



Fair Work
OMBUDSMAN

Pay Guide - Airline Operations - Ground Staff Award

[MA000048]

Published 26 November 2021

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 2016.

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

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

Adult

Full-time & part-time

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|------------------------------------------------------|-----------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Aviation transport workers stream, level 1 | \$726.80 | \$19.13 | \$22.00 | \$22.00 | \$23.43 | \$24.87 |
| Aviation transport workers stream, level 2 | \$730.00 | \$19.21 | \$22.09 | \$22.09 | \$23.53 | \$24.97 |
| Aviation transport workers stream, level 3 | \$742.90 | \$19.55 | \$22.48 | \$22.48 | \$23.95 | \$25.42 |
| Aviation transport workers stream, level 4 | \$764.10 | \$20.11 | \$23.13 | \$23.13 | \$24.63 | \$26.14 |
| Aviation transport workers stream, level 5 | \$798.50 | \$21.01 | \$24.16 | \$24.16 | \$25.74 | \$27.31 |
| Aviation transport workers stream, level 6 | \$819.60 | \$21.57 | \$24.81 | \$24.81 | \$26.42 | \$28.04 |
| Aviation transport workers stream, level 7 | \$825.00 | \$21.71 | \$24.97 | \$24.97 | \$26.59 | \$28.22 |
| Aviation transport workers stream, level 8 | \$860.20 | \$22.64 | \$26.04 | \$26.04 | \$27.73 | \$29.43 |
| Clerical, administration and support stream, level 1 | \$750.60 | \$19.75 | \$22.71 | \$22.71 | \$24.19 | \$25.68 |
| Clerical, administration and support stream, level 2 | \$783.30 | \$20.61 | \$23.70 | \$23.70 | \$25.25 | \$26.79 |
| Clerical, administration and support stream, level 3 | \$827.30 | \$21.77 | \$25.04 | \$25.04 | \$26.67 | \$28.30 |
| Clerical, administration and support stream, level 4 | \$868.70 | \$22.86 | \$26.29 | \$26.29 | \$28.00 | \$29.72 |
| Clerical, administration and support stream, level 5 | \$904.00 | \$23.79 | \$27.36 | \$27.36 | \$29.14 | \$30.93 |
| Clerical, administration and support stream, level 6 | \$939.50 | \$24.72 | \$28.43 | \$28.43 | \$30.28 | \$32.14 |
| Clerical, administration and support stream, level 7 | \$975.00 | \$25.66 | \$29.51 | \$29.51 | \$31.43 | \$33.36 |
| Clerical, administration and support stream, level 8 | \$1,010.30 | \$26.59 | \$30.58 | \$30.58 | \$32.57 | \$34.57 |

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|-------------------------------------------------------------------------------|------------------------|------------------------|----------------------------|-----------------------------------------------|-------------------------------------------|-----------------------------------------------------|
| Maintenance and engineering stream, aircraft worker 1 | \$672.70 | \$17.70 | \$20.36 | \$20.36 | \$21.68 | \$23.01 |
| Maintenance and engineering stream, aircraft worker 2 | \$692.10 | \$18.21 | \$20.94 | \$20.94 | \$22.31 | \$23.67 |
| Maintenance and engineering stream, aircraft worker 3 | \$718.60 | \$18.91 | \$21.75 | \$21.75 | \$23.16 | \$24.58 |
| Maintenance and engineering stream, aircraft worker 4 | \$743.30 | \$19.56 | \$22.49 | \$22.49 | \$23.96 | \$25.43 |
| Maintenance and engineering stream, tradesperson | \$783.30 | \$20.61 | \$23.70 | \$23.70 | \$25.25 | \$26.79 |
| Maintenance and engineering stream, aircraft maintenance engineer | \$854.60 | \$22.49 | \$25.86 | \$25.86 | \$27.55 | \$29.24 |
| Maintenance and engineering stream, full category B1.1 licence holder | \$916.30 | \$24.11 | \$27.73 | \$27.73 | \$29.53 | \$31.34 |
| Maintenance and engineering stream, full category B1.2 licence holder | \$916.30 | \$24.11 | \$27.73 | \$27.73 | \$29.53 | \$31.34 |
| Maintenance and engineering stream, full category B1.3 licence holder | \$916.30 | \$24.11 | \$27.73 | \$27.73 | \$29.53 | \$31.34 |
| Maintenance and engineering stream, full category B1.4 licence holder | \$916.30 | \$24.11 | \$27.73 | \$27.73 | \$29.53 | \$31.34 |
| Maintenance and engineering stream, full category B2 licence holder | \$916.30 | \$24.11 | \$27.73 | \$27.73 | \$29.53 | \$31.34 |
| Maintenance and engineering stream, full category B1/B2 licence holder | \$916.30 | \$24.11 | \$27.73 | \$27.73 | \$29.53 | \$31.34 |
| Maintenance and engineering stream, transitional category B1.1 licence holder | \$916.30 | \$24.11 | \$27.73 | \$27.73 | \$29.53 | \$31.34 |
| Maintenance and engineering stream, transitional category B1.2 licence holder | \$874.50 | \$23.01 | \$26.46 | \$26.46 | \$28.19 | \$29.91 |
| Maintenance and engineering stream, transitional category B1.3 licence holder | \$916.30 | \$24.11 | \$27.73 | \$27.73 | \$29.53 | \$31.34 |
| Maintenance and engineering stream, transitional category B1.4 licence holder | \$874.50 | \$23.01 | \$26.46 | \$26.46 | \$28.19 | \$29.91 |
| Maintenance and engineering stream, transitional category B2 licence holder | \$916.30 | \$24.11 | \$27.73 | \$27.73 | \$29.53 | \$31.34 |

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|--------------------------------------------|------------------------|------------------------|----------------------------|-----------------------------------------------|-------------------------------------------|-----------------------------------------------------|
| Storepersons and logistics stream, level 1 | \$715.00 | \$18.82 | \$21.64 | \$21.64 | \$23.05 | \$24.47 |
| Storepersons and logistics stream, level 2 | \$731.30 | \$19.24 | \$22.13 | \$22.13 | \$23.57 | \$25.01 |
| Storepersons and logistics stream, level 3 | \$750.40 | \$19.75 | \$22.71 | \$22.71 | \$24.19 | \$25.68 |
| Storepersons and logistics stream, level 4 | \$774.10 | \$20.37 | \$23.43 | \$23.43 | \$24.95 | \$26.48 |
| Storepersons and logistics stream, level 5 | \$802.40 | \$21.12 | \$24.29 | \$24.29 | \$25.87 | \$27.46 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Aviation transport workers stream, level 1 | \$28.70 | \$28.70 | \$28.70 | \$28.70 | \$38.26 | \$38.26 |
| Aviation transport workers stream, level 2 | \$28.82 | \$28.82 | \$28.82 | \$28.82 | \$38.42 | \$38.42 |
| Aviation transport workers stream, level 3 | \$29.33 | \$29.33 | \$29.33 | \$29.33 | \$39.10 | \$39.10 |
| Aviation transport workers stream, level 4 | \$30.17 | \$30.17 | \$30.17 | \$30.17 | \$40.22 | \$40.22 |
| Aviation transport workers stream, level 5 | \$31.52 | \$31.52 | \$31.52 | \$31.52 | \$42.02 | \$42.02 |
| Aviation transport workers stream, level 6 | \$32.36 | \$32.36 | \$32.36 | \$32.36 | \$43.14 | \$43.14 |
| Aviation transport workers stream, level 7 | \$32.57 | \$32.57 | \$32.57 | \$32.57 | \$43.42 | \$43.42 |
| Aviation transport workers stream, level 8 | \$33.96 | \$33.96 | \$33.96 | \$33.96 | \$45.28 | \$45.28 |
| Clerical, administration and support stream, level 1 | \$29.63 | \$29.63 | \$29.63 | \$29.63 | \$39.50 | \$39.50 |
| Clerical, administration and support stream, level 2 | \$30.92 | \$30.92 | \$30.92 | \$30.92 | \$41.22 | \$41.22 |
| Clerical, administration and support stream, level 3 | \$32.66 | \$32.66 | \$32.66 | \$32.66 | \$43.54 | \$43.54 |
| Clerical, administration and support stream, level 4 | \$34.29 | \$34.29 | \$34.29 | \$34.29 | \$45.72 | \$45.72 |
| Clerical, administration and support stream, level 5 | \$35.69 | \$35.69 | \$35.69 | \$35.69 | \$47.58 | \$47.58 |
| Clerical, administration and support stream, level 6 | \$37.08 | \$37.08 | \$37.08 | \$37.08 | \$49.44 | \$49.44 |
| Clerical, administration and support stream, level 7 | \$38.49 | \$38.49 | \$38.49 | \$38.49 | \$51.32 | \$51.32 |

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|-------------------------------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Clerical, administration and support stream, level 8 | \$39.89 | \$39.89 | \$39.89 | \$39.89 | \$53.18 | \$53.18 |
| Maintenance and engineering stream, aircraft worker 1 | \$26.55 | \$26.55 | \$26.55 | \$26.55 | \$35.40 | \$35.40 |
| Maintenance and engineering stream, aircraft worker 2 | \$27.32 | \$27.32 | \$27.32 | \$27.32 | \$36.42 | \$36.42 |
| Maintenance and engineering stream, aircraft worker 3 | \$28.37 | \$28.37 | \$28.37 | \$28.37 | \$37.82 | \$37.82 |
| Maintenance and engineering stream, aircraft worker 4 | \$29.34 | \$29.34 | \$29.34 | \$29.34 | \$39.12 | \$39.12 |
| Maintenance and engineering stream, tradesperson | \$30.92 | \$30.92 | \$30.92 | \$30.92 | \$41.22 | \$41.22 |
| Maintenance and engineering stream, aircraft maintenance engineer | \$33.74 | \$33.74 | \$33.74 | \$33.74 | \$44.98 | \$44.98 |
| Maintenance and engineering stream, full category B1.1 licence holder | \$36.17 | \$36.17 | \$36.17 | \$36.17 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, full category B1.2 licence holder | \$36.17 | \$36.17 | \$36.17 | \$36.17 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, full category B1.3 licence holder | \$36.17 | \$36.17 | \$36.17 | \$36.17 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, full category B1.4 licence holder | \$36.17 | \$36.17 | \$36.17 | \$36.17 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, full category B2 licence holder | \$36.17 | \$36.17 | \$36.17 | \$36.17 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, full category B1/B2 licence holder | \$36.17 | \$36.17 | \$36.17 | \$36.17 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, transitional category B1.1 licence holder | \$36.17 | \$36.17 | \$36.17 | \$36.17 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, transitional category B1.2 licence holder | \$34.52 | \$34.52 | \$34.52 | \$34.52 | \$46.02 | \$46.02 |
| Maintenance and engineering stream, transitional category B1.3 licence holder | \$36.17 | \$36.17 | \$36.17 | \$36.17 | \$48.22 | \$48.22 |

