.27         | \$21.41                  | \$28.54                  | \$28.54 | \$28.54                              | \$35.68        | \$16.41         |
| Wool testing - level 1 - first 3 months          | \$454.80        | \$11.97         | \$17.96                  | \$23.94                  | \$23.94 | \$23.94                              | \$29.93        | \$13.77         |
| Wool testing - level 1 - after 3 months          | \$463.86        | \$12.21         | \$18.32                  | \$24.42                  | \$24.42 | \$24.42                              | \$30.53        | \$14.04         |
| Wool testing - level 2                           | \$472.80        | \$12.44         | \$18.66                  | \$24.88                  | \$24.88 | \$24.88                              | \$31.10        | \$14.31         |
| Wool testing - level 3                           | \$479.64        | \$12.62         | \$18.93                  | \$25.24                  | \$25.24 | \$25.24                              | \$31.55        | \$14.51         |
| Wool testing - level 4                           | \$502.50        | \$13.22         | \$19.83                  | \$26.44                  | \$26.44 | \$26.44                              | \$33.05        | \$15.20         |
| Wool testing - level 5                           | \$521.94        | \$13.74         | \$20.61                  | \$27.48                  | \$27.48 | \$27.48                              | \$34.35        | \$15.80         |
| Skin and hide stores - level 1 - first 3 months  | \$454.80        | \$11.97         | \$17.96                  | \$23.94                  | \$23.94 | \$23.94                              | \$29.93        | \$13.77         |
| Skin and hide stores - level 1 - after 3 months  | \$463.86        | \$12.21         | \$18.32                  | \$24.42                  | \$24.42 | \$24.42                              | \$30.53        | \$14.04         |
| Skin and hide stores - level 1 - after 12 months | \$472.80        | \$12.44         | \$18.66                  | \$24.88                  | \$24.88 | \$24.88                              | \$31.10        | \$14.31         |
| Skin and hide stores - level 2                   | \$479.64        | \$12.62         | \$18.93                  | \$25.24                  | \$25.24 | \$25.24                              | \$31.55        | \$14.51         |
| Skin and hide stores - level 3                   | \$502.08        | \$13.21         | \$19.82                  | \$26.42                  | \$26.42 | \$26.42                              | \$33.03        | \$15.19         |
| Skin and hide stores - level 4                   | \$521.94        | \$13.74         | \$20.61                  | \$27.48                  | \$27.48 | \$27.48                              | \$34.35        | \$15.80         |

**Table 2 of 2**

| <b>Classification</b>                            | <b>Night shift</b> | <b>Permanent night shift</b> | <b>All overtime - continuous shiftworker</b> | <b>Overtime - Monday to Friday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - Monday to Friday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - after 12pm Saturday - not continuous shiftworkers</b> |
|--|--------------------|------------------------------|--|--|--|--|--|---|
| Wool storage - level 1                           | \$13.77            | \$15.56                      | \$23.94                                      | \$17.96  | \$23.94  | \$17.96  | \$23.94  | \$23.94   |
| Wool storage - level 2                           | \$14.31            | \$16.17                      | \$24.88                                      | \$18.66  | \$24.88  | \$18.66  | \$24.88  | \$24.88   |
| Wool storage - level 3                           | \$14.51            | \$16.41                      | \$25.24                                      | \$18.93  | \$25.24  | \$18.93  | \$25.24  | \$25.24   |
| Wool storage - level 4                           | \$15.20            | \$17.19                      | \$26.44                                      | \$19.83  | \$26.44  | \$19.83  | \$26.44  | \$26.44   |
| Wool storage - level 5                           | \$15.66            | \$17.71                      | \$27.24                                      | \$20.43  | \$27.24  | \$20.43  | \$27.24  | \$27.24   |
| Wool storage - level 6                           | \$16.41            | \$18.55                      | \$28.54                                      | \$21.41  | \$28.54  | \$21.41  | \$28.54  | \$28.54   |
| Wool testing - level 1 - first 3 months          | \$13.77            | \$15.56                      | \$23.94                                      | \$17.96  | \$23.94  | \$17.96  | \$23.94  | \$23.94   |
| Wool testing - level 1 - after 3 months          | \$14.04            | \$15.87                      | \$24.42                                      | \$18.32  | \$24.42  | \$18.32  | \$24.42  | \$24.42   |
| Wool testing - level 2                           | \$14.31            | \$16.17                      | \$24.88                                      | \$18.66  | \$24.88  | \$18.66  | \$24.88  | \$24.88   |
| Wool testing - level 3                           | \$14.51            | \$16.41                      | \$25.24                                      | \$18.93  | \$25.24  | \$18.93  | \$25.24  | \$25.24   |
| Wool testing - level 4                           | \$15.20            | \$17.19                      | \$26.44                                      | \$19.83  | \$26.44  | \$19.83  | \$26.44  | \$26.44   |
| Wool testing - level 5                           | \$15.80            | \$17.86                      | \$27.48                                      | \$20.61  | \$27.48  | \$20.61  | \$27.48  | \$27.48   |
| Skin and hide stores - level 1 - first 3 months  | \$13.77            | \$15.56                      | \$23.94                                      | \$17.96  | \$23.94  | \$17.96  | \$23.94  | \$23.94   |
| Skin and hide stores - level 1 - after 3 months  | \$14.04            | \$15.87                      | \$24.42                                      | \$18.32  | \$24.42  | \$18.32  | \$24.42  | \$24.42   |
| Skin and hide stores - level 1 - after 12 months | \$14.31            | \$16.17                      | \$24.88                                      | \$18.66  | \$24.88  | \$18.66  | \$24.88  | \$24.88   |
| Skin and hide stores - level 2                   | \$14.51            | \$16.41                      | \$25.24                                      | \$18.93  | \$25.24  | \$18.93  | \$25.24  | \$25.24   |
| Skin and hide stores - level 3                   | \$15.19            | \$17.17                      | \$26.42                                      | \$19.82  | \$26.42  | \$19.82  | \$26.42  | \$26.42   |
| Skin and hide stores - level 4                   | \$15.80            | \$17.86                      | \$27.48                                      | \$20.61  | \$27.48  | \$20.61  | \$27.48  | \$27.48   |

