



Fair Work  
OMBUDSMAN

# Pay Guide - Wool Storage, Sampling and Testing Award

**[MA000044]**

Published 01 July 2022

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

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

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

# 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                           | \$830.60        | \$21.86         | \$32.79                  | \$43.72                  | \$43.72 | \$43.72                              | \$54.65        | \$25.14         |
| Wool storage - level 2                           | \$861.80        | \$22.68         | \$34.02                  | \$45.36                  | \$45.36 | \$45.36                              | \$56.70        | \$26.08         |
| Wool storage - level 3                           | \$873.70        | \$22.99         | \$34.49                  | \$45.98                  | \$45.98 | \$45.98                              | \$57.48        | \$26.44         |
| Wool storage - level 4                           | \$913.70        | \$24.04         | \$36.06                  | \$48.08                  | \$48.08 | \$48.08                              | \$60.10        | \$27.65         |
| Wool storage - level 5                           | \$940.90        | \$24.76         | \$37.14                  | \$49.52                  | \$49.52 | \$49.52                              | \$61.90        | \$28.47         |
| Wool storage - level 6                           | \$986.10        | \$25.95         | \$38.93                  | \$51.90                  | \$51.90 | \$51.90                              | \$64.88        | \$29.84         |
| Wool testing - level 1 - first 3 months          | \$830.60        | \$21.86         | \$32.79                  | \$43.72                  | \$43.72 | \$43.72                              | \$54.65        | \$25.14         |
| Wool testing - level 1 - after 3 months          | \$846.30        | \$22.27         | \$33.41                  | \$44.54                  | \$44.54 | \$44.54                              | \$55.68        | \$25.61         |
| Wool testing - level 2                           | \$861.80        | \$22.68         | \$34.02                  | \$45.36                  | \$45.36 | \$45.36                              | \$56.70        | \$26.08         |
| Wool testing - level 3                           | \$873.70        | \$22.99         | \$34.49                  | \$45.98                  | \$45.98 | \$45.98                              | \$57.48        | \$26.44         |
| Wool testing - level 4                           | \$913.70        | \$24.04         | \$36.06                  | \$48.08                  | \$48.08 | \$48.08                              | \$60.10        | \$27.65         |
| Wool testing - level 5                           | \$948.90        | \$24.97         | \$37.46                  | \$49.94                  | \$49.94 | \$49.94                              | \$62.43        | \$28.72         |
| Skin and hide stores - level 1 - first 3 months  | \$830.60        | \$21.86         | \$32.79                  | \$43.72                  | \$43.72 | \$43.72                              | \$54.65        | \$25.14         |
| Skin and hide stores - level 1 - after 3 months  | \$846.30        | \$22.27         | \$33.41                  | \$44.54                  | \$44.54 | \$44.54                              | \$55.68        | \$25.61         |
| Skin and hide stores - level 1 - after 12 months | \$861.80        | \$22.68         | \$34.02                  | \$45.36                  | \$45.36 | \$45.36                              | \$56.70        | \$26.08         |
| Skin and hide stores - level 2                   | \$873.70        | \$22.99         | \$34.49                  | \$45.98                  | \$45.98 | \$45.98                              | \$57.48        | \$26.44         |
| Skin and hide stores - level 3                   | \$912.80        | \$24.02         | \$36.03                  | \$48.04                  | \$48.04 | \$48.04                              | \$60.05        | \$27.62         |
| Skin and hide stores - level 4                   | \$948.90        | \$24.97         | \$37.46                  | \$49.94                  | \$49.94 | \$49.94                              | \$62.43        | \$28.72         |

**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                           | \$25.14            | \$28.42                      | \$43.72                                      | \$32.79  | \$43.72  | \$32.79  | \$43.72  | \$43.72   |
| Wool storage - level 2                           | \$26.08            | \$29.48                      | \$45.36                                      | \$34.02  | \$45.36  | \$34.02  | \$45.36  | \$45.36   |
| Wool storage - level 3                           | \$26.44            | \$29.89                      | \$45.98                                      | \$34.49  | \$45.98  | \$34.49  | \$45.98  | \$45.98   |
| Wool storage - level 4                           | \$27.65            | \$31.25                      | \$48.08                                      | \$36.06  | \$48.08  | \$36.06  | \$48.08  | \$48.08   |
| Wool storage - level 5                           | \$28.47            | \$32.19                      | \$49.52                                      | \$37.14  | \$49.52  | \$37.14  | \$49.52  | \$49.52   |
| Wool storage - level 6                           | \$29.84            | \$33.74                      | \$51.90                                      | \$38.93  | \$51.90  | \$38.93  | \$51.90  | \$51.90   |
| Wool testing - level 1 - first 3 months          | \$25.14            | \$28.42                      | \$43.72                                      | \$32.79  | \$43.72  | \$32.79  | \$43.72  | \$43.72   |
| Wool testing - level 1 - after 3 months          | \$25.61            | \$28.95                      | \$44.54                                      | \$33.41  | \$44.54  | \$33.41  | \$44.54  | \$44.54   |
| Wool testing - level 2                           | \$26.08            | \$29.48                      | \$45.36                                      | \$34.02  | \$45.36  | \$34.02  | \$45.36  | \$45.36   |
| Wool testing - level 3                           | \$26.44            | \$29.89                      | \$45.98                                      | \$34.49  | \$45.98  | \$34.49  | \$45.98  | \$45.98   |
| Wool testing - level 4                           | \$27.65            | \$31.25                      | \$48.08                                      | \$36.06  | \$48.08  | \$36.06  | \$48.08  | \$48.08   |
| Wool testing - level 5                           | \$28.72            | \$32.46                      | \$49.94                                      | \$37.46  | \$49.94  | \$37.46  | \$49.94  | \$49.94   |
| Skin and hide stores - level 1 - first 3 months  | \$25.14            | \$28.42                      | \$43.72                                      | \$32.79  | \$43.72  | \$32.79  | \$43.72  | \$43.72   |
| Skin and hide stores - level 1 - after 3 months  | \$25.61            | \$28.95                      | \$44.54                                      | \$33.41  | \$44.54  | \$33.41  | \$44.54  | \$44.54   |
| Skin and hide stores - level 1 - after 12 months | \$26.08            | \$29.48                      | \$45.36                                      | \$34.02  | \$45.36  | \$34.02  | \$45.36  | \$45.36   |
| Skin and hide stores - level 2                   | \$26.44            | \$29.89                      | \$45.98                                      | \$34.49  | \$45.98  | \$34.49  | \$45.98  | \$45.98   |
| Skin and hide stores - level 3                   | \$27.62            | \$31.23                      | \$48.04                                      | \$36.03  | \$48.04  | \$36.03  | \$48.04  | \$48.04   |
| Skin and hide stores - level 4                   | \$28.72            | \$32.46                      | \$49.94                                      | \$37.46  | \$49.94  | \$37.46  | \$49.94  | \$49.94   |