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|-------------------------------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Maintenance and engineering stream, transitional category B1.4 licence holder | \$34.52 | \$34.52 | \$34.52 | \$34.52 | \$46.02 | \$46.02 |
| Maintenance and engineering stream, transitional category B2 licence holder | \$36.17 | \$36.17 | \$36.17 | \$36.17 | \$48.22 | \$48.22 |
| Storepersons and logistics stream, level 1 | \$28.23 | \$28.23 | \$28.23 | \$28.23 | \$37.64 | \$37.64 |
| Storepersons and logistics stream, level 2 | \$28.86 | \$28.86 | \$28.86 | \$28.86 | \$38.48 | \$38.48 |
| Storepersons and logistics stream, level 3 | \$29.63 | \$29.63 | \$29.63 | \$29.63 | \$39.50 | \$39.50 |
| Storepersons and logistics stream, level 4 | \$30.56 | \$30.56 | \$30.56 | \$30.56 | \$40.74 | \$40.74 |
| Storepersons and logistics stream, level 5 | \$31.68 | \$31.68 | \$31.68 | \$31.68 | \$42.24 | \$42.24 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Aviation transport workers stream, level 1 | \$47.83 | \$28.70 | \$38.26 | \$28.70 | \$38.26 |
| Aviation transport workers stream, level 2 | \$48.03 | \$28.82 | \$38.42 | \$28.82 | \$38.42 |
| Aviation transport workers stream, level 3 | \$48.88 | \$29.33 | \$39.10 | \$29.33 | \$39.10 |
| Aviation transport workers stream, level 4 | \$50.28 | \$30.17 | \$40.22 | \$30.17 | \$40.22 |
| Aviation transport workers stream, level 5 | \$52.53 | \$31.52 | \$42.02 | \$31.52 | \$42.02 |
| Aviation transport workers stream, level 6 | \$53.93 | \$32.36 | \$43.14 | \$32.36 | \$43.14 |
| Aviation transport workers stream, level 7 | \$54.28 | \$32.57 | \$43.42 | \$32.57 | \$43.42 |
| Aviation transport workers stream, level 8 | \$56.60 | \$33.96 | \$45.28 | \$33.96 | \$45.28 |
| Clerical, administration and support stream, level 1 | \$49.38 | \$29.63 | \$39.50 | \$29.63 | \$39.50 |
| Clerical, administration and support stream, level 2 | \$51.53 | \$30.92 | \$41.22 | \$30.92 | \$41.22 |
| Clerical, administration and support stream, level 3 | \$54.43 | \$32.66 | \$43.54 | \$32.66 | \$43.54 |
| Clerical, administration and support stream, level 4 | \$57.15 | \$34.29 | \$45.72 | \$34.29 | \$45.72 |

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Clerical, administration and support stream, level 5 | \$59.48 | \$35.69 | \$47.58 | \$35.69 | \$47.58 |
| Clerical, administration and support stream, level 6 | \$61.80 | \$37.08 | \$49.44 | \$37.08 | \$49.44 |
| Clerical, administration and support stream, level 7 | \$64.15 | \$38.49 | \$51.32 | \$38.49 | \$51.32 |
| Clerical, administration and support stream, level 8 | \$66.48 | \$39.89 | \$53.18 | \$39.89 | \$53.18 |
| Maintenance and engineering stream, aircraft worker 1 | \$44.25 | \$26.55 | \$35.40 | \$26.55 | \$35.40 |
| Maintenance and engineering stream, aircraft worker 2 | \$45.53 | \$27.32 | \$36.42 | \$27.32 | \$36.42 |
| Maintenance and engineering stream, aircraft worker 3 | \$47.28 | \$28.37 | \$37.82 | \$28.37 | \$37.82 |
| Maintenance and engineering stream, aircraft worker 4 | \$48.90 | \$29.34 | \$39.12 | \$29.34 | \$39.12 |
| Maintenance and engineering stream, tradesperson | \$51.53 | \$30.92 | \$41.22 | \$30.92 | \$41.22 |
| Maintenance and engineering stream, aircraft maintenance engineer | \$56.23 | \$33.74 | \$44.98 | \$33.74 | \$44.98 |
| Maintenance and engineering stream, full category B1.1 licence holder | \$60.28 | \$36.17 | \$48.22 | \$36.17 | \$48.22 |
| Maintenance and engineering stream, full category B1.2 licence holder | \$60.28 | \$36.17 | \$48.22 | \$36.17 | \$48.22 |
| Maintenance and engineering stream, full category B1.3 licence holder | \$60.28 | \$36.17 | \$48.22 | \$36.17 | \$48.22 |
| Maintenance and engineering stream, full category B1.4 licence holder | \$60.28 | \$36.17 | \$48.22 | \$36.17 | \$48.22 |
| Maintenance and engineering stream, full category B2 licence holder | \$60.28 | \$36.17 | \$48.22 | \$36.17 | \$48.22 |
| Maintenance and engineering stream, full category B1/B2 licence holder | \$60.28 | \$36.17 | \$48.22 | \$36.17 | \$48.22 |

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|-------------------------------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Maintenance and engineering stream, transitional category B1.1 licence holder | \$60.28 | \$36.17 | \$48.22 | \$36.17 | \$48.22 |
| Maintenance and engineering stream, transitional category B1.2 licence holder | \$57.53 | \$34.52 | \$46.02 | \$34.52 | \$46.02 |
| Maintenance and engineering stream, transitional category B1.3 licence holder | \$60.28 | \$36.17 | \$48.22 | \$36.17 | \$48.22 |
| Maintenance and engineering stream, transitional category B1.4 licence holder | \$57.53 | \$34.52 | \$46.02 | \$34.52 | \$46.02 |
| Maintenance and engineering stream, transitional category B2 licence holder | \$60.28 | \$36.17 | \$48.22 | \$36.17 | \$48.22 |
| Storepersons and logistics stream, level 1 | \$47.05 | \$28.23 | \$37.64 | \$28.23 | \$37.64 |
| Storepersons and logistics stream, level 2 | \$48.10 | \$28.86 | \$38.48 | \$28.86 | \$38.48 |
| Storepersons and logistics stream, level 3 | \$49.38 | \$29.63 | \$39.50 | \$29.63 | \$39.50 |
| Storepersons and logistics stream, level 4 | \$50.93 | \$30.56 | \$40.74 | \$30.56 | \$40.74 |
| Storepersons and logistics stream, level 5 | \$52.80 | \$31.68 | \$42.24 | \$31.68 | \$42.24 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|--------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Aviation transport workers stream, level 1 | \$38.26 | \$38.26 | \$28.70 | \$38.26 | \$38.26 | \$28.70 |
| Aviation transport workers stream, level 2 | \$38.42 | \$38.42 | \$28.82 | \$38.42 | \$38.42 | \$28.82 |
| Aviation transport workers stream, level 3 | \$39.10 | \$39.10 | \$29.33 | \$39.10 | \$39.10 | \$29.33 |
| Aviation transport workers stream, level 4 | \$40.22 | \$40.22 | \$30.17 | \$40.22 | \$40.22 | \$30.17 |
| Aviation transport workers stream, level 5 | \$42.02 | \$42.02 | \$31.52 | \$42.02 | \$42.02 | \$31.52 |
| Aviation transport workers stream, level 6 | \$43.14 | \$43.14 | \$32.36 | \$43.14 | \$43.14 | \$32.36 |
| Aviation transport workers stream, level 7 | \$43.42 | \$43.42 | \$32.57 | \$43.42 | \$43.42 | \$32.57 |
| Aviation transport workers stream, level 8 | \$45.28 | \$45.28 | \$33.96 | \$45.28 | \$45.28 | \$33.96 |

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|-----------------------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$39.50 | \$39.50 | \$29.63 | \$39.50 | \$39.50 | \$29.63 |
| Clerical, administration and support stream, level 2 | \$41.22 | \$41.22 | \$30.92 | \$41.22 | \$41.22 | \$30.92 |
| Clerical, administration and support stream, level 3 | \$43.54 | \$43.54 | \$32.66 | \$43.54 | \$43.54 | \$32.66 |
| Clerical, administration and support stream, level 4 | \$45.72 | \$45.72 | \$34.29 | \$45.72 | \$45.72 | \$34.29 |
| Clerical, administration and support stream, level 5 | \$47.58 | \$47.58 | \$35.69 | \$47.58 | \$47.58 | \$35.69 |
| Clerical, administration and support stream, level 6 | \$49.44 | \$49.44 | \$37.08 | \$49.44 | \$49.44 | \$37.08 |
| Clerical, administration and support stream, level 7 | \$51.32 | \$51.32 | \$38.49 | \$51.32 | \$51.32 | \$38.49 |
| Clerical, administration and support stream, level 8 | \$53.18 | \$53.18 | \$39.89 | \$53.18 | \$53.18 | \$39.89 |
| Maintenance and engineering stream, aircraft worker 1 | \$35.40 | \$35.40 | \$26.55 | \$35.40 | \$35.40 | \$26.55 |
| Maintenance and engineering stream, aircraft worker 2 | \$36.42 | \$36.42 | \$27.32 | \$36.42 | \$36.42 | \$27.32 |
| Maintenance and engineering stream, aircraft worker 3 | \$37.82 | \$37.82 | \$28.37 | \$37.82 | \$37.82 | \$28.37 |
| Maintenance and engineering stream, aircraft worker 4 | \$39.12 | \$39.12 | \$29.34 | \$39.12 | \$39.12 | \$29.34 |
| Maintenance and engineering stream, tradesperson | \$41.22 | \$41.22 | \$30.92 | \$41.22 | \$41.22 | \$30.92 |
| Maintenance and engineering stream, aircraft maintenance engineer | \$44.98 | \$44.98 | \$33.74 | \$44.98 | \$44.98 | \$33.74 |
| Maintenance and engineering stream, full category B1.1 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$36.17 |
| Maintenance and engineering stream, full category B1.2 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$36.17 |

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|-------------------------------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Maintenance and engineering stream, full category B1.3 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$36.17 |
| Maintenance and engineering stream, full category B1.4 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$36.17 |
| Maintenance and engineering stream, full category B2 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$36.17 |
| Maintenance and engineering stream, full category B1/B2 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$36.17 |
| Maintenance and engineering stream, transitional category B1.1 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$36.17 |
| Maintenance and engineering stream, transitional category B1.2 licence holder | \$46.02 | \$46.02 | \$34.52 | \$46.02 | \$46.02 | \$34.52 |
| Maintenance and engineering stream, transitional category B1.3 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$36.17 |
| Maintenance and engineering stream, transitional category B1.4 licence holder | \$46.02 | \$46.02 | \$34.52 | \$46.02 | \$46.02 | \$34.52 |
| Maintenance and engineering stream, transitional category B2 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$36.17 |
| Storepersons and logistics stream, level 1 | \$37.64 | \$37.64 | \$28.23 | \$37.64 | \$37.64 | \$28.23 |
| Storepersons and logistics stream, level 2 | \$38.48 | \$38.48 | \$28.86 | \$38.48 | \$38.48 | \$28.86 |
| Storepersons and logistics stream, level 3 | \$39.50 | \$39.50 | \$29.63 | \$39.50 | \$39.50 | \$29.63 |
| Storepersons and logistics stream, level 4 | \$40.74 | \$40.74 | \$30.56 | \$40.74 | \$40.74 | \$30.56 |
| Storepersons and logistics stream, level 5 | \$42.24 | \$42.24 | \$31.68 | \$42.24 | \$42.24 | \$31.68 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Aviation transport workers stream, level 1 | \$38.26 | \$38.26 | \$28.70 | \$38.26 | \$38.26 | \$38.26 |
| Aviation transport workers stream, level 2 | \$38.42 | \$38.42 | \$28.82 | \$38.42 | \$38.42 | \$38.42 |
| Aviation transport workers stream, level 3 | \$39.10 | \$39.10 | \$29.33 | \$39.10 | \$39.10 | \$39.10 |
| Aviation transport workers stream, level 4 | \$40.22 | \$40.22 | \$30.17 | \$40.22 | \$40.22 | \$40.22 |
| Aviation transport workers stream, level 5 | \$42.02 | \$42.02 | \$31.52 | \$42.02 | \$42.02 | \$42.02 |
| Aviation transport workers stream, level 6 | \$43.14 | \$43.14 | \$32.36 | \$43.14 | \$43.14 | \$43.14 |
| Aviation transport workers stream, level 7 | \$43.42 | \$43.42 | \$32.57 | \$43.42 | \$43.42 | \$43.42 |
| Aviation transport workers stream, level 8 | \$45.28 | \$45.28 | \$33.96 | \$45.28 | \$45.28 | \$45.28 |
| Clerical, administration and support stream, level 1 | \$39.50 | \$39.50 | \$29.63 | \$39.50 | \$39.50 | \$39.50 |
| Clerical, administration and support stream, level 2 | \$41.22 | \$41.22 | \$30.92 | \$41.22 | \$41.22 | \$41.22 |
| Clerical, administration and support stream, level 3 | \$43.54 | \$43.54 | \$32.66 | \$43.54 | \$43.54 | \$43.54 |
| Clerical, administration and support stream, level 4 | \$45.72 | \$45.72 | \$34.29 | \$45.72 | \$45.72 | \$45.72 |
| Clerical, administration and support stream, level 5 | \$47.58 | \$47.58 | \$35.69 | \$47.58 | \$47.58 | \$47.58 |
| Clerical, administration and support stream, level 6 | \$49.44 | \$49.44 | \$37.08 | \$49.44 | \$49.44 | \$49.44 |
| Clerical, administration and support stream, level 7 | \$51.32 | \$51.32 | \$38.49 | \$51.32 | \$51.32 | \$51.32 |