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

Table 1 of 2

| Classification                                   | Weekly pay rate | Hourly pay rate | Saturday - first 2 hours | Saturday - after 2 hours | Sunday  | Sunday - not continuous shiftworkers | Public holiday | Afternoon shift |
|--|-----------------|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|
| Wool storage - level 1                           | \$530.60        | \$13.96         | \$20.94                  | \$27.92                  | \$27.92 | \$27.92                              | \$34.90        | \$16.05         |
| Wool storage - level 2                           | \$551.60        | \$14.52         | \$21.78                  | \$29.04                  | \$29.04 | \$29.04                              | \$36.30        | \$16.70         |
| Wool storage - level 3                           | \$559.58        | \$14.73         | \$22.10                  | \$29.46                  | \$29.46 | \$29.46                              | \$36.83        | \$16.94         |
| Wool storage - level 4                           | \$586.25        | \$15.43         | \$23.15                  | \$30.86                  | \$30.86 | \$30.86                              | \$38.58        | \$17.74         |
| Wool storage - level 5                           | \$603.75        | \$15.89         | \$23.84                  | \$31.78                  | \$31.78 | \$31.78                              | \$39.73        | \$18.27         |
| Wool storage - level 6                           | \$632.73        | \$16.65         | \$24.98                  | \$33.30                  | \$33.30 | \$33.30                              | \$41.63        | \$19.15         |
| Wool testing - level 1 - first 3 months          | \$530.60        | \$13.96         | \$20.94                  | \$27.92                  | \$27.92 | \$27.92                              | \$34.90        | \$16.05         |
| Wool testing - level 1 - after 3 months          | \$541.17        | \$14.24         | \$21.36                  | \$28.48                  | \$28.48 | \$28.48                              | \$35.60        | \$16.38         |
| Wool testing - level 2                           | \$551.60        | \$14.52         | \$21.78                  | \$29.04                  | \$29.04 | \$29.04                              | \$36.30        | \$16.70         |
| Wool testing - level 3                           | \$559.58        | \$14.73         | \$22.10                  | \$29.46                  | \$29.46 | \$29.46                              | \$36.83        | \$16.94         |
| Wool testing - level 4                           | \$586.25        | \$15.43         | \$23.15                  | \$30.86                  | \$30.86 | \$30.86                              | \$38.58        | \$17.74         |
| Wool testing - level 5                           | \$608.93        | \$16.02         | \$24.03                  | \$32.04                  | \$32.04 | \$32.04                              | \$40.05        | \$18.42         |
| Skin and hide stores - level 1 - first 3 months  | \$530.60        | \$13.96         | \$20.94                  | \$27.92                  | \$27.92 | \$27.92                              | \$34.90        | \$16.05         |
| Skin and hide stores - level 1 - after 3 months  | \$541.17        | \$14.24         | \$21.36                  | \$28.48                  | \$28.48 | \$28.48                              | \$35.60        | \$16.38         |
| Skin and hide stores - level 1 - after 12 months | \$551.60        | \$14.52         | \$21.78                  | \$29.04                  | \$29.04 | \$29.04                              | \$36.30        | \$16.70         |
| Skin and hide stores - level 2                   | \$559.58        | \$14.73         | \$22.10                  | \$29.46                  | \$29.46 | \$29.46                              | \$36.83        | \$16.94         |
| Skin and hide stores - level 3                   | \$585.76        | \$15.41         | \$23.12                  | \$30.82                  | \$30.82 | \$30.82                              | \$38.53        | \$17.72         |
| Skin and hide stores - level 4                   | \$608.93        | \$16.02         | \$24.03                  | \$32.04                  | \$32.04 | \$32.04                              | \$40.05        | \$18.42         |



**Table 2 of 2**

| <b>Classification</b>                            | <b>Night shift</b> | <b>Permanent night shift</b> | <b>All overtime - continuous shiftworker</b> | <b>Overtime - Monday to Friday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - Monday to Friday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - after 12pm Saturday - not continuous shiftworkers</b> |
|--|--------------------|------------------------------|--|--|--|--|--|---|
| Wool storage - level 1                           | \$16.05            | \$18.15                      | \$27.92                                      | \$20.94  | \$27.92  | \$20.94  | \$27.92  | \$27.92   |
| Wool storage - level 2                           | \$16.70            | \$18.88                      | \$29.04                                      | \$21.78  | \$29.04  | \$21.78  | \$29.04  | \$29.04   |
| Wool storage - level 3                           | \$16.94            | \$19.15                      | \$29.46                                      | \$22.10  | \$29.46  | \$22.10  | \$29.46  | \$29.46   |
| Wool storage - level 4                           | \$17.74            | \$20.06                      | \$30.86                                      | \$23.15  | \$30.86  | \$23.15  | \$30.86  | \$30.86   |
| Wool storage - level 5                           | \$18.27            | \$20.66                      | \$31.78                                      | \$23.84  | \$31.78  | \$23.84  | \$31.78  | \$31.78   |
| Wool storage - level 6                           | \$19.15            | \$21.65                      | \$33.30                                      | \$24.98  | \$33.30  | \$24.98  | \$33.30  | \$33.30   |
| Wool testing - level 1 - first 3 months          | \$16.05            | \$18.15                      | \$27.92                                      | \$20.94  | \$27.92  | \$20.94  | \$27.92  | \$27.92   |
| Wool testing - level 1 - after 3 months          | \$16.38            | \$18.51                      | \$28.48                                      | \$21.36  | \$28.48  | \$21.36  | \$28.48  | \$28.48   |
| Wool testing - level 2                           | \$16.70            | \$18.88                      | \$29.04                                      | \$21.78  | \$29.04  | \$21.78  | \$29.04  | \$29.04   |
| Wool testing - level 3                           | \$16.94            | \$19.15                      | \$29.46                                      | \$22.10  | \$29.46  | \$22.10  | \$29.46  | \$29.46   |
| Wool testing - level 4                           | \$17.74            | \$20.06                      | \$30.86                                      | \$23.15  | \$30.86  | \$23.15  | \$30.86  | \$30.86   |
| Wool testing - level 5                           | \$18.42            | \$20.83                      | \$32.04                                      | \$24.03  | \$32.04  | \$24.03  | \$32.04  | \$32.04   |
| Skin and hide stores - level 1 - first 3 months  | \$16.05            | \$18.15                      | \$27.92                                      | \$20.94  | \$27.92  | \$20.94  | \$27.92  | \$27.92   |
| Skin and hide stores - level 1 - after 3 months  | \$16.38            | \$18.51                      | \$28.48                                      | \$21.36  | \$28.48  | \$21.36  | \$28.48  | \$28.48   |
| Skin and hide stores - level 1 - after 12 months | \$16.70            | \$18.88                      | \$29.04                                      | \$21.78  | \$29.04  | \$21.78  | \$29.04  | \$29.04   |
| Skin and hide stores - level 2                   | \$16.94            | \$19.15                      | \$29.46                                      | \$22.10  | \$29.46  | \$22.10  | \$29.46  | \$29.46   |
| Skin and hide stores - level 3                   | \$17.72            | \$20.03                      | \$30.82                                      | \$23.12  | \$30.82  | \$23.12  | \$30.82  | \$30.82   |
| Skin and hide stores - level 4                   | \$18.42            | \$20.83                      | \$32.04                                      | \$24.03  | \$32.04  | \$24.03  | \$32.04  | \$32.04   |