## 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                           | \$27.33         | \$38.26                  | \$49.19                  | \$49.19 | \$49.19                              | \$60.12        | \$30.60         | \$30.60     |
| Wool storage - level 2                           | \$28.35         | \$39.69                  | \$51.03                  | \$51.03 | \$51.03                              | \$62.37        | \$31.75         | \$31.75     |
| Wool storage - level 3                           | \$28.74         | \$40.23                  | \$51.73                  | \$51.73 | \$51.73                              | \$63.22        | \$32.19         | \$32.19     |
| Wool storage - level 4                           | \$30.05         | \$42.07                  | \$54.09                  | \$54.09 | \$54.09                              | \$66.11        | \$33.66         | \$33.66     |
| Wool storage - level 5                           | \$30.95         | \$43.33                  | \$55.71                  | \$55.71 | \$55.71                              | \$68.09        | \$34.66         | \$34.66     |
| Wool storage - level 6                           | \$32.44         | \$45.41                  | \$58.39                  | \$58.39 | \$58.39                              | \$71.36        | \$36.33         | \$36.33     |
| Wool testing - level 1 - first 3 months          | \$27.33         | \$38.26                  | \$49.19                  | \$49.19 | \$49.19                              | \$60.12        | \$30.60         | \$30.60     |
| Wool testing - level 1 - after 3 months          | \$27.84         | \$38.97                  | \$50.11                  | \$50.11 | \$50.11                              | \$61.24        | \$31.18         | \$31.18     |
| Wool testing - level 2                           | \$28.35         | \$39.69                  | \$51.03                  | \$51.03 | \$51.03                              | \$62.37        | \$31.75         | \$31.75     |
| Wool testing - level 3                           | \$28.74         | \$40.23                  | \$51.73                  | \$51.73 | \$51.73                              | \$63.22        | \$32.19         | \$32.19     |
| Wool testing - level 4                           | \$30.05         | \$42.07                  | \$54.09                  | \$54.09 | \$54.09                              | \$66.11        | \$33.66         | \$33.66     |
| Wool testing - level 5                           | \$31.21         | \$43.70                  | \$56.18                  | \$56.18 | \$56.18                              | \$68.67        | \$34.96         | \$34.96     |
| Skin and hide stores - level 1 - first 3 months  | \$27.33         | \$38.26                  | \$49.19                  | \$49.19 | \$49.19                              | \$60.12        | \$30.60         | \$30.60     |
| Skin and hide stores - level 1 - after 3 months  | \$27.84         | \$38.97                  | \$50.11                  | \$50.11 | \$50.11                              | \$61.24        | \$31.18         | \$31.18     |
| Skin and hide stores - level 1 - after 12 months | \$28.35         | \$39.69                  | \$51.03                  | \$51.03 | \$51.03                              | \$62.37        | \$31.75         | \$31.75     |
| Skin and hide stores - level 2                   | \$28.74         | \$40.23                  | \$51.73                  | \$51.73 | \$51.73                              | \$63.22        | \$32.19         | \$32.19     |
| Skin and hide stores - level 3                   | \$30.03         | \$42.04                  | \$54.05                  | \$54.05 | \$54.05                              | \$66.06        | \$33.63         | \$33.63     |
| Skin and hide stores - level 4                   | \$31.21         | \$43.70                  | \$56.18                  | \$56.18 | \$56.18                              | \$68.67        | \$34.96         | \$34.96     |

**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                           | \$33.88                      | \$49.19                                      | \$38.26  | \$49.19  | \$38.26  | \$49.19  | \$49.19   |
| Wool storage - level 2                           | \$35.15                      | \$51.03                                      | \$39.69  | \$51.03  | \$39.69  | \$51.03  | \$51.03   |
| Wool storage - level 3                           | \$35.63                      | \$51.73                                      | \$40.23  | \$51.73  | \$40.23  | \$51.73  | \$51.73   |
| Wool storage - level 4                           | \$37.26                      | \$54.09                                      | \$42.07  | \$54.09  | \$42.07  | \$54.09  | \$54.09   |
| Wool storage - level 5                           | \$38.38                      | \$55.71                                      | \$43.33  | \$55.71  | \$43.33  | \$55.71  | \$55.71   |
| Wool storage - level 6                           | \$40.22                      | \$58.39                                      | \$45.41  | \$58.39  | \$45.41  | \$58.39  | \$58.39   |
| Wool testing - level 1 - first 3 months          | \$33.88                      | \$49.19                                      | \$38.26  | \$49.19  | \$38.26  | \$49.19  | \$49.19   |
| Wool testing - level 1 - after 3 months          | \$34.52                      | \$50.11                                      | \$38.97  | \$50.11  | \$38.97  | \$50.11  | \$50.11   |
| Wool testing - level 2                           | \$35.15                      | \$51.03                                      | \$39.69  | \$51.03  | \$39.69  | \$51.03  | \$51.03   |
| Wool testing - level 3                           | \$35.63                      | \$51.73                                      | \$40.23  | \$51.73  | \$40.23  | \$51.73  | \$51.73   |
| Wool testing - level 4                           | \$37.26                      | \$54.09                                      | \$42.07  | \$54.09  | \$42.07  | \$54.09  | \$54.09   |
| Wool testing - level 5                           | \$38.70                      | \$56.18                                      | \$43.70  | \$56.18  | \$43.70  | \$56.18  | \$56.18   |
| Skin and hide stores - level 1 - first 3 months  | \$33.88                      | \$49.19                                      | \$38.26  | \$49.19  | \$38.26  | \$49.19  | \$49.19   |
| Skin and hide stores - level 1 - after 3 months  | \$34.52                      | \$50.11                                      | \$38.97  | \$50.11  | \$38.97  | \$50.11  | \$50.11   |
| Skin and hide stores - level 1 - after 12 months | \$35.15                      | \$51.03                                      | \$39.69  | \$51.03  | \$39.69  | \$51.03  | \$51.03   |
| Skin and hide stores - level 2                   | \$35.63                      | \$51.73                                      | \$40.23  | \$51.73  | \$40.23  | \$51.73  | \$51.73   |
| Skin and hide stores - level 3                   | \$37.23                      | \$54.05                                      | \$42.04  | \$54.05  | \$42.04  | \$54.05  | \$54.05   |
| Skin and hide stores - level 4                   | \$38.70                      | \$56.18                                      | \$43.70  | \$56.18  | \$43.70  | \$56.18  | \$56.18   |

## 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 | Night shift |
|--|-----------------|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|-------------|
| Wool storage - level 1                           | \$498.36        | \$13.11         | \$19.67                  | \$26.22                  | \$26.22 | \$26.22                              | \$32.78        | \$15.08         | \$15.08     |
| Wool storage - level 2                           | \$517.08        | \$13.61         | \$20.42                  | \$27.22                  | \$27.22 | \$27.22                              | \$34.03        | \$15.65         | \$15.65     |
| Wool storage - level 3                           | \$524.22        | \$13.80         | \$20.70                  | \$27.60                  | \$27.60 | \$27.60                              | \$34.50        | \$15.87         | \$15.87     |
| Wool storage - level 4                           | \$548.22        | \$14.43         | \$21.65                  | \$28.86                  | \$28.86 | \$28.86                              | \$36.08        | \$16.59         | \$16.59     |
| Wool storage - level 5                           | \$564.54        | \$14.86         | \$22.29                  | \$29.72                  | \$29.72 | \$29.72                              | \$37.15        | \$17.09         | \$17.09     |
| Wool storage - level 6                           | \$591.66        | \$15.57         | \$23.36                  | \$31.14                  | \$31.14 | \$31.14                              | \$38.93        | \$17.91         | \$17.91     |
| Wool testing - level 1 - first 3 months          | \$498.36        | \$13.11         | \$19.67                  | \$26.22                  | \$26.22 | \$26.22                              | \$32.78        | \$15.08         | \$15.08     |
| Wool testing - level 1 - after 3 months          | \$507.78        | \$13.36         | \$20.04                  | \$26.72                  | \$26.72 | \$26.72                              | \$33.40        | \$15.36         | \$15.36     |
| Wool testing - level 2                           | \$517.08        | \$13.61         | \$20.42                  | \$27.22                  | \$27.22 | \$27.22                              | \$34.03        | \$15.65         | \$15.65     |
| Wool testing - level 3                           | \$524.22        | \$13.80         | \$20.70                  | \$27.60                  | \$27.60 | \$27.60                              | \$34.50        | \$15.87         | \$15.87     |
| Wool testing - level 4                           | \$548.22        | \$14.43         | \$21.65                  | \$28.86                  | \$28.86 | \$28.86                              | \$36.08        | \$16.59         | \$16.59     |
| Wool testing - level 5                           | \$569.34        | \$14.98         | \$22.47                  | \$29.96                  | \$29.96 | \$29.96                              | \$37.45        | \$17.23         | \$17.23     |
| Skin and hide stores - level 1 - first 3 months  | \$498.36        | \$13.11         | \$19.67                  | \$26.22                  | \$26.22 | \$26.22                              | \$32.78        | \$15.08         | \$15.08     |
| Skin and hide stores - level 1 - after 3 months  | \$507.78        | \$13.36         | \$20.04                  | \$26.72                  | \$26.72 | \$26.72                              | \$33.40        | \$15.36         | \$15.36     |
| Skin and hide stores - level 1 - after 12 months | \$517.08        | \$13.61         | \$20.42                  | \$27.22                  | \$27.22 | \$27.22                              | \$34.03        | \$15.65         | \$15.65     |
| Skin and hide stores - level 2                   | \$524.22        | \$13.80         | \$20.70                  | \$27.60                  | \$27.60 | \$27.60                              | \$34.50        | \$15.87         | \$15.87     |
| Skin and hide stores - level 3                   | \$547.68        | \$14.41         | \$21.62                  | \$28.82                  | \$28.82 | \$28.82                              | \$36.03        | \$16.57         | \$16.57     |
| Skin and hide stores - level 4                   | \$569.34        | \$14.98         | \$22.47                  | \$29.96                  | \$29.96 | \$29.96                              | \$37.45        | \$17.23         | \$17.23     |