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|-----------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 8 | \$53.18 | \$53.18 | \$39.89 | \$53.18 | \$53.18 | \$53.18 |
| Maintenance and engineering stream, aircraft worker 1 | \$35.40 | \$35.40 | \$26.55 | \$35.40 | \$35.40 | \$35.40 |
| Maintenance and engineering stream, aircraft worker 2 | \$36.42 | \$36.42 | \$27.32 | \$36.42 | \$36.42 | \$36.42 |
| Maintenance and engineering stream, aircraft worker 3 | \$37.82 | \$37.82 | \$28.37 | \$37.82 | \$37.82 | \$37.82 |
| Maintenance and engineering stream, aircraft worker 4 | \$39.12 | \$39.12 | \$29.34 | \$39.12 | \$39.12 | \$39.12 |
| Maintenance and engineering stream, tradesperson | \$41.22 | \$41.22 | \$30.92 | \$41.22 | \$41.22 | \$41.22 |
| Maintenance and engineering stream, aircraft maintenance engineer | \$44.98 | \$44.98 | \$33.74 | \$44.98 | \$44.98 | \$44.98 |
| Maintenance and engineering stream, full category B1.1 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, full category B1.2 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, full category B1.3 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, full category B1.4 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, full category B2 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$48.22 |

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|-------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Maintenance and engineering stream, full category B1/B2 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, transitional category B1.1 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, transitional category B1.2 licence holder | \$46.02 | \$46.02 | \$34.52 | \$46.02 | \$46.02 | \$46.02 |
| Maintenance and engineering stream, transitional category B1.3 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$48.22 |
| Maintenance and engineering stream, transitional category B1.4 licence holder | \$46.02 | \$46.02 | \$34.52 | \$46.02 | \$46.02 | \$46.02 |
| Maintenance and engineering stream, transitional category B2 licence holder | \$48.22 | \$48.22 | \$36.17 | \$48.22 | \$48.22 | \$48.22 |
| Storepersons and logistics stream, level 1 | \$37.64 | \$37.64 | \$28.23 | \$37.64 | \$37.64 | \$37.64 |
| Storepersons and logistics stream, level 2 | \$38.48 | \$38.48 | \$28.86 | \$38.48 | \$38.48 | \$38.48 |
| Storepersons and logistics stream, level 3 | \$39.50 | \$39.50 | \$29.63 | \$39.50 | \$39.50 | \$39.50 |
| Storepersons and logistics stream, level 4 | \$40.74 | \$40.74 | \$30.56 | \$40.74 | \$40.74 | \$40.74 |
| Storepersons and logistics stream, level 5 | \$42.24 | \$42.24 | \$31.68 | \$42.24 | \$42.24 | \$42.24 |

Casual

Table 1 of 5

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|-------------------------------------------------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Aviation transport workers stream, level 1 | \$23.91 | \$26.78 | \$26.78 | \$28.22 | \$29.65 |
| Aviation transport workers stream, level 2 | \$24.01 | \$26.89 | \$26.89 | \$28.33 | \$29.78 |
| Aviation transport workers stream, level 3 | \$24.44 | \$27.37 | \$27.37 | \$28.84 | \$30.30 |
| Aviation transport workers stream, level 4 | \$25.14 | \$28.15 | \$28.15 | \$29.66 | \$31.17 |
| Aviation transport workers stream, level 5 | \$26.26 | \$29.41 | \$29.41 | \$30.99 | \$32.57 |
| Aviation transport workers stream, level 6 | \$26.96 | \$30.20 | \$30.20 | \$31.82 | \$33.43 |
| Aviation transport workers stream, level 7 | \$27.14 | \$30.39 | \$30.39 | \$32.02 | \$33.65 |
| Aviation transport workers stream, level 8 | \$28.30 | \$31.70 | \$31.70 | \$33.39 | \$35.09 |
| Clerical, administration and support stream, level 1 | \$24.69 | \$27.65 | \$27.65 | \$29.13 | \$30.61 |
| Clerical, administration and support stream, level 2 | \$25.76 | \$28.85 | \$28.85 | \$30.40 | \$31.95 |
| Clerical, administration and support stream, level 3 | \$27.21 | \$30.48 | \$30.48 | \$32.11 | \$33.74 |
| Clerical, administration and support stream, level 4 | \$28.58 | \$32.00 | \$32.00 | \$33.72 | \$35.43 |
| Clerical, administration and support stream, level 5 | \$29.74 | \$33.31 | \$33.31 | \$35.09 | \$36.87 |
| Clerical, administration and support stream, level 6 | \$30.90 | \$34.61 | \$34.61 | \$36.46 | \$38.32 |
| Clerical, administration and support stream, level 7 | \$32.08 | \$35.92 | \$35.92 | \$37.85 | \$39.77 |
| Clerical, administration and support stream, level 8 | \$33.24 | \$37.23 | \$37.23 | \$39.22 | \$41.21 |
| Maintenance and engineering stream, aircraft worker 1 | \$22.13 | \$24.78 | \$24.78 | \$26.11 | \$27.44 |
| Maintenance and engineering stream, aircraft worker 2 | \$22.76 | \$25.49 | \$25.49 | \$26.86 | \$28.23 |
| Maintenance and engineering stream, aircraft worker 3 | \$23.64 | \$26.47 | \$26.47 | \$27.89 | \$29.31 |

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|-------------------------------------------------------------------------------|------------------------|----------------------------|-----------------------------------------------|-------------------------------------------|-----------------------------------------------------|
| Maintenance and engineering stream, aircraft worker 4 | \$24.45 | \$27.38 | \$27.38 | \$28.85 | \$30.32 |
| Maintenance and engineering stream, tradesperson | \$25.76 | \$28.85 | \$28.85 | \$30.40 | \$31.95 |
| Maintenance and engineering stream, aircraft maintenance engineer | \$28.11 | \$31.49 | \$31.49 | \$33.17 | \$34.86 |
| Maintenance and engineering stream, full category B1.1 licence holder | \$30.14 | \$33.75 | \$33.75 | \$35.56 | \$37.37 |
| Maintenance and engineering stream, full category B1.2 licence holder | \$30.14 | \$33.75 | \$33.75 | \$35.56 | \$37.37 |
| Maintenance and engineering stream, full category B1.3 licence holder | \$30.14 | \$33.75 | \$33.75 | \$35.56 | \$37.37 |
| Maintenance and engineering stream, full category B1.4 licence holder | \$30.14 | \$33.75 | \$33.75 | \$35.56 | \$37.37 |
| Maintenance and engineering stream, full category B2 licence holder | \$30.14 | \$33.75 | \$33.75 | \$35.56 | \$37.37 |
| Maintenance and engineering stream, full category B1/B2 licence holder | \$30.14 | \$33.75 | \$33.75 | \$35.56 | \$37.37 |
| Maintenance and engineering stream, transitional category B1.1 licence holder | \$30.14 | \$33.75 | \$33.75 | \$35.56 | \$37.37 |
| Maintenance and engineering stream, transitional category B1.2 licence holder | \$28.76 | \$32.21 | \$32.21 | \$33.94 | \$35.67 |
| Maintenance and engineering stream, transitional category B1.3 licence holder | \$30.14 | \$33.75 | \$33.75 | \$35.56 | \$37.37 |
| Maintenance and engineering stream, transitional category B1.4 licence holder | \$28.76 | \$32.21 | \$32.21 | \$33.94 | \$35.67 |
| Maintenance and engineering stream, transitional category B2 licence holder | \$30.14 | \$33.75 | \$33.75 | \$35.56 | \$37.37 |
| Storepersons and logistics stream, level 1 | \$23.53 | \$26.35 | \$26.35 | \$27.76 | \$29.17 |
| Storepersons and logistics stream, level 2 | \$24.05 | \$26.94 | \$26.94 | \$28.38 | \$29.82 |
| Storepersons and logistics stream, level 3 | \$24.69 | \$27.65 | \$27.65 | \$29.13 | \$30.61 |
| Storepersons and logistics stream, level 4 | \$25.46 | \$28.52 | \$28.52 | \$30.05 | \$31.57 |
| Storepersons and logistics stream, level 5 | \$26.40 | \$29.57 | \$29.57 | \$31.15 | \$32.74 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|-------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Aviation transport workers stream, level 1 | \$33.48 | \$33.48 | \$33.48 | \$33.48 | \$43.04 | \$43.04 |
| Aviation transport workers stream, level 2 | \$33.62 | \$33.62 | \$33.62 | \$33.62 | \$43.22 | \$43.22 |
| Aviation transport workers stream, level 3 | \$34.21 | \$34.21 | \$34.21 | \$34.21 | \$43.99 | \$43.99 |
| Aviation transport workers stream, level 4 | \$35.19 | \$35.19 | \$35.19 | \$35.19 | \$45.25 | \$45.25 |
| Aviation transport workers stream, level 5 | \$36.77 | \$36.77 | \$36.77 | \$36.77 | \$47.27 | \$47.27 |
| Aviation transport workers stream, level 6 | \$37.75 | \$37.75 | \$37.75 | \$37.75 | \$48.53 | \$48.53 |
| Aviation transport workers stream, level 7 | \$37.99 | \$37.99 | \$37.99 | \$37.99 | \$48.85 | \$48.85 |
| Aviation transport workers stream, level 8 | \$39.62 | \$39.62 | \$39.62 | \$39.62 | \$50.94 | \$50.94 |
| Clerical, administration and support stream, level 1 | \$34.56 | \$34.56 | \$34.56 | \$34.56 | \$44.44 | \$44.44 |
| Clerical, administration and support stream, level 2 | \$36.07 | \$36.07 | \$36.07 | \$36.07 | \$46.37 | \$46.37 |
| Clerical, administration and support stream, level 3 | \$38.10 | \$38.10 | \$38.10 | \$38.10 | \$48.98 | \$48.98 |
| Clerical, administration and support stream, level 4 | \$40.01 | \$40.01 | \$40.01 | \$40.01 | \$51.44 | \$51.44 |
| Clerical, administration and support stream, level 5 | \$41.63 | \$41.63 | \$41.63 | \$41.63 | \$53.53 | \$53.53 |
| Clerical, administration and support stream, level 6 | \$43.26 | \$43.26 | \$43.26 | \$43.26 | \$55.62 | \$55.62 |
| Clerical, administration and support stream, level 7 | \$44.91 | \$44.91 | \$44.91 | \$44.91 | \$57.74 | \$57.74 |
| Clerical, administration and support stream, level 8 | \$46.53 | \$46.53 | \$46.53 | \$46.53 | \$59.83 | \$59.83 |
| Maintenance and engineering stream, aircraft worker 1 | \$30.98 | \$30.98 | \$30.98 | \$30.98 | \$39.83 | \$39.83 |
| Maintenance and engineering stream, aircraft worker 2 | \$31.87 | \$31.87 | \$31.87 | \$31.87 | \$40.97 | \$40.97 |
| Maintenance and engineering stream, aircraft worker 3 | \$33.09 | \$33.09 | \$33.09 | \$33.09 | \$42.55 | \$42.55 |