## Junior - Full-time & part-time - 19 years

Table 1 of 2

| Classification                                   | Weekly pay rate | Hourly pay rate | Saturday - first 2 hours | Saturday - after 2 hours | Sunday  | Sunday - not continuous shiftworkers | Public holiday | Afternoon shift |
|--|-----------------|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|
| Wool storage - level 1                           | \$606.40        | \$15.96         | \$23.94                  | \$31.92                  | \$31.92 | \$31.92                              | \$39.90        | \$18.35         |
| Wool storage - level 2                           | \$630.40        | \$16.59         | \$24.89                  | \$33.18                  | \$33.18 | \$33.18                              | \$41.48        | \$19.08         |
| Wool storage - level 3                           | \$639.52        | \$16.83         | \$25.25                  | \$33.66                  | \$33.66 | \$33.66                              | \$42.08        | \$19.35         |
| Wool storage - level 4                           | \$670.00        | \$17.63         | \$26.45                  | \$35.26                  | \$35.26 | \$35.26                              | \$44.08        | \$20.27         |
| Wool storage - level 5                           | \$690.00        | \$18.16         | \$27.24                  | \$36.32                  | \$36.32 | \$36.32                              | \$45.40        | \$20.88         |
| Wool storage - level 6                           | \$723.12        | \$19.03         | \$28.55                  | \$38.06                  | \$38.06 | \$38.06                              | \$47.58        | \$21.88         |
| Wool testing - level 1 - first 3 months          | \$606.40        | \$15.96         | \$23.94                  | \$31.92                  | \$31.92 | \$31.92                              | \$39.90        | \$18.35         |
| Wool testing - level 1 - after 3 months          | \$618.48        | \$16.28         | \$24.42                  | \$32.56                  | \$32.56 | \$32.56                              | \$40.70        | \$18.72         |
| Wool testing - level 2                           | \$630.40        | \$16.59         | \$24.89                  | \$33.18                  | \$33.18 | \$33.18                              | \$41.48        | \$19.08         |
| Wool testing - level 3                           | \$639.52        | \$16.83         | \$25.25                  | \$33.66                  | \$33.66 | \$33.66                              | \$42.08        | \$19.35         |
| Wool testing - level 4                           | \$670.00        | \$17.63         | \$26.45                  | \$35.26                  | \$35.26 | \$35.26                              | \$44.08        | \$20.27         |
| Wool testing - level 5                           | \$695.92        | \$18.31         | \$27.47                  | \$36.62                  | \$36.62 | \$36.62                              | \$45.78        | \$21.06         |
| Skin and hide stores - level 1 - first 3 months  | \$606.40        | \$15.96         | \$23.94                  | \$31.92                  | \$31.92 | \$31.92                              | \$39.90        | \$18.35         |
| Skin and hide stores - level 1 - after 3 months  | \$618.48        | \$16.28         | \$24.42                  | \$32.56                  | \$32.56 | \$32.56                              | \$40.70        | \$18.72         |
| Skin and hide stores - level 1 - after 12 months | \$630.40        | \$16.59         | \$24.89                  | \$33.18                  | \$33.18 | \$33.18                              | \$41.48        | \$19.08         |
| Skin and hide stores - level 2                   | \$639.52        | \$16.83         | \$25.25                  | \$33.66                  | \$33.66 | \$33.66                              | \$42.08        | \$19.35         |
| Skin and hide stores - level 3                   | \$669.44        | \$17.62         | \$26.43                  | \$35.24                  | \$35.24 | \$35.24                              | \$44.05        | \$20.26         |
| Skin and hide stores - level 4                   | \$695.92        | \$18.31         | \$27.47                  | \$36.62                  | \$36.62 | \$36.62                              | \$45.78        | \$21.06         |

**Table 2 of 2**

| <b>Classification</b>                            | <b>Night shift</b> | <b>Permanent night shift</b> | <b>All overtime - continuous shiftworker</b> | <b>Overtime - Monday to Friday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - Monday to Friday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - after 12pm Saturday - not continuous shiftworkers</b> |
|--|--------------------|------------------------------|--|--|--|--|--|---|
| Wool storage - level 1                           | \$18.35            | \$20.75                      | \$31.92                                      | \$23.94  | \$31.92  | \$23.94  | \$31.92  | \$31.92   |
| Wool storage - level 2                           | \$19.08            | \$21.57                      | \$33.18                                      | \$24.89  | \$33.18  | \$24.89  | \$33.18  | \$33.18   |
| Wool storage - level 3                           | \$19.35            | \$21.88                      | \$33.66                                      | \$25.25  | \$33.66  | \$25.25  | \$33.66  | \$33.66   |
| Wool storage - level 4                           | \$20.27            | \$22.92                      | \$35.26                                      | \$26.45  | \$35.26  | \$26.45  | \$35.26  | \$35.26   |
| Wool storage - level 5                           | \$20.88            | \$23.61                      | \$36.32                                      | \$27.24  | \$36.32  | \$27.24  | \$36.32  | \$36.32   |
| Wool storage - level 6                           | \$21.88            | \$24.74                      | \$38.06                                      | \$28.55  | \$38.06  | \$28.55  | \$38.06  | \$38.06   |
| Wool testing - level 1 - first 3 months          | \$18.35            | \$20.75                      | \$31.92                                      | \$23.94  | \$31.92  | \$23.94  | \$31.92  | \$31.92   |
| Wool testing - level 1 - after 3 months          | \$18.72            | \$21.16                      | \$32.56                                      | \$24.42  | \$32.56  | \$24.42  | \$32.56  | \$32.56   |
| Wool testing - level 2                           | \$19.08            | \$21.57                      | \$33.18                                      | \$24.89  | \$33.18  | \$24.89  | \$33.18  | \$33.18   |
| Wool testing - level 3                           | \$19.35            | \$21.88                      | \$33.66                                      | \$25.25  | \$33.66  | \$25.25  | \$33.66  | \$33.66   |
| Wool testing - level 4                           | \$20.27            | \$22.92                      | \$35.26                                      | \$26.45  | \$35.26  | \$26.45  | \$35.26  | \$35.26   |
| Wool testing - level 5                           | \$21.06            | \$23.80                      | \$36.62                                      | \$27.47  | \$36.62  | \$27.47  | \$36.62  | \$36.62   |
| Skin and hide stores - level 1 - first 3 months  | \$18.35            | \$20.75                      | \$31.92                                      | \$23.94  | \$31.92  | \$23.94  | \$31.92  | \$31.92   |
| Skin and hide stores - level 1 - after 3 months  | \$18.72            | \$21.16                      | \$32.56                                      | \$24.42  | \$32.56  | \$24.42  | \$32.56  | \$32.56   |
| Skin and hide stores - level 1 - after 12 months | \$19.08            | \$21.57                      | \$33.18                                      | \$24.89  | \$33.18  | \$24.89  | \$33.18  | \$33.18   |
| Skin and hide stores - level 2                   | \$19.35            | \$21.88                      | \$33.66                                      | \$25.25  | \$33.66  | \$25.25  | \$33.66  | \$33.66   |
| Skin and hide stores - level 3                   | \$20.26            | \$22.91                      | \$35.24                                      | \$26.43  | \$35.24  | \$26.43  | \$35.24  | \$35.24   |
| Skin and hide stores - level 4                   | \$21.06            | \$23.80                      | \$36.62                                      | \$27.47  | \$36.62  | \$27.47  | \$36.62  | \$36.62   |