**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                           | \$17.04                      | \$26.22                                      | \$19.67  | \$26.22  | \$19.67  | \$26.22  | \$26.22   |
| Wool storage - level 2                           | \$17.69                      | \$27.22                                      | \$20.42  | \$27.22  | \$20.42  | \$27.22  | \$27.22   |
| Wool storage - level 3                           | \$17.94                      | \$27.60                                      | \$20.70  | \$27.60  | \$20.70  | \$27.60  | \$27.60   |
| Wool storage - level 4                           | \$18.76                      | \$28.86                                      | \$21.65  | \$28.86  | \$21.65  | \$28.86  | \$28.86   |
| Wool storage - level 5                           | \$19.32                      | \$29.72                                      | \$22.29  | \$29.72  | \$22.29  | \$29.72  | \$29.72   |
| Wool storage - level 6                           | \$20.24                      | \$31.14                                      | \$23.36  | \$31.14  | \$23.36  | \$31.14  | \$31.14   |
| Wool testing - level 1 - first 3 months          | \$17.04                      | \$26.22                                      | \$19.67  | \$26.22  | \$19.67  | \$26.22  | \$26.22   |
| Wool testing - level 1 - after 3 months          | \$17.37                      | \$26.72                                      | \$20.04  | \$26.72  | \$20.04  | \$26.72  | \$26.72   |
| Wool testing - level 2                           | \$17.69                      | \$27.22                                      | \$20.42  | \$27.22  | \$20.42  | \$27.22  | \$27.22   |
| Wool testing - level 3                           | \$17.94                      | \$27.60                                      | \$20.70  | \$27.60  | \$20.70  | \$27.60  | \$27.60   |
| Wool testing - level 4                           | \$18.76                      | \$28.86                                      | \$21.65  | \$28.86  | \$21.65  | \$28.86  | \$28.86   |
| Wool testing - level 5                           | \$19.47                      | \$29.96                                      | \$22.47  | \$29.96  | \$22.47  | \$29.96  | \$29.96   |
| Skin and hide stores - level 1 - first 3 months  | \$17.04                      | \$26.22                                      | \$19.67  | \$26.22  | \$19.67  | \$26.22  | \$26.22   |
| Skin and hide stores - level 1 - after 3 months  | \$17.37                      | \$26.72                                      | \$20.04  | \$26.72  | \$20.04  | \$26.72  | \$26.72   |
| Skin and hide stores - level 1 - after 12 months | \$17.69                      | \$27.22                                      | \$20.42  | \$27.22  | \$20.42  | \$27.22  | \$27.22   |
| Skin and hide stores - level 2                   | \$17.94                      | \$27.60                                      | \$20.70  | \$27.60  | \$20.70  | \$27.60  | \$27.60   |
| Skin and hide stores - level 3                   | \$18.73                      | \$28.82                                      | \$21.62  | \$28.82  | \$21.62  | \$28.82  | \$28.82   |
| Skin and hide stores - level 4                   | \$19.47                      | \$29.96                                      | \$22.47  | \$29.96  | \$22.47  | \$29.96  | \$29.96   |

## 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 | Night shift |
|--|-----------------|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|-------------|
| Wool storage - level 1                           | \$581.42        | \$15.30         | \$22.95                  | \$30.60                  | \$30.60 | \$30.60                              | \$38.25        | \$17.60         | \$17.60     |
| Wool storage - level 2                           | \$603.26        | \$15.88         | \$23.82                  | \$31.76                  | \$31.76 | \$31.76                              | \$39.70        | \$18.26         | \$18.26     |
| Wool storage - level 3                           | \$611.59        | \$16.09         | \$24.14                  | \$32.18                  | \$32.18 | \$32.18                              | \$40.23        | \$18.50         | \$18.50     |
| Wool storage - level 4                           | \$639.59        | \$16.83         | \$25.25                  | \$33.66                  | \$33.66 | \$33.66                              | \$42.08        | \$19.35         | \$19.35     |
| Wool storage - level 5                           | \$658.63        | \$17.33         | \$26.00                  | \$34.66                  | \$34.66 | \$34.66                              | \$43.33        | \$19.93         | \$19.93     |
| Wool storage - level 6                           | \$690.27        | \$18.17         | \$27.26                  | \$36.34                  | \$36.34 | \$36.34                              | \$45.43        | \$20.90         | \$20.90     |
| Wool testing - level 1 - first 3 months          | \$581.42        | \$15.30         | \$22.95                  | \$30.60                  | \$30.60 | \$30.60                              | \$38.25        | \$17.60         | \$17.60     |
| Wool testing - level 1 - after 3 months          | \$592.41        | \$15.59         | \$23.39                  | \$31.18                  | \$31.18 | \$31.18                              | \$38.98        | \$17.93         | \$17.93     |
| Wool testing - level 2                           | \$603.26        | \$15.88         | \$23.82                  | \$31.76                  | \$31.76 | \$31.76                              | \$39.70        | \$18.26         | \$18.26     |
| Wool testing - level 3                           | \$611.59        | \$16.09         | \$24.14                  | \$32.18                  | \$32.18 | \$32.18                              | \$40.23        | \$18.50         | \$18.50     |
| Wool testing - level 4                           | \$639.59        | \$16.83         | \$25.25                  | \$33.66                  | \$33.66 | \$33.66                              | \$42.08        | \$19.35         | \$19.35     |
| Wool testing - level 5                           | \$664.23        | \$17.48         | \$26.22                  | \$34.96                  | \$34.96 | \$34.96                              | \$43.70        | \$20.10         | \$20.10     |
| Skin and hide stores - level 1 - first 3 months  | \$581.42        | \$15.30         | \$22.95                  | \$30.60                  | \$30.60 | \$30.60                              | \$38.25        | \$17.60         | \$17.60     |
| Skin and hide stores - level 1 - after 3 months  | \$592.41        | \$15.59         | \$23.39                  | \$31.18                  | \$31.18 | \$31.18                              | \$38.98        | \$17.93         | \$17.93     |
| Skin and hide stores - level 1 - after 12 months | \$603.26        | \$15.88         | \$23.82                  | \$31.76                  | \$31.76 | \$31.76                              | \$39.70        | \$18.26         | \$18.26     |
| Skin and hide stores - level 2                   | \$611.59        | \$16.09         | \$24.14                  | \$32.18                  | \$32.18 | \$32.18                              | \$40.23        | \$18.50         | \$18.50     |
| Skin and hide stores - level 3                   | \$638.96        | \$16.81         | \$25.22                  | \$33.62                  | \$33.62 | \$33.62                              | \$42.03        | \$19.33         | \$19.33     |
| Skin and hide stores - level 4                   | \$664.23        | \$17.48         | \$26.22                  | \$34.96                  | \$34.96 | \$34.96                              | \$43.70        | \$20.10         | \$20.10     |