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|-------------------------------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Maintenance and engineering stream, aircraft worker 4 | \$34.23 | \$34.23 | \$34.23 | \$34.23 | \$44.01 | \$44.01 |
| Maintenance and engineering stream, tradesperson | \$36.07 | \$36.07 | \$36.07 | \$36.07 | \$46.37 | \$46.37 |
| Maintenance and engineering stream, aircraft maintenance engineer | \$39.36 | \$39.36 | \$39.36 | \$39.36 | \$50.60 | \$50.60 |
| Maintenance and engineering stream, full category B1.1 licence holder | \$42.19 | \$42.19 | \$42.19 | \$42.19 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, full category B1.2 licence holder | \$42.19 | \$42.19 | \$42.19 | \$42.19 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, full category B1.3 licence holder | \$42.19 | \$42.19 | \$42.19 | \$42.19 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, full category B1.4 licence holder | \$42.19 | \$42.19 | \$42.19 | \$42.19 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, full category B2 licence holder | \$42.19 | \$42.19 | \$42.19 | \$42.19 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, full category B1/B2 licence holder | \$42.19 | \$42.19 | \$42.19 | \$42.19 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, transitional category B1.1 licence holder | \$42.19 | \$42.19 | \$42.19 | \$42.19 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, transitional category B1.2 licence holder | \$40.27 | \$40.27 | \$40.27 | \$40.27 | \$51.77 | \$51.77 |
| Maintenance and engineering stream, transitional category B1.3 licence holder | \$42.19 | \$42.19 | \$42.19 | \$42.19 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, transitional category B1.4 licence holder | \$40.27 | \$40.27 | \$40.27 | \$40.27 | \$51.77 | \$51.77 |
| Maintenance and engineering stream, transitional category B2 licence holder | \$42.19 | \$42.19 | \$42.19 | \$42.19 | \$54.25 | \$54.25 |
| Storepersons and logistics stream, level 1 | \$32.94 | \$32.94 | \$32.94 | \$32.94 | \$42.35 | \$42.35 |
| Storepersons and logistics stream, level 2 | \$33.67 | \$33.67 | \$33.67 | \$33.67 | \$43.29 | \$43.29 |
| Storepersons and logistics stream, level 3 | \$34.56 | \$34.56 | \$34.56 | \$34.56 | \$44.44 | \$44.44 |
| Storepersons and logistics stream, level 4 | \$35.65 | \$35.65 | \$35.65 | \$35.65 | \$45.83 | \$45.83 |
| Storepersons and logistics stream, level 5 | \$36.96 | \$36.96 | \$36.96 | \$36.96 | \$47.52 | \$47.52 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|-------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Aviation transport workers stream, level 1 | \$52.61 | \$33.48 | \$43.04 | \$33.48 | \$43.04 |
| Aviation transport workers stream, level 2 | \$52.83 | \$33.62 | \$43.22 | \$33.62 | \$43.22 |
| Aviation transport workers stream, level 3 | \$53.76 | \$34.21 | \$43.99 | \$34.21 | \$43.99 |
| Aviation transport workers stream, level 4 | \$55.30 | \$35.19 | \$45.25 | \$35.19 | \$45.25 |
| Aviation transport workers stream, level 5 | \$57.78 | \$36.77 | \$47.27 | \$36.77 | \$47.27 |
| Aviation transport workers stream, level 6 | \$59.32 | \$37.75 | \$48.53 | \$37.75 | \$48.53 |
| Aviation transport workers stream, level 7 | \$59.70 | \$37.99 | \$48.85 | \$37.99 | \$48.85 |
| Aviation transport workers stream, level 8 | \$62.26 | \$39.62 | \$50.94 | \$39.62 | \$50.94 |
| Clerical, administration and support stream, level 1 | \$54.31 | \$34.56 | \$44.44 | \$34.56 | \$44.44 |
| Clerical, administration and support stream, level 2 | \$56.68 | \$36.07 | \$46.37 | \$36.07 | \$46.37 |
| Clerical, administration and support stream, level 3 | \$59.87 | \$38.10 | \$48.98 | \$38.10 | \$48.98 |
| Clerical, administration and support stream, level 4 | \$62.87 | \$40.01 | \$51.44 | \$40.01 | \$51.44 |
| Clerical, administration and support stream, level 5 | \$65.42 | \$41.63 | \$53.53 | \$41.63 | \$53.53 |
| Clerical, administration and support stream, level 6 | \$67.98 | \$43.26 | \$55.62 | \$43.26 | \$55.62 |
| Clerical, administration and support stream, level 7 | \$70.57 | \$44.91 | \$57.74 | \$44.91 | \$57.74 |
| Clerical, administration and support stream, level 8 | \$73.12 | \$46.53 | \$59.83 | \$46.53 | \$59.83 |
| Maintenance and engineering stream, aircraft worker 1 | \$48.68 | \$30.98 | \$39.83 | \$30.98 | \$39.83 |
| Maintenance and engineering stream, aircraft worker 2 | \$50.08 | \$31.87 | \$40.97 | \$31.87 | \$40.97 |
| Maintenance and engineering stream, aircraft worker 3 | \$52.00 | \$33.09 | \$42.55 | \$33.09 | \$42.55 |

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|-------------------------------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Maintenance and engineering stream, aircraft worker 4 | \$53.79 | \$34.23 | \$44.01 | \$34.23 | \$44.01 |
| Maintenance and engineering stream, tradesperson | \$56.68 | \$36.07 | \$46.37 | \$36.07 | \$46.37 |
| Maintenance and engineering stream, aircraft maintenance engineer | \$61.85 | \$39.36 | \$50.60 | \$39.36 | \$50.60 |
| Maintenance and engineering stream, full category B1.1 licence holder | \$66.30 | \$42.19 | \$54.25 | \$42.19 | \$54.25 |
| Maintenance and engineering stream, full category B1.2 licence holder | \$66.30 | \$42.19 | \$54.25 | \$42.19 | \$54.25 |
| Maintenance and engineering stream, full category B1.3 licence holder | \$66.30 | \$42.19 | \$54.25 | \$42.19 | \$54.25 |
| Maintenance and engineering stream, full category B1.4 licence holder | \$66.30 | \$42.19 | \$54.25 | \$42.19 | \$54.25 |
| Maintenance and engineering stream, full category B2 licence holder | \$66.30 | \$42.19 | \$54.25 | \$42.19 | \$54.25 |
| Maintenance and engineering stream, full category B1/B2 licence holder | \$66.30 | \$42.19 | \$54.25 | \$42.19 | \$54.25 |
| Maintenance and engineering stream, transitional category B1.1 licence holder | \$66.30 | \$42.19 | \$54.25 | \$42.19 | \$54.25 |
| Maintenance and engineering stream, transitional category B1.2 licence holder | \$63.28 | \$40.27 | \$51.77 | \$40.27 | \$51.77 |
| Maintenance and engineering stream, transitional category B1.3 licence holder | \$66.30 | \$42.19 | \$54.25 | \$42.19 | \$54.25 |
| Maintenance and engineering stream, transitional category B1.4 licence holder | \$63.28 | \$40.27 | \$51.77 | \$40.27 | \$51.77 |
| Maintenance and engineering stream, transitional category B2 licence holder | \$66.30 | \$42.19 | \$54.25 | \$42.19 | \$54.25 |
| Storepersons and logistics stream, level 1 | \$51.76 | \$32.94 | \$42.35 | \$32.94 | \$42.35 |
| Storepersons and logistics stream, level 2 | \$52.91 | \$33.67 | \$43.29 | \$33.67 | \$43.29 |
| Storepersons and logistics stream, level 3 | \$54.31 | \$34.56 | \$44.44 | \$34.56 | \$44.44 |
| Storepersons and logistics stream, level 4 | \$56.02 | \$35.65 | \$45.83 | \$35.65 | \$45.83 |

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|--------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Storepersons and logistics stream, level 5 | \$58.08 | \$36.96 | \$47.52 | \$36.96 | \$47.52 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Aviation transport workers stream, level 1 | \$43.04 | \$43.04 | \$33.48 | \$43.04 | \$43.04 | \$33.48 |
| Aviation transport workers stream, level 2 | \$43.22 | \$43.22 | \$33.62 | \$43.22 | \$43.22 | \$33.62 |
| Aviation transport workers stream, level 3 | \$43.99 | \$43.99 | \$34.21 | \$43.99 | \$43.99 | \$34.21 |
| Aviation transport workers stream, level 4 | \$45.25 | \$45.25 | \$35.19 | \$45.25 | \$45.25 | \$35.19 |
| Aviation transport workers stream, level 5 | \$47.27 | \$47.27 | \$36.77 | \$47.27 | \$47.27 | \$36.77 |
| Aviation transport workers stream, level 6 | \$48.53 | \$48.53 | \$37.75 | \$48.53 | \$48.53 | \$37.75 |
| Aviation transport workers stream, level 7 | \$48.85 | \$48.85 | \$37.99 | \$48.85 | \$48.85 | \$37.99 |
| Aviation transport workers stream, level 8 | \$50.94 | \$50.94 | \$39.62 | \$50.94 | \$50.94 | \$39.62 |
| Clerical, administration and support stream, level 1 | \$44.44 | \$44.44 | \$34.56 | \$44.44 | \$44.44 | \$34.56 |
| Clerical, administration and support stream, level 2 | \$46.37 | \$46.37 | \$36.07 | \$46.37 | \$46.37 | \$36.07 |
| Clerical, administration and support stream, level 3 | \$48.98 | \$48.98 | \$38.10 | \$48.98 | \$48.98 | \$38.10 |
| Clerical, administration and support stream, level 4 | \$51.44 | \$51.44 | \$40.01 | \$51.44 | \$51.44 | \$40.01 |
| Clerical, administration and support stream, level 5 | \$53.53 | \$53.53 | \$41.63 | \$53.53 | \$53.53 | \$41.63 |
| Clerical, administration and support stream, level 6 | \$55.62 | \$55.62 | \$43.26 | \$55.62 | \$55.62 | \$43.26 |
| Clerical, administration and support stream, level 7 | \$57.74 | \$57.74 | \$44.91 | \$57.74 | \$57.74 | \$44.91 |
| Clerical, administration and support stream, level 8 | \$59.83 | \$59.83 | \$46.53 | \$59.83 | \$59.83 | \$46.53 |

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|-------------------------------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Maintenance and engineering stream, aircraft worker 1 | \$39.83 | \$39.83 | \$30.98 | \$39.83 | \$39.83 | \$30.98 |
| Maintenance and engineering stream, aircraft worker 2 | \$40.97 | \$40.97 | \$31.87 | \$40.97 | \$40.97 | \$31.87 |
| Maintenance and engineering stream, aircraft worker 3 | \$42.55 | \$42.55 | \$33.09 | \$42.55 | \$42.55 | \$33.09 |
| Maintenance and engineering stream, aircraft worker 4 | \$44.01 | \$44.01 | \$34.23 | \$44.01 | \$44.01 | \$34.23 |
| Maintenance and engineering stream, tradesperson | \$46.37 | \$46.37 | \$36.07 | \$46.37 | \$46.37 | \$36.07 |
| Maintenance and engineering stream, aircraft maintenance engineer | \$50.60 | \$50.60 | \$39.36 | \$50.60 | \$50.60 | \$39.36 |
| Maintenance and engineering stream, full category B1.1 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$42.19 |
| Maintenance and engineering stream, full category B1.2 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$42.19 |
| Maintenance and engineering stream, full category B1.3 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$42.19 |
| Maintenance and engineering stream, full category B1.4 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$42.19 |
| Maintenance and engineering stream, full category B2 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$42.19 |
| Maintenance and engineering stream, full category B1/B2 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$42.19 |
| Maintenance and engineering stream, transitional category B1.1 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$42.19 |
| Maintenance and engineering stream, transitional category B1.2 licence holder | \$51.77 | \$51.77 | \$40.27 | \$51.77 | \$51.77 | \$40.27 |
| Maintenance and engineering stream, transitional category B1.3 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$42.19 |
| Maintenance and engineering stream, transitional category B1.4 licence holder | \$51.77 | \$51.77 | \$40.27 | \$51.77 | \$51.77 | \$40.27 |