## Junior - Full-time & part-time - 20 years

Table 1 of 2

| Classification                                   | Weekly pay rate | Hourly pay rate | Saturday - first 2 hours | Saturday - after 2 hours | Sunday  | Sunday - not continuous shiftworkers | Public holiday | Afternoon shift |
|--|-----------------|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|
| Wool storage - level 1                           | \$682.20        | \$17.95         | \$26.93                  | \$35.90                  | \$35.90 | \$35.90                              | \$44.88        | \$20.64         |
| Wool storage - level 2                           | \$709.20        | \$18.66         | \$27.99                  | \$37.32                  | \$37.32 | \$37.32                              | \$46.65        | \$21.46         |
| Wool storage - level 3                           | \$719.46        | \$18.93         | \$28.40                  | \$37.86                  | \$37.86 | \$37.86                              | \$47.33        | \$21.77         |
| Wool storage - level 4                           | \$753.75        | \$19.84         | \$29.76                  | \$39.68                  | \$39.68 | \$39.68                              | \$49.60        | \$22.82         |
| Wool storage - level 5                           | \$776.25        | \$20.43         | \$30.65                  | \$40.86                  | \$40.86 | \$40.86                              | \$51.08        | \$23.49         |
| Wool storage - level 6                           | \$813.51        | \$21.41         | \$32.12                  | \$42.82                  | \$42.82 | \$42.82                              | \$53.53        | \$24.62         |
| Wool testing - level 1 - first 3 months          | \$682.20        | \$17.95         | \$26.93                  | \$35.90                  | \$35.90 | \$35.90                              | \$44.88        | \$20.64         |
| Wool testing - level 1 - after 3 months          | \$695.79        | \$18.31         | \$27.47                  | \$36.62                  | \$36.62 | \$36.62                              | \$45.78        | \$21.06         |
| Wool testing - level 2                           | \$709.20        | \$18.66         | \$27.99                  | \$37.32                  | \$37.32 | \$37.32                              | \$46.65        | \$21.46         |
| Wool testing - level 3                           | \$719.46        | \$18.93         | \$28.40                  | \$37.86                  | \$37.86 | \$37.86                              | \$47.33        | \$21.77         |
| Wool testing - level 4                           | \$753.75        | \$19.84         | \$29.76                  | \$39.68                  | \$39.68 | \$39.68                              | \$49.60        | \$22.82         |
| Wool testing - level 5                           | \$782.91        | \$20.60         | \$30.90                  | \$41.20                  | \$41.20 | \$41.20                              | \$51.50        | \$23.69         |
| Skin and hide stores - level 1 - first 3 months  | \$682.20        | \$17.95         | \$26.93                  | \$35.90                  | \$35.90 | \$35.90                              | \$44.88        | \$20.64         |
| Skin and hide stores - level 1 - after 3 months  | \$695.79        | \$18.31         | \$27.47                  | \$36.62                  | \$36.62 | \$36.62                              | \$45.78        | \$21.06         |
| Skin and hide stores - level 1 - after 12 months | \$709.20        | \$18.66         | \$27.99                  | \$37.32                  | \$37.32 | \$37.32                              | \$46.65        | \$21.46         |
| Skin and hide stores - level 2                   | \$719.46        | \$18.93         | \$28.40                  | \$37.86                  | \$37.86 | \$37.86                              | \$47.33        | \$21.77         |
| Skin and hide stores - level 3                   | \$753.12        | \$19.82         | \$29.73                  | \$39.64                  | \$39.64 | \$39.64                              | \$49.55        | \$22.79         |
| Skin and hide stores - level 4                   | \$782.91        | \$20.60         | \$30.90                  | \$41.20                  | \$41.20 | \$41.20                              | \$51.50        | \$23.69         |

**Table 2 of 2**

| <b>Classification</b>                            | <b>Night shift</b> | <b>Permanent night shift</b> | <b>All overtime - continuous shiftworker</b> | <b>Overtime - Monday to Friday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - Monday to Friday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - after 12pm Saturday - not continuous shiftworkers</b> |
|--|--------------------|------------------------------|--|--|--|--|--|---|
| Wool storage - level 1                           | \$20.64            | \$23.34                      | \$35.90                                      | \$26.93  | \$35.90  | \$26.93  | \$35.90  | \$35.90   |
| Wool storage - level 2                           | \$21.46            | \$24.26                      | \$37.32                                      | \$27.99  | \$37.32  | \$27.99  | \$37.32  | \$37.32   |
| Wool storage - level 3                           | \$21.77            | \$24.61                      | \$37.86                                      | \$28.40  | \$37.86  | \$28.40  | \$37.86  | \$37.86   |
| Wool storage - level 4                           | \$22.82            | \$25.79                      | \$39.68                                      | \$29.76  | \$39.68  | \$29.76  | \$39.68  | \$39.68   |
| Wool storage - level 5                           | \$23.49            | \$26.56                      | \$40.86                                      | \$30.65  | \$40.86  | \$30.65  | \$40.86  | \$40.86   |
| Wool storage - level 6                           | \$24.62            | \$27.83                      | \$42.82                                      | \$32.12  | \$42.82  | \$32.12  | \$42.82  | \$42.82   |
| Wool testing - level 1 - first 3 months          | \$20.64            | \$23.34                      | \$35.90                                      | \$26.93  | \$35.90  | \$26.93  | \$35.90  | \$35.90   |
| Wool testing - level 1 - after 3 months          | \$21.06            | \$23.80                      | \$36.62                                      | \$27.47  | \$36.62  | \$27.47  | \$36.62  | \$36.62   |
| Wool testing - level 2                           | \$21.46            | \$24.26                      | \$37.32                                      | \$27.99  | \$37.32  | \$27.99  | \$37.32  | \$37.32   |
| Wool testing - level 3                           | \$21.77            | \$24.61                      | \$37.86                                      | \$28.40  | \$37.86  | \$28.40  | \$37.86  | \$37.86   |
| Wool testing - level 4                           | \$22.82            | \$25.79                      | \$39.68                                      | \$29.76  | \$39.68  | \$29.76  | \$39.68  | \$39.68   |
| Wool testing - level 5                           | \$23.69            | \$26.78                      | \$41.20                                      | \$30.90  | \$41.20  | \$30.90  | \$41.20  | \$41.20   |
| Skin and hide stores - level 1 - first 3 months  | \$20.64            | \$23.34                      | \$35.90                                      | \$26.93  | \$35.90  | \$26.93  | \$35.90  | \$35.90   |
| Skin and hide stores - level 1 - after 3 months  | \$21.06            | \$23.80                      | \$36.62                                      | \$27.47  | \$36.62  | \$27.47  | \$36.62  | \$36.62   |
| Skin and hide stores - level 1 - after 12 months | \$21.46            | \$24.26                      | \$37.32                                      | \$27.99  | \$37.32  | \$27.99  | \$37.32  | \$37.32   |
| Skin and hide stores - level 2                   | \$21.77            | \$24.61                      | \$37.86                                      | \$28.40  | \$37.86  | \$28.40  | \$37.86  | \$37.86   |
| Skin and hide stores - level 3                   | \$22.79            | \$25.77                      | \$39.64                                      | \$29.73  | \$39.64  | \$29.73  | \$39.64  | \$39.64   |
| Skin and hide stores - level 4                   | \$23.69            | \$26.78                      | \$41.20                                      | \$30.90  | \$41.20  | \$30.90  | \$41.20  | \$41.20   |