**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                           | \$19.89                      | \$30.60                                      | \$22.95  | \$30.60  | \$22.95  | \$30.60  | \$30.60   |
| Wool storage - level 2                           | \$20.64                      | \$31.76                                      | \$23.82  | \$31.76  | \$23.82  | \$31.76  | \$31.76   |
| Wool storage - level 3                           | \$20.92                      | \$32.18                                      | \$24.14  | \$32.18  | \$24.14  | \$32.18  | \$32.18   |
| Wool storage - level 4                           | \$21.88                      | \$33.66                                      | \$25.25  | \$33.66  | \$25.25  | \$33.66  | \$33.66   |
| Wool storage - level 5                           | \$22.53                      | \$34.66                                      | \$26.00  | \$34.66  | \$26.00  | \$34.66  | \$34.66   |
| Wool storage - level 6                           | \$23.62                      | \$36.34                                      | \$27.26  | \$36.34  | \$27.26  | \$36.34  | \$36.34   |
| Wool testing - level 1 - first 3 months          | \$19.89                      | \$30.60                                      | \$22.95  | \$30.60  | \$22.95  | \$30.60  | \$30.60   |
| Wool testing - level 1 - after 3 months          | \$20.27                      | \$31.18                                      | \$23.39  | \$31.18  | \$23.39  | \$31.18  | \$31.18   |
| Wool testing - level 2                           | \$20.64                      | \$31.76                                      | \$23.82  | \$31.76  | \$23.82  | \$31.76  | \$31.76   |
| Wool testing - level 3                           | \$20.92                      | \$32.18                                      | \$24.14  | \$32.18  | \$24.14  | \$32.18  | \$32.18   |
| Wool testing - level 4                           | \$21.88                      | \$33.66                                      | \$25.25  | \$33.66  | \$25.25  | \$33.66  | \$33.66   |
| Wool testing - level 5                           | \$22.72                      | \$34.96                                      | \$26.22  | \$34.96  | \$26.22  | \$34.96  | \$34.96   |
| Skin and hide stores - level 1 - first 3 months  | \$19.89                      | \$30.60                                      | \$22.95  | \$30.60  | \$22.95  | \$30.60  | \$30.60   |
| Skin and hide stores - level 1 - after 3 months  | \$20.27                      | \$31.18                                      | \$23.39  | \$31.18  | \$23.39  | \$31.18  | \$31.18   |
| Skin and hide stores - level 1 - after 12 months | \$20.64                      | \$31.76                                      | \$23.82  | \$31.76  | \$23.82  | \$31.76  | \$31.76   |
| Skin and hide stores - level 2                   | \$20.92                      | \$32.18                                      | \$24.14  | \$32.18  | \$24.14  | \$32.18  | \$32.18   |
| Skin and hide stores - level 3                   | \$21.85                      | \$33.62                                      | \$25.22  | \$33.62  | \$25.22  | \$33.62  | \$33.62   |
| Skin and hide stores - level 4                   | \$22.72                      | \$34.96                                      | \$26.22  | \$34.96  | \$26.22  | \$34.96  | \$34.96   |

## 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 | Night shift |
|--|-----------------|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|-------------|
| Wool storage - level 1                           | \$664.48        | \$17.49         | \$26.24                  | \$34.98                  | \$34.98 | \$34.98                              | \$43.73        | \$20.11         | \$20.11     |
| Wool storage - level 2                           | \$689.44        | \$18.14         | \$27.21                  | \$36.28                  | \$36.28 | \$36.28                              | \$45.35        | \$20.86         | \$20.86     |
| Wool storage - level 3                           | \$698.96        | \$18.39         | \$27.59                  | \$36.78                  | \$36.78 | \$36.78                              | \$45.98        | \$21.15         | \$21.15     |
| Wool storage - level 4                           | \$730.96        | \$19.24         | \$28.86                  | \$38.48                  | \$38.48 | \$38.48                              | \$48.10        | \$22.13         | \$22.13     |
| Wool storage - level 5                           | \$752.72        | \$19.81         | \$29.72                  | \$39.62                  | \$39.62 | \$39.62                              | \$49.53        | \$22.78         | \$22.78     |
| Wool storage - level 6                           | \$788.88        | \$20.76         | \$31.14                  | \$41.52                  | \$41.52 | \$41.52                              | \$51.90        | \$23.87         | \$23.87     |
| Wool testing - level 1 - first 3 months          | \$664.48        | \$17.49         | \$26.24                  | \$34.98                  | \$34.98 | \$34.98                              | \$43.73        | \$20.11         | \$20.11     |
| Wool testing - level 1 - after 3 months          | \$677.04        | \$17.82         | \$26.73                  | \$35.64                  | \$35.64 | \$35.64                              | \$44.55        | \$20.49         | \$20.49     |
| Wool testing - level 2                           | \$689.44        | \$18.14         | \$27.21                  | \$36.28                  | \$36.28 | \$36.28                              | \$45.35        | \$20.86         | \$20.86     |
| Wool testing - level 3                           | \$698.96        | \$18.39         | \$27.59                  | \$36.78                  | \$36.78 | \$36.78                              | \$45.98        | \$21.15         | \$21.15     |
| Wool testing - level 4                           | \$730.96        | \$19.24         | \$28.86                  | \$38.48                  | \$38.48 | \$38.48                              | \$48.10        | \$22.13         | \$22.13     |
| Wool testing - level 5                           | \$759.12        | \$19.98         | \$29.97                  | \$39.96                  | \$39.96 | \$39.96                              | \$49.95        | \$22.98         | \$22.98     |
| Skin and hide stores - level 1 - first 3 months  | \$664.48        | \$17.49         | \$26.24                  | \$34.98                  | \$34.98 | \$34.98                              | \$43.73        | \$20.11         | \$20.11     |
| Skin and hide stores - level 1 - after 3 months  | \$677.04        | \$17.82         | \$26.73                  | \$35.64                  | \$35.64 | \$35.64                              | \$44.55        | \$20.49         | \$20.49     |
| Skin and hide stores - level 1 - after 12 months | \$689.44        | \$18.14         | \$27.21                  | \$36.28                  | \$36.28 | \$36.28                              | \$45.35        | \$20.86         | \$20.86     |
| Skin and hide stores - level 2                   | \$698.96        | \$18.39         | \$27.59                  | \$36.78                  | \$36.78 | \$36.78                              | \$45.98        | \$21.15         | \$21.15     |
| Skin and hide stores - level 3                   | \$730.24        | \$19.22         | \$28.83                  | \$38.44                  | \$38.44 | \$38.44                              | \$48.05        | \$22.10         | \$22.10     |
| Skin and hide stores - level 4                   | \$759.12        | \$19.98         | \$29.97                  | \$39.96                  | \$39.96 | \$39.96                              | \$49.95        | \$22.98         | \$22.98     |

**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                           | \$22.74                      | \$34.98                                      | \$26.24  | \$34.98  | \$26.24  | \$34.98  | \$34.98   |
| Wool storage - level 2                           | \$23.58                      | \$36.28                                      | \$27.21  | \$36.28  | \$27.21  | \$36.28  | \$36.28   |
| Wool storage - level 3                           | \$23.91                      | \$36.78                                      | \$27.59  | \$36.78  | \$27.59  | \$36.78  | \$36.78   |
| Wool storage - level 4                           | \$25.01                      | \$38.48                                      | \$28.86  | \$38.48  | \$28.86  | \$38.48  | \$38.48   |
| Wool storage - level 5                           | \$25.75                      | \$39.62                                      | \$29.72  | \$39.62  | \$29.72  | \$39.62  | \$39.62   |
| Wool storage - level 6                           | \$26.99                      | \$41.52                                      | \$31.14  | \$41.52  | \$31.14  | \$41.52  | \$41.52   |
| Wool testing - level 1 - first 3 months          | \$22.74                      | \$34.98                                      | \$26.24  | \$34.98  | \$26.24  | \$34.98  | \$34.98   |
| Wool testing - level 1 - after 3 months          | \$23.17                      | \$35.64                                      | \$26.73  | \$35.64  | \$26.73  | \$35.64  | \$35.64   |
| Wool testing - level 2                           | \$23.58                      | \$36.28                                      | \$27.21  | \$36.28  | \$27.21  | \$36.28  | \$36.28   |
| Wool testing - level 3                           | \$23.91                      | \$36.78                                      | \$27.59  | \$36.78  | \$27.59  | \$36.78  | \$36.78   |
| Wool testing - level 4                           | \$25.01                      | \$38.48                                      | \$28.86  | \$38.48  | \$28.86  | \$38.48  | \$38.48   |
| Wool testing - level 5                           | \$25.97                      | \$39.96                                      | \$29.97  | \$39.96  | \$29.97  | \$39.96  | \$39.96   |
| Skin and hide stores - level 1 - first 3 months  | \$22.74                      | \$34.98                                      | \$26.24  | \$34.98  | \$26.24  | \$34.98  | \$34.98   |
| Skin and hide stores - level 1 - after 3 months  | \$23.17                      | \$35.64                                      | \$26.73  | \$35.64  | \$26.73  | \$35.64  | \$35.64   |
| Skin and hide stores - level 1 - after 12 months | \$23.58                      | \$36.28                                      | \$27.21  | \$36.28  | \$27.21  | \$36.28  | \$36.28   |
| Skin and hide stores - level 2                   | \$23.91                      | \$36.78                                      | \$27.59  | \$36.78  | \$27.59  | \$36.78  | \$36.78   |
| Skin and hide stores - level 3                   | \$24.99                      | \$38.44                                      | \$28.83  | \$38.44  | \$28.83  | \$38.44  | \$38.44   |
| Skin and hide stores - level 4                   | \$25.97                      | \$39.96                                      | \$29.97  | \$39.96  | \$29.97  | \$39.96  | \$39.96   |