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|-----------------------------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Maintenance and engineering stream, transitional category B2 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$42.19 |
| Storepersons and logistics stream, level 1 | \$42.35 | \$42.35 | \$32.94 | \$42.35 | \$42.35 | \$32.94 |
| Storepersons and logistics stream, level 2 | \$43.29 | \$43.29 | \$33.67 | \$43.29 | \$43.29 | \$33.67 |
| Storepersons and logistics stream, level 3 | \$44.44 | \$44.44 | \$34.56 | \$44.44 | \$44.44 | \$34.56 |
| Storepersons and logistics stream, level 4 | \$45.83 | \$45.83 | \$35.65 | \$45.83 | \$45.83 | \$35.65 |
| Storepersons and logistics stream, level 5 | \$47.52 | \$47.52 | \$36.96 | \$47.52 | \$47.52 | \$36.96 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Aviation transport workers stream, level 1 | \$43.04 | \$43.04 | \$33.48 | \$43.04 | \$43.04 | \$43.04 |
| Aviation transport workers stream, level 2 | \$43.22 | \$43.22 | \$33.62 | \$43.22 | \$43.22 | \$43.22 |
| Aviation transport workers stream, level 3 | \$43.99 | \$43.99 | \$34.21 | \$43.99 | \$43.99 | \$43.99 |
| Aviation transport workers stream, level 4 | \$45.25 | \$45.25 | \$35.19 | \$45.25 | \$45.25 | \$45.25 |
| Aviation transport workers stream, level 5 | \$47.27 | \$47.27 | \$36.77 | \$47.27 | \$47.27 | \$47.27 |
| Aviation transport workers stream, level 6 | \$48.53 | \$48.53 | \$37.75 | \$48.53 | \$48.53 | \$48.53 |
| Aviation transport workers stream, level 7 | \$48.85 | \$48.85 | \$37.99 | \$48.85 | \$48.85 | \$48.85 |
| Aviation transport workers stream, level 8 | \$50.94 | \$50.94 | \$39.62 | \$50.94 | \$50.94 | \$50.94 |
| Clerical, administration and support stream, level 1 | \$44.44 | \$44.44 | \$34.56 | \$44.44 | \$44.44 | \$44.44 |
| Clerical, administration and support stream, level 2 | \$46.37 | \$46.37 | \$36.07 | \$46.37 | \$46.37 | \$46.37 |
| Clerical, administration and support stream, level 3 | \$48.98 | \$48.98 | \$38.10 | \$48.98 | \$48.98 | \$48.98 |
| Clerical, administration and support stream, level 4 | \$51.44 | \$51.44 | \$40.01 | \$51.44 | \$51.44 | \$51.44 |
| Clerical, administration and support stream, level 5 | \$53.53 | \$53.53 | \$41.63 | \$53.53 | \$53.53 | \$53.53 |

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|-------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 6 | \$55.62 | \$55.62 | \$43.26 | \$55.62 | \$55.62 | \$55.62 |
| Clerical, administration and support stream, level 7 | \$57.74 | \$57.74 | \$44.91 | \$57.74 | \$57.74 | \$57.74 |
| Clerical, administration and support stream, level 8 | \$59.83 | \$59.83 | \$46.53 | \$59.83 | \$59.83 | \$59.83 |
| Maintenance and engineering stream, aircraft worker 1 | \$39.83 | \$39.83 | \$30.98 | \$39.83 | \$39.83 | \$39.83 |
| Maintenance and engineering stream, aircraft worker 2 | \$40.97 | \$40.97 | \$31.87 | \$40.97 | \$40.97 | \$40.97 |
| Maintenance and engineering stream, aircraft worker 3 | \$42.55 | \$42.55 | \$33.09 | \$42.55 | \$42.55 | \$42.55 |
| Maintenance and engineering stream, aircraft worker 4 | \$44.01 | \$44.01 | \$34.23 | \$44.01 | \$44.01 | \$44.01 |
| Maintenance and engineering stream, tradesperson | \$46.37 | \$46.37 | \$36.07 | \$46.37 | \$46.37 | \$46.37 |
| Maintenance and engineering stream, aircraft maintenance engineer | \$50.60 | \$50.60 | \$39.36 | \$50.60 | \$50.60 | \$50.60 |
| Maintenance and engineering stream, full category B1.1 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, full category B1.2 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, full category B1.3 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, full category B1.4 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, full category B2 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, full category B1/B2 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, transitional category B1.1 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$54.25 |

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|-------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Maintenance and engineering stream, transitional category B1.2 licence holder | \$51.77 | \$51.77 | \$40.27 | \$51.77 | \$51.77 | \$51.77 |
| Maintenance and engineering stream, transitional category B1.3 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$54.25 |
| Maintenance and engineering stream, transitional category B1.4 licence holder | \$51.77 | \$51.77 | \$40.27 | \$51.77 | \$51.77 | \$51.77 |
| Maintenance and engineering stream, transitional category B2 licence holder | \$54.25 | \$54.25 | \$42.19 | \$54.25 | \$54.25 | \$54.25 |
| Storepersons and logistics stream, level 1 | \$42.35 | \$42.35 | \$32.94 | \$42.35 | \$42.35 | \$42.35 |
| Storepersons and logistics stream, level 2 | \$43.29 | \$43.29 | \$33.67 | \$43.29 | \$43.29 | \$43.29 |
| Storepersons and logistics stream, level 3 | \$44.44 | \$44.44 | \$34.56 | \$44.44 | \$44.44 | \$44.44 |
| Storepersons and logistics stream, level 4 | \$45.83 | \$45.83 | \$35.65 | \$45.83 | \$45.83 | \$45.83 |
| Storepersons and logistics stream, level 5 | \$47.52 | \$47.52 | \$36.96 | \$47.52 | \$47.52 | \$47.52 |

Junior - Full-time & part-time - 16 years and under

Table 1 of 5

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|------------------------------------------------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Clerical, administration and support stream, level 1 | \$9.88 | \$11.36 | \$11.36 | \$12.10 | \$12.84 |
| Clerical, administration and support stream, level 2 | \$10.31 | \$11.86 | \$11.86 | \$12.63 | \$13.40 |
| Clerical, administration and support stream, level 3 | \$10.89 | \$12.52 | \$12.52 | \$13.34 | \$14.16 |
| Clerical, administration and support stream, level 4 | \$11.43 | \$13.14 | \$13.14 | \$14.00 | \$14.86 |
| Clerical, administration and support stream, level 5 | \$11.90 | \$13.69 | \$13.69 | \$14.58 | \$15.47 |
| Clerical, administration and support stream, level 6 | \$12.36 | \$14.21 | \$14.21 | \$15.14 | \$16.07 |
| Clerical, administration and support stream, level 7 | \$12.83 | \$14.75 | \$14.75 | \$15.72 | \$16.68 |
| Clerical, administration and support stream, level 8 | \$13.30 | \$15.30 | \$15.30 | \$16.29 | \$17.29 |
| Maintenance and engineering stream, aircraft worker | \$10.40 | \$11.96 | \$11.96 | \$12.74 | \$13.52 |
| Storepersons and logistics stream, level 1 | \$10.35 | \$11.90 | \$11.90 | \$12.68 | \$13.46 |
| Storepersons and logistics stream, level 2 | \$10.58 | \$12.17 | \$12.17 | \$12.96 | \$13.75 |
| Storepersons and logistics stream, level 3 | \$10.86 | \$12.49 | \$12.49 | \$13.30 | \$14.12 |
| Storepersons and logistics stream, level 4 | \$11.20 | \$12.88 | \$12.88 | \$13.72 | \$14.56 |
| Storepersons and logistics stream, level 5 | \$11.62 | \$13.36 | \$13.36 | \$14.23 | \$15.11 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$14.82 | \$14.82 | \$14.82 | \$14.82 | \$19.76 | \$19.76 |
| Clerical, administration and support stream, level 2 | \$15.47 | \$15.47 | \$15.47 | \$15.47 | \$20.62 | \$20.62 |
| Clerical, administration and support stream, level 3 | \$16.34 | \$16.34 | \$16.34 | \$16.34 | \$21.78 | \$21.78 |
| Clerical, administration and support stream, level 4 | \$17.15 | \$17.15 | \$17.15 | \$17.15 | \$22.86 | \$22.86 |
| Clerical, administration and support stream, level 5 | \$17.85 | \$17.85 | \$17.85 | \$17.85 | \$23.80 | \$23.80 |
| Clerical, administration and support stream, level 6 | \$18.54 | \$18.54 | \$18.54 | \$18.54 | \$24.72 | \$24.72 |
| Clerical, administration and support stream, level 7 | \$19.25 | \$19.25 | \$19.25 | \$19.25 | \$25.66 | \$25.66 |
| Clerical, administration and support stream, level 8 | \$19.95 | \$19.95 | \$19.95 | \$19.95 | \$26.60 | \$26.60 |
| Maintenance and engineering stream, aircraft worker | \$15.60 | \$15.60 | \$15.60 | \$15.60 | \$20.80 | \$20.80 |
| Storepersons and logistics stream, level 1 | \$15.53 | \$15.53 | \$15.53 | \$15.53 | \$20.70 | \$20.70 |
| Storepersons and logistics stream, level 2 | \$15.87 | \$15.87 | \$15.87 | \$15.87 | \$21.16 | \$21.16 |
| Storepersons and logistics stream, level 3 | \$16.29 | \$16.29 | \$16.29 | \$16.29 | \$21.72 | \$21.72 |
| Storepersons and logistics stream, level 4 | \$16.80 | \$16.80 | \$16.80 | \$16.80 | \$22.40 | \$22.40 |
| Storepersons and logistics stream, level 5 | \$17.43 | \$17.43 | \$17.43 | \$17.43 | \$23.24 | \$23.24 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$24.70 | \$14.82 | \$19.76 | \$14.82 | \$19.76 |
| Clerical, administration and support stream, level 2 | \$25.78 | \$15.47 | \$20.62 | \$15.47 | \$20.62 |
| Clerical, administration and support stream, level 3 | \$27.23 | \$16.34 | \$21.78 | \$16.34 | \$21.78 |
| Clerical, administration and support stream, level 4 | \$28.58 | \$17.15 | \$22.86 | \$17.15 | \$22.86 |
| Clerical, administration and support stream, level 5 | \$29.75 | \$17.85 | \$23.80 | \$17.85 | \$23.80 |
| Clerical, administration and support stream, level 6 | \$30.90 | \$18.54 | \$24.72 | \$18.54 | \$24.72 |
| Clerical, administration and support stream, level 7 | \$32.08 | \$19.25 | \$25.66 | \$19.25 | \$25.66 |
| Clerical, administration and support stream, level 8 | \$33.25 | \$19.95 | \$26.60 | \$19.95 | \$26.60 |
| Maintenance and engineering stream, aircraft worker | \$26.00 | \$15.60 | \$20.80 | \$15.60 | \$20.80 |
| Storepersons and logistics stream, level 1 | \$25.88 | \$15.53 | \$20.70 | \$15.53 | \$20.70 |
| Storepersons and logistics stream, level 2 | \$26.45 | \$15.87 | \$21.16 | \$15.87 | \$21.16 |
| Storepersons and logistics stream, level 3 | \$27.15 | \$16.29 | \$21.72 | \$16.29 | \$21.72 |
| Storepersons and logistics stream, level 4 | \$28.00 | \$16.80 | \$22.40 | \$16.80 | \$22.40 |
| Storepersons and logistics stream, level 5 | \$29.05 | \$17.43 | \$23.24 | \$17.43 | \$23.24 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$19.76 | \$19.76 | \$14.82 | \$19.76 | \$19.76 | \$14.82 |
| Clerical, administration and support stream, level 2 | \$20.62 | \$20.62 | \$15.47 | \$20.62 | \$20.62 | \$15.47 |
| Clerical, administration and support stream, level 3 | \$21.78 | \$21.78 | \$16.34 | \$21.78 | \$21.78 | \$16.34 |
| Clerical, administration and support stream, level 4 | \$22.86 | \$22.86 | \$17.15 | \$22.86 | \$22.86 | \$17.15 |
| Clerical, administration and support stream, level 5 | \$23.80 | \$23.80 | \$17.85 | \$23.80 | \$23.80 | \$17.85 |
| Clerical, administration and support stream, level 6 | \$24.72 | \$24.72 | \$18.54 | \$24.72 | \$24.72 | \$18.54 |
| Clerical, administration and support stream, level 7 | \$25.66 | \$25.66 | \$19.25 | \$25.66 | \$25.66 | \$19.25 |
| Clerical, administration and support stream, level 8 | \$26.60 | \$26.60 | \$19.95 | \$26.60 | \$26.60 | \$19.95 |
| Maintenance and engineering stream, aircraft worker | \$20.80 | \$20.80 | \$15.60 | \$20.80 | \$20.80 | \$15.60 |
| Storepersons and logistics stream, level 1 | \$20.70 | \$20.70 | \$15.53 | \$20.70 | \$20.70 | \$15.53 |
| Storepersons and logistics stream, level 2 | \$21.16 | \$21.16 | \$15.87 | \$21.16 | \$21.16 | \$15.87 |
| Storepersons and logistics stream, level 3 | \$21.72 | \$21.72 | \$16.29 | \$21.72 | \$21.72 | \$16.29 |
| Storepersons and logistics stream, level 4 | \$22.40 | \$22.40 | \$16.80 | \$22.40 | \$22.40 | \$16.80 |
| Storepersons and logistics stream, level 5 | \$23.24 | \$23.24 | \$17.43 | \$23.24 | \$23.24 | \$17.43 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$19.76 | \$19.76 | \$14.82 | \$19.76 | \$19.76 | \$19.76 |
| Clerical, administration and support stream, level 2 | \$20.62 | \$20.62 | \$15.47 | \$20.62 | \$20.62 | \$20.62 |
| Clerical, administration and support stream, level 3 | \$21.78 | \$21.78 | \$16.34 | \$21.78 | \$21.78 | \$21.78 |
| Clerical, administration and support stream, level 4 | \$22.86 | \$22.86 | \$17.15 | \$22.86 | \$22.86 | \$22.86 |
| Clerical, administration and support stream, level 5 | \$23.80 | \$23.80 | \$17.85 | \$23.80 | \$23.80 | \$23.80 |
| Clerical, administration and support stream, level 6 | \$24.72 | \$24.72 | \$18.54 | \$24.72 | \$24.72 | \$24.72 |
| Clerical, administration and support stream, level 7 | \$25.66 | \$25.66 | \$19.25 | \$25.66 | \$25.66 | \$25.66 |
| Clerical, administration and support stream, level 8 | \$26.60 | \$26.60 | \$19.95 | \$26.60 | \$26.60 | \$26.60 |
| Maintenance and engineering stream, aircraft worker | \$20.80 | \$20.80 | \$15.60 | \$20.80 | \$20.80 | \$20.80 |
| Storepersons and logistics stream, level 1 | \$20.70 | \$20.70 | \$15.53 | \$20.70 | \$20.70 | \$20.70 |
| Storepersons and logistics stream, level 2 | \$21.16 | \$21.16 | \$15.87 | \$21.16 | \$21.16 | \$21.16 |
| Storepersons and logistics stream, level 3 | \$21.72 | \$21.72 | \$16.29 | \$21.72 | \$21.72 | \$21.72 |
| Storepersons and logistics stream, level 4 | \$22.40 | \$22.40 | \$16.80 | \$22.40 | \$22.40 | \$22.40 |
| Storepersons and logistics stream, level 5 | \$23.24 | \$23.24 | \$17.43 | \$23.24 | \$23.24 | \$23.24 |