## Junior - Casual - 17 years or under

Table 1 of 2

| Classification                                   | Hourly pay rate | Saturday - first 2 hours | Saturday - after 2 hours | Sunday  | Sunday - not continuous shiftworkers | Public holiday | Afternoon shift | Night shift |
|--|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|-------------|
| Wool storage - level 1                           | \$14.96         | \$20.95                  | \$26.93                  | \$26.93 | \$26.93                              | \$32.92        | \$16.76         | \$16.76     |
| Wool storage - level 2                           | \$15.55         | \$21.77                  | \$27.99                  | \$27.99 | \$27.99                              | \$34.21        | \$17.42         | \$17.42     |
| Wool storage - level 3                           | \$15.78         | \$22.09                  | \$28.40                  | \$28.40 | \$28.40                              | \$34.71        | \$17.67         | \$17.67     |
| Wool storage - level 4                           | \$16.53         | \$23.14                  | \$29.75                  | \$29.75 | \$29.75                              | \$36.36        | \$18.51         | \$18.51     |
| Wool storage - level 5                           | \$17.03         | \$23.84                  | \$30.65                  | \$30.65 | \$30.65                              | \$37.46        | \$19.07         | \$19.07     |
| Wool storage - level 6                           | \$17.84         | \$24.97                  | \$32.11                  | \$32.11 | \$32.11                              | \$39.24        | \$19.98         | \$19.98     |
| Wool testing - level 1 - first 3 months          | \$14.96         | \$20.95                  | \$26.93                  | \$26.93 | \$26.93                              | \$32.92        | \$16.76         | \$16.76     |
| Wool testing - level 1 - after 3 months          | \$15.26         | \$21.37                  | \$27.47                  | \$27.47 | \$27.47                              | \$33.58        | \$17.09         | \$17.09     |
| Wool testing - level 2                           | \$15.55         | \$21.77                  | \$27.99                  | \$27.99 | \$27.99                              | \$34.21        | \$17.42         | \$17.42     |
| Wool testing - level 3                           | \$15.78         | \$22.09                  | \$28.40                  | \$28.40 | \$28.40                              | \$34.71        | \$17.67         | \$17.67     |
| Wool testing - level 4                           | \$16.53         | \$23.14                  | \$29.75                  | \$29.75 | \$29.75                              | \$36.36        | \$18.51         | \$18.51     |
| Wool testing - level 5                           | \$17.18         | \$24.05                  | \$30.92                  | \$30.92 | \$30.92                              | \$37.79        | \$19.24         | \$19.24     |
| Skin and hide stores - level 1 - first 3 months  | \$14.96         | \$20.95                  | \$26.93                  | \$26.93 | \$26.93                              | \$32.92        | \$16.76         | \$16.76     |
| Skin and hide stores - level 1 - after 3 months  | \$15.26         | \$21.37                  | \$27.47                  | \$27.47 | \$27.47                              | \$33.58        | \$17.09         | \$17.09     |
| Skin and hide stores - level 1 - after 12 months | \$15.55         | \$21.77                  | \$27.99                  | \$27.99 | \$27.99                              | \$34.21        | \$17.42         | \$17.42     |
| Skin and hide stores - level 2                   | \$15.78         | \$22.09                  | \$28.40                  | \$28.40 | \$28.40                              | \$34.71        | \$17.67         | \$17.67     |
| Skin and hide stores - level 3                   | \$16.51         | \$23.12                  | \$29.72                  | \$29.72 | \$29.72                              | \$36.33        | \$18.49         | \$18.49     |
| Skin and hide stores - level 4                   | \$17.18         | \$24.05                  | \$30.92                  | \$30.92 | \$30.92                              | \$37.79        | \$19.24         | \$19.24     |

**Table 2 of 2**

| <b>Classification</b>                            | <b>Permanent night shift</b> | <b>All overtime - continuous shiftworker</b> | <b>Overtime - Monday to Friday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - Monday to Friday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - after 12pm Saturday - not continuous shiftworkers</b> |
|--|------------------------------|--|--|--|--|--|---|
| Wool storage - level 1                           | \$18.55                      | \$26.93                                      | \$20.95  | \$26.93  | \$20.95  | \$26.93  | \$26.93   |
| Wool storage - level 2                           | \$19.28                      | \$27.99                                      | \$21.77  | \$27.99  | \$21.77  | \$27.99  | \$27.99   |
| Wool storage - level 3                           | \$19.56                      | \$28.40                                      | \$22.09  | \$28.40  | \$22.09  | \$28.40  | \$28.40   |
| Wool storage - level 4                           | \$20.49                      | \$29.75                                      | \$23.14  | \$29.75  | \$23.14  | \$29.75  | \$29.75   |
| Wool storage - level 5                           | \$21.11                      | \$30.65                                      | \$23.84  | \$30.65  | \$23.84  | \$30.65  | \$30.65   |
| Wool storage - level 6                           | \$22.12                      | \$32.11                                      | \$24.97  | \$32.11  | \$24.97  | \$32.11  | \$32.11   |
| Wool testing - level 1 - first 3 months          | \$18.55                      | \$26.93                                      | \$20.95  | \$26.93  | \$20.95  | \$26.93  | \$26.93   |
| Wool testing - level 1 - after 3 months          | \$18.93                      | \$27.47                                      | \$21.37  | \$27.47  | \$21.37  | \$27.47  | \$27.47   |
| Wool testing - level 2                           | \$19.28                      | \$27.99                                      | \$21.77  | \$27.99  | \$21.77  | \$27.99  | \$27.99   |
| Wool testing - level 3                           | \$19.56                      | \$28.40                                      | \$22.09  | \$28.40  | \$22.09  | \$28.40  | \$28.40   |
| Wool testing - level 4                           | \$20.49                      | \$29.75                                      | \$23.14  | \$29.75  | \$23.14  | \$29.75  | \$29.75   |
| Wool testing - level 5                           | \$21.30                      | \$30.92                                      | \$24.05  | \$30.92  | \$24.05  | \$30.92  | \$30.92   |
| Skin and hide stores - level 1 - first 3 months  | \$18.55                      | \$26.93                                      | \$20.95  | \$26.93  | \$20.95  | \$26.93  | \$26.93   |
| Skin and hide stores - level 1 - after 3 months  | \$18.93                      | \$27.47                                      | \$21.37  | \$27.47  | \$21.37  | \$27.47  | \$27.47   |
| Skin and hide stores - level 1 - after 12 months | \$19.28                      | \$27.99                                      | \$21.77  | \$27.99  | \$21.77  | \$27.99  | \$27.99   |
| Skin and hide stores - level 2                   | \$19.56                      | \$28.40                                      | \$22.09  | \$28.40  | \$22.09  | \$28.40  | \$28.40   |
| Skin and hide stores - level 3                   | \$20.48                      | \$29.72                                      | \$23.12  | \$29.72  | \$23.12  | \$29.72  | \$29.72   |
| Skin and hide stores - level 4                   | \$21.30                      | \$30.92                                      | \$24.05  | \$30.92  | \$24.05  | \$30.92  | \$30.92   |