## 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 | Night shift |
|--|-----------------|-----------------|--------------------------|--------------------------|---------|--------------------------------------|----------------|-----------------|-------------|
| Wool storage - level 1                           | \$747.54        | \$19.67         | \$29.51                  | \$39.34                  | \$39.34 | \$39.34                              | \$49.18        | \$22.62         | \$22.62     |
| Wool storage - level 2                           | \$775.62        | \$20.41         | \$30.62                  | \$40.82                  | \$40.82 | \$40.82                              | \$51.03        | \$23.47         | \$23.47     |
| Wool storage - level 3                           | \$786.33        | \$20.69         | \$31.04                  | \$41.38                  | \$41.38 | \$41.38                              | \$51.73        | \$23.79         | \$23.79     |
| Wool storage - level 4                           | \$822.33        | \$21.64         | \$32.46                  | \$43.28                  | \$43.28 | \$43.28                              | \$54.10        | \$24.89         | \$24.89     |
| Wool storage - level 5                           | \$846.81        | \$22.28         | \$33.42                  | \$44.56                  | \$44.56 | \$44.56                              | \$55.70        | \$25.62         | \$25.62     |
| Wool storage - level 6                           | \$887.49        | \$23.36         | \$35.04                  | \$46.72                  | \$46.72 | \$46.72                              | \$58.40        | \$26.86         | \$26.86     |
| Wool testing - level 1 - first 3 months          | \$747.54        | \$19.67         | \$29.51                  | \$39.34                  | \$39.34 | \$39.34                              | \$49.18        | \$22.62         | \$22.62     |
| Wool testing - level 1 - after 3 months          | \$761.67        | \$20.04         | \$30.06                  | \$40.08                  | \$40.08 | \$40.08                              | \$50.10        | \$23.05         | \$23.05     |
| Wool testing - level 2                           | \$775.62        | \$20.41         | \$30.62                  | \$40.82                  | \$40.82 | \$40.82                              | \$51.03        | \$23.47         | \$23.47     |
| Wool testing - level 3                           | \$786.33        | \$20.69         | \$31.04                  | \$41.38                  | \$41.38 | \$41.38                              | \$51.73        | \$23.79         | \$23.79     |
| Wool testing - level 4                           | \$822.33        | \$21.64         | \$32.46                  | \$43.28                  | \$43.28 | \$43.28                              | \$54.10        | \$24.89         | \$24.89     |
| Wool testing - level 5                           | \$854.01        | \$22.47         | \$33.71                  | \$44.94                  | \$44.94 | \$44.94                              | \$56.18        | \$25.84         | \$25.84     |
| Skin and hide stores - level 1 - first 3 months  | \$747.54        | \$19.67         | \$29.51                  | \$39.34                  | \$39.34 | \$39.34                              | \$49.18        | \$22.62         | \$22.62     |
| Skin and hide stores - level 1 - after 3 months  | \$761.67        | \$20.04         | \$30.06                  | \$40.08                  | \$40.08 | \$40.08                              | \$50.10        | \$23.05         | \$23.05     |
| Skin and hide stores - level 1 - after 12 months | \$775.62        | \$20.41         | \$30.62                  | \$40.82                  | \$40.82 | \$40.82                              | \$51.03        | \$23.47         | \$23.47     |
| Skin and hide stores - level 2                   | \$786.33        | \$20.69         | \$31.04                  | \$41.38                  | \$41.38 | \$41.38                              | \$51.73        | \$23.79         | \$23.79     |
| Skin and hide stores - level 3                   | \$821.52        | \$21.62         | \$32.43                  | \$43.24                  | \$43.24 | \$43.24                              | \$54.05        | \$24.86         | \$24.86     |
| Skin and hide stores - level 4                   | \$854.01        | \$22.47         | \$33.71                  | \$44.94                  | \$44.94 | \$44.94                              | \$56.18        | \$25.84         | \$25.84     |

**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                           | \$25.57                      | \$39.34                                      | \$29.51  | \$39.34  | \$29.51  | \$39.34  | \$39.34   |
| Wool storage - level 2                           | \$26.53                      | \$40.82                                      | \$30.62  | \$40.82  | \$30.62  | \$40.82  | \$40.82   |
| Wool storage - level 3                           | \$26.90                      | \$41.38                                      | \$31.04  | \$41.38  | \$31.04  | \$41.38  | \$41.38   |
| Wool storage - level 4                           | \$28.13                      | \$43.28                                      | \$32.46  | \$43.28  | \$32.46  | \$43.28  | \$43.28   |
| Wool storage - level 5                           | \$28.96                      | \$44.56                                      | \$33.42  | \$44.56  | \$33.42  | \$44.56  | \$44.56   |
| Wool storage - level 6                           | \$30.37                      | \$46.72                                      | \$35.04  | \$46.72  | \$35.04  | \$46.72  | \$46.72   |
| Wool testing - level 1 - first 3 months          | \$25.57                      | \$39.34                                      | \$29.51  | \$39.34  | \$29.51  | \$39.34  | \$39.34   |
| Wool testing - level 1 - after 3 months          | \$26.05                      | \$40.08                                      | \$30.06  | \$40.08  | \$30.06  | \$40.08  | \$40.08   |
| Wool testing - level 2                           | \$26.53                      | \$40.82                                      | \$30.62  | \$40.82  | \$30.62  | \$40.82  | \$40.82   |
| Wool testing - level 3                           | \$26.90                      | \$41.38                                      | \$31.04  | \$41.38  | \$31.04  | \$41.38  | \$41.38   |
| Wool testing - level 4                           | \$28.13                      | \$43.28                                      | \$32.46  | \$43.28  | \$32.46  | \$43.28  | \$43.28   |
| Wool testing - level 5                           | \$29.21                      | \$44.94                                      | \$33.71  | \$44.94  | \$33.71  | \$44.94  | \$44.94   |
| Skin and hide stores - level 1 - first 3 months  | \$25.57                      | \$39.34                                      | \$29.51  | \$39.34  | \$29.51  | \$39.34  | \$39.34   |
| Skin and hide stores - level 1 - after 3 months  | \$26.05                      | \$40.08                                      | \$30.06  | \$40.08  | \$30.06  | \$40.08  | \$40.08   |
| Skin and hide stores - level 1 - after 12 months | \$26.53                      | \$40.82                                      | \$30.62  | \$40.82  | \$30.62  | \$40.82  | \$40.82   |
| Skin and hide stores - level 2                   | \$26.90                      | \$41.38                                      | \$31.04  | \$41.38  | \$31.04  | \$41.38  | \$41.38   |
| Skin and hide stores - level 3                   | \$28.11                      | \$43.24                                      | \$32.43  | \$43.24  | \$32.43  | \$43.24  | \$43.24   |
| Skin and hide stores - level 4                   | \$29.21                      | \$44.94                                      | \$33.71  | \$44.94  | \$33.71  | \$44.94  | \$44.94   |