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

Table 1 of 5

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|------------------------------------------------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Clerical, administration and support stream, level 1 | \$10.86 | \$12.49 | \$12.49 | \$13.30 | \$14.12 |
| Clerical, administration and support stream, level 2 | \$11.34 | \$13.04 | \$13.04 | \$13.89 | \$14.74 |
| Clerical, administration and support stream, level 3 | \$11.97 | \$13.77 | \$13.77 | \$14.66 | \$15.56 |
| Clerical, administration and support stream, level 4 | \$12.57 | \$14.46 | \$14.46 | \$15.40 | \$16.34 |
| Clerical, administration and support stream, level 5 | \$13.08 | \$15.04 | \$15.04 | \$16.02 | \$17.00 |
| Clerical, administration and support stream, level 6 | \$13.60 | \$15.64 | \$15.64 | \$16.66 | \$17.68 |
| Clerical, administration and support stream, level 7 | \$14.11 | \$16.23 | \$16.23 | \$17.28 | \$18.34 |
| Clerical, administration and support stream, level 8 | \$14.62 | \$16.81 | \$16.81 | \$17.91 | \$19.01 |
| Maintenance and engineering stream, aircraft worker | \$10.40 | \$11.96 | \$11.96 | \$12.74 | \$13.52 |
| Storepersons and logistics stream, level 1 | \$10.35 | \$11.90 | \$11.90 | \$12.68 | \$13.46 |
| Storepersons and logistics stream, level 2 | \$10.58 | \$12.17 | \$12.17 | \$12.96 | \$13.75 |
| Storepersons and logistics stream, level 3 | \$10.86 | \$12.49 | \$12.49 | \$13.30 | \$14.12 |
| Storepersons and logistics stream, level 4 | \$11.20 | \$12.88 | \$12.88 | \$13.72 | \$14.56 |
| Storepersons and logistics stream, level 5 | \$11.62 | \$13.36 | \$13.36 | \$14.23 | \$15.11 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$16.29 | \$16.29 | \$16.29 | \$16.29 | \$21.72 | \$21.72 |
| Clerical, administration and support stream, level 2 | \$17.01 | \$17.01 | \$17.01 | \$17.01 | \$22.68 | \$22.68 |
| Clerical, administration and support stream, level 3 | \$17.96 | \$17.96 | \$17.96 | \$17.96 | \$23.94 | \$23.94 |
| Clerical, administration and support stream, level 4 | \$18.86 | \$18.86 | \$18.86 | \$18.86 | \$25.14 | \$25.14 |
| Clerical, administration and support stream, level 5 | \$19.62 | \$19.62 | \$19.62 | \$19.62 | \$26.16 | \$26.16 |
| Clerical, administration and support stream, level 6 | \$20.40 | \$20.40 | \$20.40 | \$20.40 | \$27.20 | \$27.20 |
| Clerical, administration and support stream, level 7 | \$21.17 | \$21.17 | \$21.17 | \$21.17 | \$28.22 | \$28.22 |
| Clerical, administration and support stream, level 8 | \$21.93 | \$21.93 | \$21.93 | \$21.93 | \$29.24 | \$29.24 |
| Maintenance and engineering stream, aircraft worker | \$15.60 | \$15.60 | \$15.60 | \$15.60 | \$20.80 | \$20.80 |
| Storepersons and logistics stream, level 1 | \$15.53 | \$15.53 | \$15.53 | \$15.53 | \$20.70 | \$20.70 |
| Storepersons and logistics stream, level 2 | \$15.87 | \$15.87 | \$15.87 | \$15.87 | \$21.16 | \$21.16 |
| Storepersons and logistics stream, level 3 | \$16.29 | \$16.29 | \$16.29 | \$16.29 | \$21.72 | \$21.72 |
| Storepersons and logistics stream, level 4 | \$16.80 | \$16.80 | \$16.80 | \$16.80 | \$22.40 | \$22.40 |
| Storepersons and logistics stream, level 5 | \$17.43 | \$17.43 | \$17.43 | \$17.43 | \$23.24 | \$23.24 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$27.15 | \$16.29 | \$21.72 | \$16.29 | \$21.72 |
| Clerical, administration and support stream, level 2 | \$28.35 | \$17.01 | \$22.68 | \$17.01 | \$22.68 |
| Clerical, administration and support stream, level 3 | \$29.93 | \$17.96 | \$23.94 | \$17.96 | \$23.94 |
| Clerical, administration and support stream, level 4 | \$31.43 | \$18.86 | \$25.14 | \$18.86 | \$25.14 |
| Clerical, administration and support stream, level 5 | \$32.70 | \$19.62 | \$26.16 | \$19.62 | \$26.16 |
| Clerical, administration and support stream, level 6 | \$34.00 | \$20.40 | \$27.20 | \$20.40 | \$27.20 |
| Clerical, administration and support stream, level 7 | \$35.28 | \$21.17 | \$28.22 | \$21.17 | \$28.22 |
| Clerical, administration and support stream, level 8 | \$36.55 | \$21.93 | \$29.24 | \$21.93 | \$29.24 |
| Maintenance and engineering stream, aircraft worker | \$26.00 | \$15.60 | \$20.80 | \$15.60 | \$20.80 |
| Storepersons and logistics stream, level 1 | \$25.88 | \$15.53 | \$20.70 | \$15.53 | \$20.70 |
| Storepersons and logistics stream, level 2 | \$26.45 | \$15.87 | \$21.16 | \$15.87 | \$21.16 |
| Storepersons and logistics stream, level 3 | \$27.15 | \$16.29 | \$21.72 | \$16.29 | \$21.72 |
| Storepersons and logistics stream, level 4 | \$28.00 | \$16.80 | \$22.40 | \$16.80 | \$22.40 |
| Storepersons and logistics stream, level 5 | \$29.05 | \$17.43 | \$23.24 | \$17.43 | \$23.24 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$21.72 | \$21.72 | \$16.29 | \$21.72 | \$21.72 | \$16.29 |
| Clerical, administration and support stream, level 2 | \$22.68 | \$22.68 | \$17.01 | \$22.68 | \$22.68 | \$17.01 |
| Clerical, administration and support stream, level 3 | \$23.94 | \$23.94 | \$17.96 | \$23.94 | \$23.94 | \$17.96 |
| Clerical, administration and support stream, level 4 | \$25.14 | \$25.14 | \$18.86 | \$25.14 | \$25.14 | \$18.86 |
| Clerical, administration and support stream, level 5 | \$26.16 | \$26.16 | \$19.62 | \$26.16 | \$26.16 | \$19.62 |
| Clerical, administration and support stream, level 6 | \$27.20 | \$27.20 | \$20.40 | \$27.20 | \$27.20 | \$20.40 |
| Clerical, administration and support stream, level 7 | \$28.22 | \$28.22 | \$21.17 | \$28.22 | \$28.22 | \$21.17 |
| Clerical, administration and support stream, level 8 | \$29.24 | \$29.24 | \$21.93 | \$29.24 | \$29.24 | \$21.93 |
| Maintenance and engineering stream, aircraft worker | \$20.80 | \$20.80 | \$15.60 | \$20.80 | \$20.80 | \$15.60 |
| Storepersons and logistics stream, level 1 | \$20.70 | \$20.70 | \$15.53 | \$20.70 | \$20.70 | \$15.53 |
| Storepersons and logistics stream, level 2 | \$21.16 | \$21.16 | \$15.87 | \$21.16 | \$21.16 | \$15.87 |
| Storepersons and logistics stream, level 3 | \$21.72 | \$21.72 | \$16.29 | \$21.72 | \$21.72 | \$16.29 |
| Storepersons and logistics stream, level 4 | \$22.40 | \$22.40 | \$16.80 | \$22.40 | \$22.40 | \$16.80 |
| Storepersons and logistics stream, level 5 | \$23.24 | \$23.24 | \$17.43 | \$23.24 | \$23.24 | \$17.43 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$21.72 | \$21.72 | \$16.29 | \$21.72 | \$21.72 | \$21.72 |
| Clerical, administration and support stream, level 2 | \$22.68 | \$22.68 | \$17.01 | \$22.68 | \$22.68 | \$22.68 |
| Clerical, administration and support stream, level 3 | \$23.94 | \$23.94 | \$17.96 | \$23.94 | \$23.94 | \$23.94 |
| Clerical, administration and support stream, level 4 | \$25.14 | \$25.14 | \$18.86 | \$25.14 | \$25.14 | \$25.14 |
| Clerical, administration and support stream, level 5 | \$26.16 | \$26.16 | \$19.62 | \$26.16 | \$26.16 | \$26.16 |
| Clerical, administration and support stream, level 6 | \$27.20 | \$27.20 | \$20.40 | \$27.20 | \$27.20 | \$27.20 |
| Clerical, administration and support stream, level 7 | \$28.22 | \$28.22 | \$21.17 | \$28.22 | \$28.22 | \$28.22 |
| Clerical, administration and support stream, level 8 | \$29.24 | \$29.24 | \$21.93 | \$29.24 | \$29.24 | \$29.24 |
| Maintenance and engineering stream, aircraft worker | \$20.80 | \$20.80 | \$15.60 | \$20.80 | \$20.80 | \$20.80 |
| Storepersons and logistics stream, level 1 | \$20.70 | \$20.70 | \$15.53 | \$20.70 | \$20.70 | \$20.70 |
| Storepersons and logistics stream, level 2 | \$21.16 | \$21.16 | \$15.87 | \$21.16 | \$21.16 | \$21.16 |
| Storepersons and logistics stream, level 3 | \$21.72 | \$21.72 | \$16.29 | \$21.72 | \$21.72 | \$21.72 |
| Storepersons and logistics stream, level 4 | \$22.40 | \$22.40 | \$16.80 | \$22.40 | \$22.40 | \$22.40 |
| Storepersons and logistics stream, level 5 | \$23.24 | \$23.24 | \$17.43 | \$23.24 | \$23.24 | \$23.24 |