## Junior - Casual - 18 years

Table 1 of 2

| Classification                                   | Hourly pay rate | Saturday - first 2 hours | Saturday - after 2 hours | Sunday  | Sunday - not continuous shiftworkers | Public holiday | Afternoon shift | Night shift |
|--|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|-------------|
| Wool storage - level 1                           | \$17.45         | \$24.43                  | \$31.41                  | \$31.41 | \$31.41                              | \$38.39        | \$19.54         | \$19.54     |
| Wool storage - level 2                           | \$18.15         | \$25.41                  | \$32.67                  | \$32.67 | \$32.67                              | \$39.93        | \$20.33         | \$20.33     |
| Wool storage - level 3                           | \$18.41         | \$25.78                  | \$33.14                  | \$33.14 | \$33.14                              | \$40.51        | \$20.62         | \$20.62     |
| Wool storage - level 4                           | \$19.29         | \$27.00                  | \$34.72                  | \$34.72 | \$34.72                              | \$42.43        | \$21.60         | \$21.60     |
| Wool storage - level 5                           | \$19.86         | \$27.81                  | \$35.75                  | \$35.75 | \$35.75                              | \$43.70        | \$22.25         | \$22.25     |
| Wool storage - level 6                           | \$20.81         | \$29.14                  | \$37.46                  | \$37.46 | \$37.46                              | \$45.79        | \$23.31         | \$23.31     |
| Wool testing - level 1 - first 3 months          | \$17.45         | \$24.43                  | \$31.41                  | \$31.41 | \$31.41                              | \$38.39        | \$19.54         | \$19.54     |
| Wool testing - level 1 - after 3 months          | \$17.80         | \$24.92                  | \$32.04                  | \$32.04 | \$32.04                              | \$39.16        | \$19.94         | \$19.94     |
| Wool testing - level 2                           | \$18.15         | \$25.41                  | \$32.67                  | \$32.67 | \$32.67                              | \$39.93        | \$20.33         | \$20.33     |
| Wool testing - level 3                           | \$18.41         | \$25.78                  | \$33.14                  | \$33.14 | \$33.14                              | \$40.51        | \$20.62         | \$20.62     |
| Wool testing - level 4                           | \$19.29         | \$27.00                  | \$34.72                  | \$34.72 | \$34.72                              | \$42.43        | \$21.60         | \$21.60     |
| Wool testing - level 5                           | \$20.03         | \$28.04                  | \$36.05                  | \$36.05 | \$36.05                              | \$44.06        | \$22.43         | \$22.43     |
| Skin and hide stores - level 1 - first 3 months  | \$17.45         | \$24.43                  | \$31.41                  | \$31.41 | \$31.41                              | \$38.39        | \$19.54         | \$19.54     |
| Skin and hide stores - level 1 - after 3 months  | \$17.80         | \$24.92                  | \$32.04                  | \$32.04 | \$32.04                              | \$39.16        | \$19.94         | \$19.94     |
| Skin and hide stores - level 1 - after 12 months | \$18.15         | \$25.41                  | \$32.67                  | \$32.67 | \$32.67                              | \$39.93        | \$20.33         | \$20.33     |
| Skin and hide stores - level 2                   | \$18.41         | \$25.78                  | \$33.14                  | \$33.14 | \$33.14                              | \$40.51        | \$20.62         | \$20.62     |
| Skin and hide stores - level 3                   | \$19.26         | \$26.97                  | \$34.67                  | \$34.67 | \$34.67                              | \$42.38        | \$21.57         | \$21.57     |
| Skin and hide stores - level 4                   | \$20.03         | \$28.04                  | \$36.05                  | \$36.05 | \$36.05                              | \$44.06        | \$22.43         | \$22.43     |



**Table 2 of 2**

| <b>Classification</b>                            | <b>Permanent night shift</b> | <b>All overtime - continuous shiftworker</b> | <b>Overtime - Monday to Friday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - Monday to Friday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - after 12pm Saturday - not continuous shiftworkers</b> |
|--|------------------------------|--|--|--|--|--|---|
| Wool storage - level 1                           | \$21.64                      | \$31.41                                      | \$24.43  | \$31.41  | \$24.43  | \$31.41  | \$31.41   |
| Wool storage - level 2                           | \$22.51                      | \$32.67                                      | \$25.41  | \$32.67  | \$25.41  | \$32.67  | \$32.67   |
| Wool storage - level 3                           | \$22.83                      | \$33.14                                      | \$25.78  | \$33.14  | \$25.78  | \$33.14  | \$33.14   |
| Wool storage - level 4                           | \$23.92                      | \$34.72                                      | \$27.00  | \$34.72  | \$27.00  | \$34.72  | \$34.72   |
| Wool storage - level 5                           | \$24.63                      | \$35.75                                      | \$27.81  | \$35.75  | \$27.81  | \$35.75  | \$35.75   |
| Wool storage - level 6                           | \$25.81                      | \$37.46                                      | \$29.14  | \$37.46  | \$29.14  | \$37.46  | \$37.46   |
| Wool testing - level 1 - first 3 months          | \$21.64                      | \$31.41                                      | \$24.43  | \$31.41  | \$24.43  | \$31.41  | \$31.41   |
| Wool testing - level 1 - after 3 months          | \$22.07                      | \$32.04                                      | \$24.92  | \$32.04  | \$24.92  | \$32.04  | \$32.04   |
| Wool testing - level 2                           | \$22.51                      | \$32.67                                      | \$25.41  | \$32.67  | \$25.41  | \$32.67  | \$32.67   |
| Wool testing - level 3                           | \$22.83                      | \$33.14                                      | \$25.78  | \$33.14  | \$25.78  | \$33.14  | \$33.14   |
| Wool testing - level 4                           | \$23.92                      | \$34.72                                      | \$27.00  | \$34.72  | \$27.00  | \$34.72  | \$34.72   |
| Wool testing - level 5                           | \$24.83                      | \$36.05                                      | \$28.04  | \$36.05  | \$28.04  | \$36.05  | \$36.05   |
| Skin and hide stores - level 1 - first 3 months  | \$21.64                      | \$31.41                                      | \$24.43  | \$31.41  | \$24.43  | \$31.41  | \$31.41   |
| Skin and hide stores - level 1 - after 3 months  | \$22.07                      | \$32.04                                      | \$24.92  | \$32.04  | \$24.92  | \$32.04  | \$32.04   |
| Skin and hide stores - level 1 - after 12 months | \$22.51                      | \$32.67                                      | \$25.41  | \$32.67  | \$25.41  | \$32.67  | \$32.67   |
| Skin and hide stores - level 2                   | \$22.83                      | \$33.14                                      | \$25.78  | \$33.14  | \$25.78  | \$33.14  | \$33.14   |
| Skin and hide stores - level 3                   | \$23.89                      | \$34.67                                      | \$26.97  | \$34.67  | \$26.97  | \$34.67  | \$34.67   |
| Skin and hide stores - level 4                   | \$24.83                      | \$36.05                                      | \$28.04  | \$36.05  | \$28.04  | \$36.05  | \$36.05   |