## 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                           | \$16.39         | \$22.94                  | \$29.50                  | \$29.50 | \$29.50                              | \$36.05        | \$18.35         | \$18.35     |
| Wool storage - level 2                           | \$17.01         | \$23.82                  | \$30.62                  | \$30.62 | \$30.62                              | \$37.43        | \$19.05         | \$19.05     |
| Wool storage - level 3                           | \$17.25         | \$24.15                  | \$31.05                  | \$31.05 | \$31.05                              | \$37.95        | \$19.32         | \$19.32     |
| Wool storage - level 4                           | \$18.04         | \$25.25                  | \$32.47                  | \$32.47 | \$32.47                              | \$39.68        | \$20.20         | \$20.20     |
| Wool storage - level 5                           | \$18.58         | \$26.01                  | \$33.44                  | \$33.44 | \$33.44                              | \$40.87        | \$20.80         | \$20.80     |
| Wool storage - level 6                           | \$19.46         | \$27.25                  | \$35.03                  | \$35.03 | \$35.03                              | \$42.82        | \$21.80         | \$21.80     |
| Wool testing - level 1 - first 3 months          | \$16.39         | \$22.94                  | \$29.50                  | \$29.50 | \$29.50                              | \$36.05        | \$18.35         | \$18.35     |
| Wool testing - level 1 - after 3 months          | \$16.70         | \$23.38                  | \$30.06                  | \$30.06 | \$30.06                              | \$36.74        | \$18.70         | \$18.70     |
| Wool testing - level 2                           | \$17.01         | \$23.82                  | \$30.62                  | \$30.62 | \$30.62                              | \$37.43        | \$19.05         | \$19.05     |
| Wool testing - level 3                           | \$17.25         | \$24.15                  | \$31.05                  | \$31.05 | \$31.05                              | \$37.95        | \$19.32         | \$19.32     |
| Wool testing - level 4                           | \$18.04         | \$25.25                  | \$32.47                  | \$32.47 | \$32.47                              | \$39.68        | \$20.20         | \$20.20     |
| Wool testing - level 5                           | \$18.73         | \$26.22                  | \$33.71                  | \$33.71 | \$33.71                              | \$41.20        | \$20.97         | \$20.97     |
| Skin and hide stores - level 1 - first 3 months  | \$16.39         | \$22.94                  | \$29.50                  | \$29.50 | \$29.50                              | \$36.05        | \$18.35         | \$18.35     |
| Skin and hide stores - level 1 - after 3 months  | \$16.70         | \$23.38                  | \$30.06                  | \$30.06 | \$30.06                              | \$36.74        | \$18.70         | \$18.70     |
| Skin and hide stores - level 1 - after 12 months | \$17.01         | \$23.82                  | \$30.62                  | \$30.62 | \$30.62                              | \$37.43        | \$19.05         | \$19.05     |
| Skin and hide stores - level 2                   | \$17.25         | \$24.15                  | \$31.05                  | \$31.05 | \$31.05                              | \$37.95        | \$19.32         | \$19.32     |
| Skin and hide stores - level 3                   | \$18.01         | \$25.22                  | \$32.42                  | \$32.42 | \$32.42                              | \$39.63        | \$20.17         | \$20.17     |
| Skin and hide stores - level 4                   | \$18.73         | \$26.22                  | \$33.71                  | \$33.71 | \$33.71                              | \$41.20        | \$20.97         | \$20.97     |

**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                           | \$20.32                      | \$29.50                                      | \$22.94  | \$29.50  | \$22.94  | \$29.50  | \$29.50   |
| Wool storage - level 2                           | \$21.10                      | \$30.62                                      | \$23.82  | \$30.62  | \$23.82  | \$30.62  | \$30.62   |
| Wool storage - level 3                           | \$21.39                      | \$31.05                                      | \$24.15  | \$31.05  | \$24.15  | \$31.05  | \$31.05   |
| Wool storage - level 4                           | \$22.37                      | \$32.47                                      | \$25.25  | \$32.47  | \$25.25  | \$32.47  | \$32.47   |
| Wool storage - level 5                           | \$23.03                      | \$33.44                                      | \$26.01  | \$33.44  | \$26.01  | \$33.44  | \$33.44   |
| Wool storage - level 6                           | \$24.13                      | \$35.03                                      | \$27.25  | \$35.03  | \$27.25  | \$35.03  | \$35.03   |
| Wool testing - level 1 - first 3 months          | \$20.32                      | \$29.50                                      | \$22.94  | \$29.50  | \$22.94  | \$29.50  | \$29.50   |
| Wool testing - level 1 - after 3 months          | \$20.71                      | \$30.06                                      | \$23.38  | \$30.06  | \$23.38  | \$30.06  | \$30.06   |
| Wool testing - level 2                           | \$21.10                      | \$30.62                                      | \$23.82  | \$30.62  | \$23.82  | \$30.62  | \$30.62   |
| Wool testing - level 3                           | \$21.39                      | \$31.05                                      | \$24.15  | \$31.05  | \$24.15  | \$31.05  | \$31.05   |
| Wool testing - level 4                           | \$22.37                      | \$32.47                                      | \$25.25  | \$32.47  | \$25.25  | \$32.47  | \$32.47   |
| Wool testing - level 5                           | \$23.22                      | \$33.71                                      | \$26.22  | \$33.71  | \$26.22  | \$33.71  | \$33.71   |
| Skin and hide stores - level 1 - first 3 months  | \$20.32                      | \$29.50                                      | \$22.94  | \$29.50  | \$22.94  | \$29.50  | \$29.50   |
| Skin and hide stores - level 1 - after 3 months  | \$20.71                      | \$30.06                                      | \$23.38  | \$30.06  | \$23.38  | \$30.06  | \$30.06   |
| Skin and hide stores - level 1 - after 12 months | \$21.10                      | \$30.62                                      | \$23.82  | \$30.62  | \$23.82  | \$30.62  | \$30.62   |
| Skin and hide stores - level 2                   | \$21.39                      | \$31.05                                      | \$24.15  | \$31.05  | \$24.15  | \$31.05  | \$31.05   |
| Skin and hide stores - level 3                   | \$22.34                      | \$32.42                                      | \$25.22  | \$32.42  | \$25.22  | \$32.42  | \$32.42   |
| Skin and hide stores - level 4                   | \$23.22                      | \$33.71                                      | \$26.22  | \$33.71  | \$26.22  | \$33.71  | \$33.71   |

## 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                           | \$19.13         | \$26.78                  | \$34.43                  | \$34.43 | \$34.43                              | \$42.08        | \$21.42         | \$21.42     |
| Wool storage - level 2                           | \$19.85         | \$27.79                  | \$35.73                  | \$35.73 | \$35.73                              | \$43.67        | \$22.23         | \$22.23     |
| Wool storage - level 3                           | \$20.11         | \$28.16                  | \$36.20                  | \$36.20 | \$36.20                              | \$44.25        | \$22.53         | \$22.53     |
| Wool storage - level 4                           | \$21.04         | \$29.45                  | \$37.87                  | \$37.87 | \$37.87                              | \$46.28        | \$23.56         | \$23.56     |
| Wool storage - level 5                           | \$21.66         | \$30.33                  | \$38.99                  | \$38.99 | \$38.99                              | \$47.66        | \$24.26         | \$24.26     |
| Wool storage - level 6                           | \$22.71         | \$31.80                  | \$40.88                  | \$40.88 | \$40.88                              | \$49.97        | \$25.44         | \$25.44     |
| Wool testing - level 1 - first 3 months          | \$19.13         | \$26.78                  | \$34.43                  | \$34.43 | \$34.43                              | \$42.08        | \$21.42         | \$21.42     |
| Wool testing - level 1 - after 3 months          | \$19.49         | \$27.28                  | \$35.08                  | \$35.08 | \$35.08                              | \$42.87        | \$21.83         | \$21.83     |
| Wool testing - level 2                           | \$19.85         | \$27.79                  | \$35.73                  | \$35.73 | \$35.73                              | \$43.67        | \$22.23         | \$22.23     |
| Wool testing - level 3                           | \$20.11         | \$28.16                  | \$36.20                  | \$36.20 | \$36.20                              | \$44.25        | \$22.53         | \$22.53     |
| Wool testing - level 4                           | \$21.04         | \$29.45                  | \$37.87                  | \$37.87 | \$37.87                              | \$46.28        | \$23.56         | \$23.56     |
| Wool testing - level 5                           | \$21.85         | \$30.59                  | \$39.33                  | \$39.33 | \$39.33                              | \$48.07        | \$24.47         | \$24.47     |
| Skin and hide stores - level 1 - first 3 months  | \$19.13         | \$26.78                  | \$34.43                  | \$34.43 | \$34.43                              | \$42.08        | \$21.42         | \$21.42     |
| Skin and hide stores - level 1 - after 3 months  | \$19.49         | \$27.28                  | \$35.08                  | \$35.08 | \$35.08                              | \$42.87        | \$21.83         | \$21.83     |
| Skin and hide stores - level 1 - after 12 months | \$19.85         | \$27.79                  | \$35.73                  | \$35.73 | \$35.73                              | \$43.67        | \$22.23         | \$22.23     |
| Skin and hide stores - level 2                   | \$20.11         | \$28.16                  | \$36.20                  | \$36.20 | \$36.20                              | \$44.25        | \$22.53         | \$22.53     |
| Skin and hide stores - level 3                   | \$21.01         | \$29.42                  | \$37.82                  | \$37.82 | \$37.82                              | \$46.23        | \$23.53         | \$23.53     |
| Skin and hide stores - level 4                   | \$21.85         | \$30.59                  | \$39.33                  | \$39.33 | \$39.33                              | \$48.07        | \$24.47         | \$24.47     |