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

Table 1 of 5

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|------------------------------------------------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Clerical, administration and support stream, level 1 | \$12.84 | \$14.77 | \$14.77 | \$15.73 | \$16.69 |
| Clerical, administration and support stream, level 2 | \$13.40 | \$15.41 | \$15.41 | \$16.42 | \$17.42 |
| Clerical, administration and support stream, level 3 | \$14.15 | \$16.27 | \$16.27 | \$17.33 | \$18.40 |
| Clerical, administration and support stream, level 4 | \$14.86 | \$17.09 | \$17.09 | \$18.20 | \$19.32 |
| Clerical, administration and support stream, level 5 | \$15.46 | \$17.78 | \$17.78 | \$18.94 | \$20.10 |
| Clerical, administration and support stream, level 6 | \$16.07 | \$18.48 | \$18.48 | \$19.69 | \$20.89 |
| Clerical, administration and support stream, level 7 | \$16.68 | \$19.18 | \$19.18 | \$20.43 | \$21.68 |
| Clerical, administration and support stream, level 8 | \$17.28 | \$19.87 | \$19.87 | \$21.17 | \$22.46 |
| Maintenance and engineering stream, aircraft worker | \$16.07 | \$18.48 | \$18.48 | \$19.69 | \$20.89 |
| Storepersons and logistics stream, level 1 | \$16.00 | \$18.40 | \$18.40 | \$19.60 | \$20.80 |
| Storepersons and logistics stream, level 2 | \$16.35 | \$18.80 | \$18.80 | \$20.03 | \$21.26 |
| Storepersons and logistics stream, level 3 | \$16.79 | \$19.31 | \$19.31 | \$20.57 | \$21.83 |
| Storepersons and logistics stream, level 4 | \$17.31 | \$19.91 | \$19.91 | \$21.20 | \$22.50 |
| Storepersons and logistics stream, level 5 | \$17.95 | \$20.64 | \$20.64 | \$21.99 | \$23.34 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$19.26 | \$19.26 | \$19.26 | \$19.26 | \$25.68 | \$25.68 |
| Clerical, administration and support stream, level 2 | \$20.10 | \$20.10 | \$20.10 | \$20.10 | \$26.80 | \$26.80 |
| Clerical, administration and support stream, level 3 | \$21.23 | \$21.23 | \$21.23 | \$21.23 | \$28.30 | \$28.30 |
| Clerical, administration and support stream, level 4 | \$22.29 | \$22.29 | \$22.29 | \$22.29 | \$29.72 | \$29.72 |
| Clerical, administration and support stream, level 5 | \$23.19 | \$23.19 | \$23.19 | \$23.19 | \$30.92 | \$30.92 |
| Clerical, administration and support stream, level 6 | \$24.11 | \$24.11 | \$24.11 | \$24.11 | \$32.14 | \$32.14 |
| Clerical, administration and support stream, level 7 | \$25.02 | \$25.02 | \$25.02 | \$25.02 | \$33.36 | \$33.36 |
| Clerical, administration and support stream, level 8 | \$25.92 | \$25.92 | \$25.92 | \$25.92 | \$34.56 | \$34.56 |
| Maintenance and engineering stream, aircraft worker | \$24.11 | \$24.11 | \$24.11 | \$24.11 | \$32.14 | \$32.14 |
| Storepersons and logistics stream, level 1 | \$24.00 | \$24.00 | \$24.00 | \$24.00 | \$32.00 | \$32.00 |
| Storepersons and logistics stream, level 2 | \$24.53 | \$24.53 | \$24.53 | \$24.53 | \$32.70 | \$32.70 |
| Storepersons and logistics stream, level 3 | \$25.19 | \$25.19 | \$25.19 | \$25.19 | \$33.58 | \$33.58 |
| Storepersons and logistics stream, level 4 | \$25.97 | \$25.97 | \$25.97 | \$25.97 | \$34.62 | \$34.62 |
| Storepersons and logistics stream, level 5 | \$26.93 | \$26.93 | \$26.93 | \$26.93 | \$35.90 | \$35.90 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$32.10 | \$19.26 | \$25.68 | \$19.26 | \$25.68 |
| Clerical, administration and support stream, level 2 | \$33.50 | \$20.10 | \$26.80 | \$20.10 | \$26.80 |
| Clerical, administration and support stream, level 3 | \$35.38 | \$21.23 | \$28.30 | \$21.23 | \$28.30 |
| Clerical, administration and support stream, level 4 | \$37.15 | \$22.29 | \$29.72 | \$22.29 | \$29.72 |
| Clerical, administration and support stream, level 5 | \$38.65 | \$23.19 | \$30.92 | \$23.19 | \$30.92 |
| Clerical, administration and support stream, level 6 | \$40.18 | \$24.11 | \$32.14 | \$24.11 | \$32.14 |
| Clerical, administration and support stream, level 7 | \$41.70 | \$25.02 | \$33.36 | \$25.02 | \$33.36 |
| Clerical, administration and support stream, level 8 | \$43.20 | \$25.92 | \$34.56 | \$25.92 | \$34.56 |
| Maintenance and engineering stream, aircraft worker | \$40.18 | \$24.11 | \$32.14 | \$24.11 | \$32.14 |
| Storepersons and logistics stream, level 1 | \$40.00 | \$24.00 | \$32.00 | \$24.00 | \$32.00 |
| Storepersons and logistics stream, level 2 | \$40.88 | \$24.53 | \$32.70 | \$24.53 | \$32.70 |
| Storepersons and logistics stream, level 3 | \$41.98 | \$25.19 | \$33.58 | \$25.19 | \$33.58 |
| Storepersons and logistics stream, level 4 | \$43.28 | \$25.97 | \$34.62 | \$25.97 | \$34.62 |
| Storepersons and logistics stream, level 5 | \$44.88 | \$26.93 | \$35.90 | \$26.93 | \$35.90 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$25.68 | \$25.68 | \$19.26 | \$25.68 | \$25.68 | \$19.26 |
| Clerical, administration and support stream, level 2 | \$26.80 | \$26.80 | \$20.10 | \$26.80 | \$26.80 | \$20.10 |
| Clerical, administration and support stream, level 3 | \$28.30 | \$28.30 | \$21.23 | \$28.30 | \$28.30 | \$21.23 |
| Clerical, administration and support stream, level 4 | \$29.72 | \$29.72 | \$22.29 | \$29.72 | \$29.72 | \$22.29 |
| Clerical, administration and support stream, level 5 | \$30.92 | \$30.92 | \$23.19 | \$30.92 | \$30.92 | \$23.19 |
| Clerical, administration and support stream, level 6 | \$32.14 | \$32.14 | \$24.11 | \$32.14 | \$32.14 | \$24.11 |
| Clerical, administration and support stream, level 7 | \$33.36 | \$33.36 | \$25.02 | \$33.36 | \$33.36 | \$25.02 |
| Clerical, administration and support stream, level 8 | \$34.56 | \$34.56 | \$25.92 | \$34.56 | \$34.56 | \$25.92 |
| Maintenance and engineering stream, aircraft worker | \$32.14 | \$32.14 | \$24.11 | \$32.14 | \$32.14 | \$24.11 |
| Storepersons and logistics stream, level 1 | \$32.00 | \$32.00 | \$24.00 | \$32.00 | \$32.00 | \$24.00 |
| Storepersons and logistics stream, level 2 | \$32.70 | \$32.70 | \$24.53 | \$32.70 | \$32.70 | \$24.53 |
| Storepersons and logistics stream, level 3 | \$33.58 | \$33.58 | \$25.19 | \$33.58 | \$33.58 | \$25.19 |
| Storepersons and logistics stream, level 4 | \$34.62 | \$34.62 | \$25.97 | \$34.62 | \$34.62 | \$25.97 |
| Storepersons and logistics stream, level 5 | \$35.90 | \$35.90 | \$26.93 | \$35.90 | \$35.90 | \$26.93 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$25.68 | \$25.68 | \$19.26 | \$25.68 | \$25.68 | \$25.68 |
| Clerical, administration and support stream, level 2 | \$26.80 | \$26.80 | \$20.10 | \$26.80 | \$26.80 | \$26.80 |
| Clerical, administration and support stream, level 3 | \$28.30 | \$28.30 | \$21.23 | \$28.30 | \$28.30 | \$28.30 |
| Clerical, administration and support stream, level 4 | \$29.72 | \$29.72 | \$22.29 | \$29.72 | \$29.72 | \$29.72 |
| Clerical, administration and support stream, level 5 | \$30.92 | \$30.92 | \$23.19 | \$30.92 | \$30.92 | \$30.92 |
| Clerical, administration and support stream, level 6 | \$32.14 | \$32.14 | \$24.11 | \$32.14 | \$32.14 | \$32.14 |
| Clerical, administration and support stream, level 7 | \$33.36 | \$33.36 | \$25.02 | \$33.36 | \$33.36 | \$33.36 |
| Clerical, administration and support stream, level 8 | \$34.56 | \$34.56 | \$25.92 | \$34.56 | \$34.56 | \$34.56 |
| Maintenance and engineering stream, aircraft worker | \$32.14 | \$32.14 | \$24.11 | \$32.14 | \$32.14 | \$32.14 |
| Storepersons and logistics stream, level 1 | \$32.00 | \$32.00 | \$24.00 | \$32.00 | \$32.00 | \$32.00 |
| Storepersons and logistics stream, level 2 | \$32.70 | \$32.70 | \$24.53 | \$32.70 | \$32.70 | \$32.70 |
| Storepersons and logistics stream, level 3 | \$33.58 | \$33.58 | \$25.19 | \$33.58 | \$33.58 | \$33.58 |
| Storepersons and logistics stream, level 4 | \$34.62 | \$34.62 | \$25.97 | \$34.62 | \$34.62 | \$34.62 |
| Storepersons and logistics stream, level 5 | \$35.90 | \$35.90 | \$26.93 | \$35.90 | \$35.90 | \$35.90 |