## Junior - Casual - 19 years

Table 1 of 2

| Classification                                   | Hourly pay rate | Saturday - first 2 hours | Saturday - after 2 hours | Sunday  | Sunday - not continuous shiftworkers | Public holiday | Afternoon shift | Night shift |
|--|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|-------------|
| Wool storage - level 1                           | \$19.95         | \$27.93                  | \$35.91                  | \$35.91 | \$35.91                              | \$43.89        | \$22.34         | \$22.34     |
| Wool storage - level 2                           | \$20.74         | \$29.03                  | \$37.33                  | \$37.33 | \$37.33                              | \$45.62        | \$23.23         | \$23.23     |
| Wool storage - level 3                           | \$21.04         | \$29.45                  | \$37.87                  | \$37.87 | \$37.87                              | \$46.28        | \$23.56         | \$23.56     |
| Wool storage - level 4                           | \$22.04         | \$30.85                  | \$39.67                  | \$39.67 | \$39.67                              | \$48.48        | \$24.68         | \$24.68     |
| Wool storage - level 5                           | \$22.70         | \$31.78                  | \$40.86                  | \$40.86 | \$40.86                              | \$49.94        | \$25.42         | \$25.42     |
| Wool storage - level 6                           | \$23.79         | \$33.30                  | \$42.82                  | \$42.82 | \$42.82                              | \$52.33        | \$26.64         | \$26.64     |
| Wool testing - level 1 - first 3 months          | \$19.95         | \$27.93                  | \$35.91                  | \$35.91 | \$35.91                              | \$43.89        | \$22.34         | \$22.34     |
| Wool testing - level 1 - after 3 months          | \$20.35         | \$28.49                  | \$36.63                  | \$36.63 | \$36.63                              | \$44.77        | \$22.79         | \$22.79     |
| Wool testing - level 2                           | \$20.74         | \$29.03                  | \$37.33                  | \$37.33 | \$37.33                              | \$45.62        | \$23.23         | \$23.23     |
| Wool testing - level 3                           | \$21.04         | \$29.45                  | \$37.87                  | \$37.87 | \$37.87                              | \$46.28        | \$23.56         | \$23.56     |
| Wool testing - level 4                           | \$22.04         | \$30.85                  | \$39.67                  | \$39.67 | \$39.67                              | \$48.48        | \$24.68         | \$24.68     |
| Wool testing - level 5                           | \$22.89         | \$32.04                  | \$41.20                  | \$41.20 | \$41.20                              | \$50.35        | \$25.63         | \$25.63     |
| Skin and hide stores - level 1 - first 3 months  | \$19.95         | \$27.93                  | \$35.91                  | \$35.91 | \$35.91                              | \$43.89        | \$22.34         | \$22.34     |
| Skin and hide stores - level 1 - after 3 months  | \$20.35         | \$28.49                  | \$36.63                  | \$36.63 | \$36.63                              | \$44.77        | \$22.79         | \$22.79     |
| Skin and hide stores - level 1 - after 12 months | \$20.74         | \$29.03                  | \$37.33                  | \$37.33 | \$37.33                              | \$45.62        | \$23.23         | \$23.23     |
| Skin and hide stores - level 2                   | \$21.04         | \$29.45                  | \$37.87                  | \$37.87 | \$37.87                              | \$46.28        | \$23.56         | \$23.56     |
| Skin and hide stores - level 3                   | \$22.03         | \$30.84                  | \$39.65                  | \$39.65 | \$39.65                              | \$48.46        | \$24.67         | \$24.67     |
| Skin and hide stores - level 4                   | \$22.89         | \$32.04                  | \$41.20                  | \$41.20 | \$41.20                              | \$50.35        | \$25.63         | \$25.63     |

**Table 2 of 2**

| <b>Classification</b>                            | <b>Permanent night shift</b> | <b>All overtime - continuous shiftworker</b> | <b>Overtime - Monday to Friday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - Monday to Friday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - after 12pm Saturday - not continuous shiftworkers</b> |
|--|------------------------------|--|--|--|--|--|---|
| Wool storage - level 1                           | \$24.74                      | \$35.91                                      | \$27.93  | \$35.91  | \$27.93  | \$35.91  | \$35.91   |
| Wool storage - level 2                           | \$25.71                      | \$37.33                                      | \$29.03  | \$37.33  | \$29.03  | \$37.33  | \$37.33   |
| Wool storage - level 3                           | \$26.09                      | \$37.87                                      | \$29.45  | \$37.87  | \$29.45  | \$37.87  | \$37.87   |
| Wool storage - level 4                           | \$27.33                      | \$39.67                                      | \$30.85  | \$39.67  | \$30.85  | \$39.67  | \$39.67   |
| Wool storage - level 5                           | \$28.15                      | \$40.86                                      | \$31.78  | \$40.86  | \$31.78  | \$40.86  | \$40.86   |
| Wool storage - level 6                           | \$29.50                      | \$42.82                                      | \$33.30  | \$42.82  | \$33.30  | \$42.82  | \$42.82   |
| Wool testing - level 1 - first 3 months          | \$24.74                      | \$35.91                                      | \$27.93  | \$35.91  | \$27.93  | \$35.91  | \$35.91   |
| Wool testing - level 1 - after 3 months          | \$25.23                      | \$36.63                                      | \$28.49  | \$36.63  | \$28.49  | \$36.63  | \$36.63   |
| Wool testing - level 2                           | \$25.71                      | \$37.33                                      | \$29.03  | \$37.33  | \$29.03  | \$37.33  | \$37.33   |
| Wool testing - level 3                           | \$26.09                      | \$37.87                                      | \$29.45  | \$37.87  | \$29.45  | \$37.87  | \$37.87   |
| Wool testing - level 4                           | \$27.33                      | \$39.67                                      | \$30.85  | \$39.67  | \$30.85  | \$39.67  | \$39.67   |
| Wool testing - level 5                           | \$28.38                      | \$41.20                                      | \$32.04  | \$41.20  | \$32.04  | \$41.20  | \$41.20   |
| Skin and hide stores - level 1 - first 3 months  | \$24.74                      | \$35.91                                      | \$27.93  | \$35.91  | \$27.93  | \$35.91  | \$35.91   |
| Skin and hide stores - level 1 - after 3 months  | \$25.23                      | \$36.63                                      | \$28.49  | \$36.63  | \$28.49  | \$36.63  | \$36.63   |
| Skin and hide stores - level 1 - after 12 months | \$25.71                      | \$37.33                                      | \$29.03  | \$37.33  | \$29.03  | \$37.33  | \$37.33   |
| Skin and hide stores - level 2                   | \$26.09                      | \$37.87                                      | \$29.45  | \$37.87  | \$29.45  | \$37.87  | \$37.87   |
| Skin and hide stores - level 3                   | \$27.31                      | \$39.65                                      | \$30.84  | \$39.65  | \$30.84  | \$39.65  | \$39.65   |
| Skin and hide stores - level 4                   | \$28.38                      | \$41.20                                      | \$32.04  | \$41.20  | \$32.04  | \$41.20  | \$41.20   |