**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                           | \$23.72                      | \$34.43                                      | \$26.78  | \$34.43  | \$26.78  | \$34.43  | \$34.43   |
| Wool storage - level 2                           | \$24.61                      | \$35.73                                      | \$27.79  | \$35.73  | \$27.79  | \$35.73  | \$35.73   |
| Wool storage - level 3                           | \$24.94                      | \$36.20                                      | \$28.16  | \$36.20  | \$28.16  | \$36.20  | \$36.20   |
| Wool storage - level 4                           | \$26.09                      | \$37.87                                      | \$29.45  | \$37.87  | \$29.45  | \$37.87  | \$37.87   |
| Wool storage - level 5                           | \$26.86                      | \$38.99                                      | \$30.33  | \$38.99  | \$30.33  | \$38.99  | \$38.99   |
| Wool storage - level 6                           | \$28.16                      | \$40.88                                      | \$31.80  | \$40.88  | \$31.80  | \$40.88  | \$40.88   |
| Wool testing - level 1 - first 3 months          | \$23.72                      | \$34.43                                      | \$26.78  | \$34.43  | \$26.78  | \$34.43  | \$34.43   |
| Wool testing - level 1 - after 3 months          | \$24.16                      | \$35.08                                      | \$27.28  | \$35.08  | \$27.28  | \$35.08  | \$35.08   |
| Wool testing - level 2                           | \$24.61                      | \$35.73                                      | \$27.79  | \$35.73  | \$27.79  | \$35.73  | \$35.73   |
| Wool testing - level 3                           | \$24.94                      | \$36.20                                      | \$28.16  | \$36.20  | \$28.16  | \$36.20  | \$36.20   |
| Wool testing - level 4                           | \$26.09                      | \$37.87                                      | \$29.45  | \$37.87  | \$29.45  | \$37.87  | \$37.87   |
| Wool testing - level 5                           | \$27.09                      | \$39.33                                      | \$30.59  | \$39.33  | \$30.59  | \$39.33  | \$39.33   |
| Skin and hide stores - level 1 - first 3 months  | \$23.72                      | \$34.43                                      | \$26.78  | \$34.43  | \$26.78  | \$34.43  | \$34.43   |
| Skin and hide stores - level 1 - after 3 months  | \$24.16                      | \$35.08                                      | \$27.28  | \$35.08  | \$27.28  | \$35.08  | \$35.08   |
| Skin and hide stores - level 1 - after 12 months | \$24.61                      | \$35.73                                      | \$27.79  | \$35.73  | \$27.79  | \$35.73  | \$35.73   |
| Skin and hide stores - level 2                   | \$24.94                      | \$36.20                                      | \$28.16  | \$36.20  | \$28.16  | \$36.20  | \$36.20   |
| Skin and hide stores - level 3                   | \$26.06                      | \$37.82                                      | \$29.42  | \$37.82  | \$29.42  | \$37.82  | \$37.82   |
| Skin and hide stores - level 4                   | \$27.09                      | \$39.33                                      | \$30.59  | \$39.33  | \$30.59  | \$39.33  | \$39.33   |

## 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                           | \$21.86         | \$30.61                  | \$39.35                  | \$39.35 | \$39.35                              | \$48.10        | \$24.49         | \$24.49     |
| Wool storage - level 2                           | \$22.68         | \$31.75                  | \$40.82                  | \$40.82 | \$40.82                              | \$49.89        | \$25.40         | \$25.40     |
| Wool storage - level 3                           | \$22.99         | \$32.18                  | \$41.38                  | \$41.38 | \$41.38                              | \$50.57        | \$25.75         | \$25.75     |
| Wool storage - level 4                           | \$24.05         | \$33.67                  | \$43.29                  | \$43.29 | \$43.29                              | \$52.91        | \$26.94         | \$26.94     |
| Wool storage - level 5                           | \$24.76         | \$34.67                  | \$44.57                  | \$44.57 | \$44.57                              | \$54.48        | \$27.73         | \$27.73     |
| Wool storage - level 6                           | \$25.95         | \$36.33                  | \$46.71                  | \$46.71 | \$46.71                              | \$57.09        | \$29.06         | \$29.06     |
| Wool testing - level 1 - first 3 months          | \$21.86         | \$30.61                  | \$39.35                  | \$39.35 | \$39.35                              | \$48.10        | \$24.49         | \$24.49     |
| Wool testing - level 1 - after 3 months          | \$22.28         | \$31.19                  | \$40.10                  | \$40.10 | \$40.10                              | \$49.01        | \$24.95         | \$24.95     |
| Wool testing - level 2                           | \$22.68         | \$31.75                  | \$40.82                  | \$40.82 | \$40.82                              | \$49.89        | \$25.40         | \$25.40     |
| Wool testing - level 3                           | \$22.99         | \$32.18                  | \$41.38                  | \$41.38 | \$41.38                              | \$50.57        | \$25.75         | \$25.75     |
| Wool testing - level 4                           | \$24.05         | \$33.67                  | \$43.29                  | \$43.29 | \$43.29                              | \$52.91        | \$26.94         | \$26.94     |
| Wool testing - level 5                           | \$24.98         | \$34.97                  | \$44.96                  | \$44.96 | \$44.96                              | \$54.95        | \$27.97         | \$27.97     |
| Skin and hide stores - level 1 - first 3 months  | \$21.86         | \$30.61                  | \$39.35                  | \$39.35 | \$39.35                              | \$48.10        | \$24.49         | \$24.49     |
| Skin and hide stores - level 1 - after 3 months  | \$22.28         | \$31.19                  | \$40.10                  | \$40.10 | \$40.10                              | \$49.01        | \$24.95         | \$24.95     |
| Skin and hide stores - level 1 - after 12 months | \$22.68         | \$31.75                  | \$40.82                  | \$40.82 | \$40.82                              | \$49.89        | \$25.40         | \$25.40     |
| Skin and hide stores - level 2                   | \$22.99         | \$32.18                  | \$41.38                  | \$41.38 | \$41.38                              | \$50.57        | \$25.75         | \$25.75     |
| Skin and hide stores - level 3                   | \$24.03         | \$33.64                  | \$43.25                  | \$43.25 | \$43.25                              | \$52.86        | \$26.91         | \$26.91     |
| Skin and hide stores - level 4                   | \$24.98         | \$34.97                  | \$44.96                  | \$44.96 | \$44.96                              | \$54.95        | \$27.97         | \$27.97     |

**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                           | \$27.11                      | \$39.35                                      | \$30.61  | \$39.35  | \$30.61  | \$39.35  | \$39.35   |
| Wool storage - level 2                           | \$28.12                      | \$40.82                                      | \$31.75  | \$40.82  | \$31.75  | \$40.82  | \$40.82   |
| Wool storage - level 3                           | \$28.50                      | \$41.38                                      | \$32.18  | \$41.38  | \$32.18  | \$41.38  | \$41.38   |
| Wool storage - level 4                           | \$29.82                      | \$43.29                                      | \$33.67  | \$43.29  | \$33.67  | \$43.29  | \$43.29   |
| Wool storage - level 5                           | \$30.71                      | \$44.57                                      | \$34.67  | \$44.57  | \$34.67  | \$44.57  | \$44.57   |
| Wool storage - level 6                           | \$32.18                      | \$46.71                                      | \$36.33  | \$46.71  | \$36.33  | \$46.71  | \$46.71   |
| Wool testing - level 1 - first 3 months          | \$27.11                      | \$39.35                                      | \$30.61  | \$39.35  | \$30.61  | \$39.35  | \$39.35   |
| Wool testing - level 1 - after 3 months          | \$27.62                      | \$40.10                                      | \$31.19  | \$40.10  | \$31.19  | \$40.10  | \$40.10   |
| Wool testing - level 2                           | \$28.12                      | \$40.82                                      | \$31.75  | \$40.82  | \$31.75  | \$40.82  | \$40.82   |
| Wool testing - level 3                           | \$28.50                      | \$41.38                                      | \$32.18  | \$41.38  | \$32.18  | \$41.38  | \$41.38   |
| Wool testing - level 4                           | \$29.82                      | \$43.29                                      | \$33.67  | \$43.29  | \$33.67  | \$43.29  | \$43.29   |
| Wool testing - level 5                           | \$30.97                      | \$44.96                                      | \$34.97  | \$44.96  | \$34.97  | \$44.96  | \$44.96   |
| Skin and hide stores - level 1 - first 3 months  | \$27.11                      | \$39.35                                      | \$30.61  | \$39.35  | \$30.61  | \$39.35  | \$39.35   |
| Skin and hide stores - level 1 - after 3 months  | \$27.62                      | \$40.10                                      | \$31.19  | \$40.10  | \$31.19  | \$40.10  | \$40.10   |
| Skin and hide stores - level 1 - after 12 months | \$28.12                      | \$40.82                                      | \$31.75  | \$40.82  | \$31.75  | \$40.82  | \$40.82   |
| Skin and hide stores - level 2                   | \$28.50                      | \$41.38                                      | \$32.18  | \$41.38  | \$32.18  | \$41.38  | \$41.38   |
| Skin and hide stores - level 3                   | \$29.79                      | \$43.25                                      | \$33.64  | \$43.25  | \$33.64  | \$43.25  | \$43.25   |
| Skin and hide stores - level 4                   | \$30.97                      | \$44.96                                      | \$34.97  | \$44.96  | \$34.97  | \$44.96  | \$44.96   |