## Junior - Casual - 20 years

Table 1 of 2

| Classification                                   | Hourly pay rate | Saturday - first 2 hours | Saturday - after 2 hours | Sunday  | Sunday - not continuous shiftworkers | Public holiday | Afternoon shift | Night shift |
|--|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|-------------|
| Wool storage - level 1                           | \$22.44         | \$31.41                  | \$40.39                  | \$40.39 | \$40.39                              | \$49.36        | \$25.13         | \$25.13     |
| Wool storage - level 2                           | \$23.33         | \$32.66                  | \$41.99                  | \$41.99 | \$41.99                              | \$51.32        | \$26.12         | \$26.12     |
| Wool storage - level 3                           | \$23.66         | \$33.13                  | \$42.59                  | \$42.59 | \$42.59                              | \$52.06        | \$26.50         | \$26.50     |
| Wool storage - level 4                           | \$24.80         | \$34.72                  | \$44.64                  | \$44.64 | \$44.64                              | \$54.56        | \$27.78         | \$27.78     |
| Wool storage - level 5                           | \$25.54         | \$35.75                  | \$45.97                  | \$45.97 | \$45.97                              | \$56.18        | \$28.60         | \$28.60     |
| Wool storage - level 6                           | \$26.76         | \$37.47                  | \$48.17                  | \$48.17 | \$48.17                              | \$58.88        | \$29.97         | \$29.97     |
| Wool testing - level 1 - first 3 months          | \$22.44         | \$31.41                  | \$40.39                  | \$40.39 | \$40.39                              | \$49.36        | \$25.13         | \$25.13     |
| Wool testing - level 1 - after 3 months          | \$22.89         | \$32.04                  | \$41.20                  | \$41.20 | \$41.20                              | \$50.35        | \$25.63         | \$25.63     |
| Wool testing - level 2                           | \$23.33         | \$32.66                  | \$41.99                  | \$41.99 | \$41.99                              | \$51.32        | \$26.12         | \$26.12     |
| Wool testing - level 3                           | \$23.66         | \$33.13                  | \$42.59                  | \$42.59 | \$42.59                              | \$52.06        | \$26.50         | \$26.50     |
| Wool testing - level 4                           | \$24.80         | \$34.72                  | \$44.64                  | \$44.64 | \$44.64                              | \$54.56        | \$27.78         | \$27.78     |
| Wool testing - level 5                           | \$25.75         | \$36.05                  | \$46.35                  | \$46.35 | \$46.35                              | \$56.65        | \$28.84         | \$28.84     |
| Skin and hide stores - level 1 - first 3 months  | \$22.44         | \$31.41                  | \$40.39                  | \$40.39 | \$40.39                              | \$49.36        | \$25.13         | \$25.13     |
| Skin and hide stores - level 1 - after 3 months  | \$22.89         | \$32.04                  | \$41.20                  | \$41.20 | \$41.20                              | \$50.35        | \$25.63         | \$25.63     |
| Skin and hide stores - level 1 - after 12 months | \$23.33         | \$32.66                  | \$41.99                  | \$41.99 | \$41.99                              | \$51.32        | \$26.12         | \$26.12     |
| Skin and hide stores - level 2                   | \$23.66         | \$33.13                  | \$42.59                  | \$42.59 | \$42.59                              | \$52.06        | \$26.50         | \$26.50     |
| Skin and hide stores - level 3                   | \$24.78         | \$34.69                  | \$44.60                  | \$44.60 | \$44.60                              | \$54.51        | \$27.75         | \$27.75     |
| Skin and hide stores - level 4                   | \$25.75         | \$36.05                  | \$46.35                  | \$46.35 | \$46.35                              | \$56.65        | \$28.84         | \$28.84     |

**Table 2 of 2**

| <b>Classification</b>                            | <b>Permanent night shift</b> | <b>All overtime - continuous shiftworker</b> | <b>Overtime - Monday to Friday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - Monday to Friday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - first 2 hours - not continuous shiftworkers</b> | <b>Overtime - before 12pm Saturday - after 2 hours - not continuous shiftworkers</b> | <b>Overtime - after 12pm Saturday - not continuous shiftworkers</b> |
|--|------------------------------|--|--|--|--|--|---|
| Wool storage - level 1                           | \$27.82                      | \$40.39                                      | \$31.41  | \$40.39  | \$31.41  | \$40.39  | \$40.39   |
| Wool storage - level 2                           | \$28.92                      | \$41.99                                      | \$32.66  | \$41.99  | \$32.66  | \$41.99  | \$41.99   |
| Wool storage - level 3                           | \$29.34                      | \$42.59                                      | \$33.13  | \$42.59  | \$33.13  | \$42.59  | \$42.59   |
| Wool storage - level 4                           | \$30.75                      | \$44.64                                      | \$34.72  | \$44.64  | \$34.72  | \$44.64  | \$44.64   |
| Wool storage - level 5                           | \$31.67                      | \$45.97                                      | \$35.75  | \$45.97  | \$35.75  | \$45.97  | \$45.97   |
| Wool storage - level 6                           | \$33.19                      | \$48.17                                      | \$37.47  | \$48.17  | \$37.47  | \$48.17  | \$48.17   |
| Wool testing - level 1 - first 3 months          | \$27.82                      | \$40.39                                      | \$31.41  | \$40.39  | \$31.41  | \$40.39  | \$40.39   |
| Wool testing - level 1 - after 3 months          | \$28.38                      | \$41.20                                      | \$32.04  | \$41.20  | \$32.04  | \$41.20  | \$41.20   |
| Wool testing - level 2                           | \$28.92                      | \$41.99                                      | \$32.66  | \$41.99  | \$32.66  | \$41.99  | \$41.99   |
| Wool testing - level 3                           | \$29.34                      | \$42.59                                      | \$33.13  | \$42.59  | \$33.13  | \$42.59  | \$42.59   |
| Wool testing - level 4                           | \$30.75                      | \$44.64                                      | \$34.72  | \$44.64  | \$34.72  | \$44.64  | \$44.64   |
| Wool testing - level 5                           | \$31.93                      | \$46.35                                      | \$36.05  | \$46.35  | \$36.05  | \$46.35  | \$46.35   |
| Skin and hide stores - level 1 - first 3 months  | \$27.82                      | \$40.39                                      | \$31.41  | \$40.39  | \$31.41  | \$40.39  | \$40.39   |
| Skin and hide stores - level 1 - after 3 months  | \$28.38                      | \$41.20                                      | \$32.04  | \$41.20  | \$32.04  | \$41.20  | \$41.20   |
| Skin and hide stores - level 1 - after 12 months | \$28.92                      | \$41.99                                      | \$32.66  | \$41.99  | \$32.66  | \$41.99  | \$41.99   |
| Skin and hide stores - level 2                   | \$29.34                      | \$42.59                                      | \$33.13  | \$42.59  | \$33.13  | \$42.59  | \$42.59   |
| Skin and hide stores - level 3                   | \$30.72                      | \$44.60                                      | \$34.69  | \$44.60  | \$34.69  | \$44.60  | \$44.60   |
| Skin and hide stores - level 4                   | \$31.93                      | \$46.35                                      | \$36.05  | \$46.35  | \$36.05  | \$46.35  | \$46.35   |

## Allowances

| Allowances   | Rate  |
|--|---|
| Clothing reimbursement - wool testing only         | reimbursement of the cost of purchasing protective clothing |
| First aid allowance                                | \$0.48 per hour up to a maximum of \$18.09 per week         |
| Footwear reimbursement - wool testing only         | reimbursement of the cost of purchasing safety footwear     |
| Leading hand allowance - skin and hide stores only | \$1.27 per hour up to a maximum of \$48.39 per week         |
| Meal allowance                                     | \$13.76 per meal  |

## 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.