## 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                           | \$24.59         | \$34.42                  | \$44.26                  | \$44.26 | \$44.26                              | \$54.09        | \$27.54         | \$27.54     |
| Wool storage - level 2                           | \$25.51         | \$35.72                  | \$45.92                  | \$45.92 | \$45.92                              | \$56.13        | \$28.57         | \$28.57     |
| Wool storage - level 3                           | \$25.86         | \$36.21                  | \$46.55                  | \$46.55 | \$46.55                              | \$56.90        | \$28.97         | \$28.97     |
| Wool storage - level 4                           | \$27.05         | \$37.87                  | \$48.69                  | \$48.69 | \$48.69                              | \$59.51        | \$30.30         | \$30.30     |
| Wool storage - level 5                           | \$27.85         | \$38.99                  | \$50.13                  | \$50.13 | \$50.13                              | \$61.27        | \$31.19         | \$31.19     |
| Wool storage - level 6                           | \$29.20         | \$40.88                  | \$52.56                  | \$52.56 | \$52.56                              | \$64.24        | \$32.70         | \$32.70     |
| Wool testing - level 1 - first 3 months          | \$24.59         | \$34.42                  | \$44.26                  | \$44.26 | \$44.26                              | \$54.09        | \$27.54         | \$27.54     |
| Wool testing - level 1 - after 3 months          | \$25.05         | \$35.07                  | \$45.09                  | \$45.09 | \$45.09                              | \$55.11        | \$28.06         | \$28.06     |
| Wool testing - level 2                           | \$25.51         | \$35.72                  | \$45.92                  | \$45.92 | \$45.92                              | \$56.13        | \$28.57         | \$28.57     |
| Wool testing - level 3                           | \$25.86         | \$36.21                  | \$46.55                  | \$46.55 | \$46.55                              | \$56.90        | \$28.97         | \$28.97     |
| Wool testing - level 4                           | \$27.05         | \$37.87                  | \$48.69                  | \$48.69 | \$48.69                              | \$59.51        | \$30.30         | \$30.30     |
| Wool testing - level 5                           | \$28.09         | \$39.32                  | \$50.56                  | \$50.56 | \$50.56                              | \$61.79        | \$31.46         | \$31.46     |
| Skin and hide stores - level 1 - first 3 months  | \$24.59         | \$34.42                  | \$44.26                  | \$44.26 | \$44.26                              | \$54.09        | \$27.54         | \$27.54     |
| Skin and hide stores - level 1 - after 3 months  | \$25.05         | \$35.07                  | \$45.09                  | \$45.09 | \$45.09                              | \$55.11        | \$28.06         | \$28.06     |
| Skin and hide stores - level 1 - after 12 months | \$25.51         | \$35.72                  | \$45.92                  | \$45.92 | \$45.92                              | \$56.13        | \$28.57         | \$28.57     |
| Skin and hide stores - level 2                   | \$25.86         | \$36.21                  | \$46.55                  | \$46.55 | \$46.55                              | \$56.90        | \$28.97         | \$28.97     |
| Skin and hide stores - level 3                   | \$27.03         | \$37.84                  | \$48.65                  | \$48.65 | \$48.65                              | \$59.46        | \$30.27         | \$30.27     |
| Skin and hide stores - level 4                   | \$28.09         | \$39.32                  | \$50.56                  | \$50.56 | \$50.56                              | \$61.79        | \$31.46         | \$31.46     |

**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                           | \$30.49                      | \$44.26                                      | \$34.42  | \$44.26  | \$34.42  | \$44.26  | \$44.26   |
| Wool storage - level 2                           | \$31.64                      | \$45.92                                      | \$35.72  | \$45.92  | \$35.72  | \$45.92  | \$45.92   |
| Wool storage - level 3                           | \$32.07                      | \$46.55                                      | \$36.21  | \$46.55  | \$36.21  | \$46.55  | \$46.55   |
| Wool storage - level 4                           | \$33.54                      | \$48.69                                      | \$37.87  | \$48.69  | \$37.87  | \$48.69  | \$48.69   |
| Wool storage - level 5                           | \$34.53                      | \$50.13                                      | \$38.99  | \$50.13  | \$38.99  | \$50.13  | \$50.13   |
| Wool storage - level 6                           | \$36.21                      | \$52.56                                      | \$40.88  | \$52.56  | \$40.88  | \$52.56  | \$52.56   |
| Wool testing - level 1 - first 3 months          | \$30.49                      | \$44.26                                      | \$34.42  | \$44.26  | \$34.42  | \$44.26  | \$44.26   |
| Wool testing - level 1 - after 3 months          | \$31.06                      | \$45.09                                      | \$35.07  | \$45.09  | \$35.07  | \$45.09  | \$45.09   |
| Wool testing - level 2                           | \$31.64                      | \$45.92                                      | \$35.72  | \$45.92  | \$35.72  | \$45.92  | \$45.92   |
| Wool testing - level 3                           | \$32.07                      | \$46.55                                      | \$36.21  | \$46.55  | \$36.21  | \$46.55  | \$46.55   |
| Wool testing - level 4                           | \$33.54                      | \$48.69                                      | \$37.87  | \$48.69  | \$37.87  | \$48.69  | \$48.69   |
| Wool testing - level 5                           | \$34.83                      | \$50.56                                      | \$39.32  | \$50.56  | \$39.32  | \$50.56  | \$50.56   |
| Skin and hide stores - level 1 - first 3 months  | \$30.49                      | \$44.26                                      | \$34.42  | \$44.26  | \$34.42  | \$44.26  | \$44.26   |
| Skin and hide stores - level 1 - after 3 months  | \$31.06                      | \$45.09                                      | \$35.07  | \$45.09  | \$35.07  | \$45.09  | \$45.09   |
| Skin and hide stores - level 1 - after 12 months | \$31.64                      | \$45.92                                      | \$35.72  | \$45.92  | \$35.72  | \$45.92  | \$45.92   |
| Skin and hide stores - level 2                   | \$32.07                      | \$46.55                                      | \$36.21  | \$46.55  | \$36.21  | \$46.55  | \$46.55   |
| Skin and hide stores - level 3                   | \$33.51                      | \$48.65                                      | \$37.84  | \$48.65  | \$37.84  | \$48.65  | \$48.65   |
| Skin and hide stores - level 4                   | \$34.83                      | \$50.56                                      | \$39.32  | \$50.56  | \$39.32  | \$50.56  | \$50.56   |

## Allowances

| Allowances   | Rate  |
|--|---|
| Clothing reimbursement - wool testing only         | reimbursement of the cost of purchasing protective clothing |
| First aid allowance                                | \$19.77 per week  |
| Footwear reimbursement - wool testing only         | reimbursement of the cost of purchasing safety footwear     |
| Leading hand allowance - skin and hide stores only | \$52.88 per week  |
| Meal allowance                                     | \$14.59 per meal  |

## 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.

We encourage you to [subscribe to email updates](http://www.fairwork.gov.au/emailupdates) at [www.fairwork.gov.au/emailupdates](http://www.fairwork.gov.au/emailupdates) to receive alerts when pay rates and entitlements change in this pay guide.