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

Table 1 of 5

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|------------------------------------------------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Clerical, administration and support stream, level 1 | \$14.81 | \$17.03 | \$17.03 | \$18.14 | \$19.25 |
| Clerical, administration and support stream, level 2 | \$15.46 | \$17.78 | \$17.78 | \$18.94 | \$20.10 |
| Clerical, administration and support stream, level 3 | \$16.33 | \$18.78 | \$18.78 | \$20.00 | \$21.23 |
| Clerical, administration and support stream, level 4 | \$17.15 | \$19.72 | \$19.72 | \$21.01 | \$22.30 |
| Clerical, administration and support stream, level 5 | \$17.84 | \$20.52 | \$20.52 | \$21.85 | \$23.19 |
| Clerical, administration and support stream, level 6 | \$18.54 | \$21.32 | \$21.32 | \$22.71 | \$24.10 |
| Clerical, administration and support stream, level 7 | \$19.25 | \$22.14 | \$22.14 | \$23.58 | \$25.03 |
| Clerical, administration and support stream, level 8 | \$19.94 | \$22.93 | \$22.93 | \$24.43 | \$25.92 |
| Maintenance and engineering stream, aircraft worker | \$17.59 | \$20.23 | \$20.23 | \$21.55 | \$22.87 |
| Storepersons and logistics stream, level 1 | \$17.50 | \$20.13 | \$20.13 | \$21.44 | \$22.75 |
| Storepersons and logistics stream, level 2 | \$17.89 | \$20.57 | \$20.57 | \$21.92 | \$23.26 |
| Storepersons and logistics stream, level 3 | \$18.37 | \$21.13 | \$21.13 | \$22.50 | \$23.88 |
| Storepersons and logistics stream, level 4 | \$18.94 | \$21.78 | \$21.78 | \$23.20 | \$24.62 |
| Storepersons and logistics stream, level 5 | \$19.64 | \$22.59 | \$22.59 | \$24.06 | \$25.53 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$22.22 | \$22.22 | \$22.22 | \$22.22 | \$29.62 | \$29.62 |
| Clerical, administration and support stream, level 2 | \$23.19 | \$23.19 | \$23.19 | \$23.19 | \$30.92 | \$30.92 |
| Clerical, administration and support stream, level 3 | \$24.50 | \$24.50 | \$24.50 | \$24.50 | \$32.66 | \$32.66 |
| Clerical, administration and support stream, level 4 | \$25.73 | \$25.73 | \$25.73 | \$25.73 | \$34.30 | \$34.30 |
| Clerical, administration and support stream, level 5 | \$26.76 | \$26.76 | \$26.76 | \$26.76 | \$35.68 | \$35.68 |
| Clerical, administration and support stream, level 6 | \$27.81 | \$27.81 | \$27.81 | \$27.81 | \$37.08 | \$37.08 |
| Clerical, administration and support stream, level 7 | \$28.88 | \$28.88 | \$28.88 | \$28.88 | \$38.50 | \$38.50 |
| Clerical, administration and support stream, level 8 | \$29.91 | \$29.91 | \$29.91 | \$29.91 | \$39.88 | \$39.88 |
| Maintenance and engineering stream, aircraft worker | \$26.39 | \$26.39 | \$26.39 | \$26.39 | \$35.18 | \$35.18 |
| Storepersons and logistics stream, level 1 | \$26.25 | \$26.25 | \$26.25 | \$26.25 | \$35.00 | \$35.00 |
| Storepersons and logistics stream, level 2 | \$26.84 | \$26.84 | \$26.84 | \$26.84 | \$35.78 | \$35.78 |
| Storepersons and logistics stream, level 3 | \$27.56 | \$27.56 | \$27.56 | \$27.56 | \$36.74 | \$36.74 |
| Storepersons and logistics stream, level 4 | \$28.41 | \$28.41 | \$28.41 | \$28.41 | \$37.88 | \$37.88 |
| Storepersons and logistics stream, level 5 | \$29.46 | \$29.46 | \$29.46 | \$29.46 | \$39.28 | \$39.28 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$37.03 | \$22.22 | \$29.62 | \$22.22 | \$29.62 |
| Clerical, administration and support stream, level 2 | \$38.65 | \$23.19 | \$30.92 | \$23.19 | \$30.92 |
| Clerical, administration and support stream, level 3 | \$40.83 | \$24.50 | \$32.66 | \$24.50 | \$32.66 |
| Clerical, administration and support stream, level 4 | \$42.88 | \$25.73 | \$34.30 | \$25.73 | \$34.30 |
| Clerical, administration and support stream, level 5 | \$44.60 | \$26.76 | \$35.68 | \$26.76 | \$35.68 |
| Clerical, administration and support stream, level 6 | \$46.35 | \$27.81 | \$37.08 | \$27.81 | \$37.08 |
| Clerical, administration and support stream, level 7 | \$48.13 | \$28.88 | \$38.50 | \$28.88 | \$38.50 |
| Clerical, administration and support stream, level 8 | \$49.85 | \$29.91 | \$39.88 | \$29.91 | \$39.88 |
| Maintenance and engineering stream, aircraft worker | \$43.98 | \$26.39 | \$35.18 | \$26.39 | \$35.18 |
| Storepersons and logistics stream, level 1 | \$43.75 | \$26.25 | \$35.00 | \$26.25 | \$35.00 |
| Storepersons and logistics stream, level 2 | \$44.73 | \$26.84 | \$35.78 | \$26.84 | \$35.78 |
| Storepersons and logistics stream, level 3 | \$45.93 | \$27.56 | \$36.74 | \$27.56 | \$36.74 |
| Storepersons and logistics stream, level 4 | \$47.35 | \$28.41 | \$37.88 | \$28.41 | \$37.88 |
| Storepersons and logistics stream, level 5 | \$49.10 | \$29.46 | \$39.28 | \$29.46 | \$39.28 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$29.62 | \$29.62 | \$22.22 | \$29.62 | \$29.62 | \$22.22 |
| Clerical, administration and support stream, level 2 | \$30.92 | \$30.92 | \$23.19 | \$30.92 | \$30.92 | \$23.19 |
| Clerical, administration and support stream, level 3 | \$32.66 | \$32.66 | \$24.50 | \$32.66 | \$32.66 | \$24.50 |
| Clerical, administration and support stream, level 4 | \$34.30 | \$34.30 | \$25.73 | \$34.30 | \$34.30 | \$25.73 |
| Clerical, administration and support stream, level 5 | \$35.68 | \$35.68 | \$26.76 | \$35.68 | \$35.68 | \$26.76 |
| Clerical, administration and support stream, level 6 | \$37.08 | \$37.08 | \$27.81 | \$37.08 | \$37.08 | \$27.81 |
| Clerical, administration and support stream, level 7 | \$38.50 | \$38.50 | \$28.88 | \$38.50 | \$38.50 | \$28.88 |
| Clerical, administration and support stream, level 8 | \$39.88 | \$39.88 | \$29.91 | \$39.88 | \$39.88 | \$29.91 |
| Maintenance and engineering stream, aircraft worker | \$35.18 | \$35.18 | \$26.39 | \$35.18 | \$35.18 | \$26.39 |
| Storepersons and logistics stream, level 1 | \$35.00 | \$35.00 | \$26.25 | \$35.00 | \$35.00 | \$26.25 |
| Storepersons and logistics stream, level 2 | \$35.78 | \$35.78 | \$26.84 | \$35.78 | \$35.78 | \$26.84 |
| Storepersons and logistics stream, level 3 | \$36.74 | \$36.74 | \$27.56 | \$36.74 | \$36.74 | \$27.56 |
| Storepersons and logistics stream, level 4 | \$37.88 | \$37.88 | \$28.41 | \$37.88 | \$37.88 | \$28.41 |
| Storepersons and logistics stream, level 5 | \$39.28 | \$39.28 | \$29.46 | \$39.28 | \$39.28 | \$29.46 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$29.62 | \$29.62 | \$22.22 | \$29.62 | \$29.62 | \$29.62 |
| Clerical, administration and support stream, level 2 | \$30.92 | \$30.92 | \$23.19 | \$30.92 | \$30.92 | \$30.92 |
| Clerical, administration and support stream, level 3 | \$32.66 | \$32.66 | \$24.50 | \$32.66 | \$32.66 | \$32.66 |
| Clerical, administration and support stream, level 4 | \$34.30 | \$34.30 | \$25.73 | \$34.30 | \$34.30 | \$34.30 |
| Clerical, administration and support stream, level 5 | \$35.68 | \$35.68 | \$26.76 | \$35.68 | \$35.68 | \$35.68 |
| Clerical, administration and support stream, level 6 | \$37.08 | \$37.08 | \$27.81 | \$37.08 | \$37.08 | \$37.08 |
| Clerical, administration and support stream, level 7 | \$38.50 | \$38.50 | \$28.88 | \$38.50 | \$38.50 | \$38.50 |
| Clerical, administration and support stream, level 8 | \$39.88 | \$39.88 | \$29.91 | \$39.88 | \$39.88 | \$39.88 |
| Maintenance and engineering stream, aircraft worker | \$35.18 | \$35.18 | \$26.39 | \$35.18 | \$35.18 | \$35.18 |
| Storepersons and logistics stream, level 1 | \$35.00 | \$35.00 | \$26.25 | \$35.00 | \$35.00 | \$35.00 |
| Storepersons and logistics stream, level 2 | \$35.78 | \$35.78 | \$26.84 | \$35.78 | \$35.78 | \$35.78 |
| Storepersons and logistics stream, level 3 | \$36.74 | \$36.74 | \$27.56 | \$36.74 | \$36.74 | \$36.74 |
| Storepersons and logistics stream, level 4 | \$37.88 | \$37.88 | \$28.41 | \$37.88 | \$37.88 | \$37.88 |
| Storepersons and logistics stream, level 5 | \$39.28 | \$39.28 | \$29.46 | \$39.28 | \$39.28 | \$39.28 |

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

Table 1 of 5

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|------------------------------------------------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Clerical, administration and support stream, level 1 | \$17.78 | \$20.45 | \$20.45 | \$21.78 | \$23.11 |
| Clerical, administration and support stream, level 2 | \$18.55 | \$21.33 | \$21.33 | \$22.72 | \$24.12 |
| Clerical, administration and support stream, level 3 | \$19.59 | \$22.53 | \$22.53 | \$24.00 | \$25.47 |
| Clerical, administration and support stream, level 4 | \$20.57 | \$23.66 | \$23.66 | \$25.20 | \$26.74 |
| Clerical, administration and support stream, level 5 | \$21.41 | \$24.62 | \$24.62 | \$26.23 | \$27.83 |
| Clerical, administration and support stream, level 6 | \$22.25 | \$25.59 | \$25.59 | \$27.26 | \$28.93 |
| Clerical, administration and support stream, level 7 | \$23.09 | \$26.55 | \$26.55 | \$28.29 | \$30.02 |
| Clerical, administration and support stream, level 8 | \$23.93 | \$27.52 | \$27.52 | \$29.31 | \$31.11 |
| Maintenance and engineering stream, aircraft worker | \$18.91 | \$21.75 | \$21.75 | \$23.16 | \$24.58 |
| Storepersons and logistics stream, level 1 | \$18.82 | \$21.64 | \$21.64 | \$23.05 | \$24.47 |
| Storepersons and logistics stream, level 2 | \$19.24 | \$22.13 | \$22.13 | \$23.57 | \$25.01 |
| Storepersons and logistics stream, level 3 | \$19.75 | \$22.71 | \$22.71 | \$24.19 | \$25.68 |
| Storepersons and logistics stream, level 4 | \$20.37 | \$23.43 | \$23.43 | \$24.95 | \$26.48 |
| Storepersons and logistics stream, level 5 | \$21.12 | \$24.29 | \$24.29 | \$25.87 | \$27.46 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$26.67 | \$26.67 | \$26.67 | \$26.67 | \$35.56 | \$35.56 |
| Clerical, administration and support stream, level 2 | \$27.83 | \$27.83 | \$27.83 | \$27.83 | \$37.10 | \$37.10 |
| Clerical, administration and support stream, level 3 | \$29.39 | \$29.39 | \$29.39 | \$29.39 | \$39.18 | \$39.18 |
| Clerical, administration and support stream, level 4 | \$30.86 | \$30.86 | \$30.86 | \$30.86 | \$41.14 | \$41.14 |
| Clerical, administration and support stream, level 5 | \$32.12 | \$32.12 | \$32.12 | \$32.12 | \$42.82 | \$42.82 |
| Clerical, administration and support stream, level 6 | \$33.38 | \$33.38 | \$33.38 | \$33.38 | \$44.50 | \$44.50 |
| Clerical, administration and support stream, level 7 | \$34.64 | \$34.64 | \$34.64 | \$34.64 | \$46.18 | \$46.18 |
| Clerical, administration and support stream, level 8 | \$35.90 | \$35.90 | \$35.90 | \$35.90 | \$47.86 | \$47.86 |
| Maintenance and engineering stream, aircraft worker | \$28.37 | \$28.37 | \$28.37 | \$28.37 | \$37.82 | \$37.82 |
| Storepersons and logistics stream, level 1 | \$28.23 | \$28.23 | \$28.23 | \$28.23 | \$37.64 | \$37.64 |
| Storepersons and logistics stream, level 2 | \$28.86 | \$28.86 | \$28.86 | \$28.86 | \$38.48 | \$38.48 |
| Storepersons and logistics stream, level 3 | \$29.63 | \$29.63 | \$29.63 | \$29.63 | \$39.50 | \$39.50 |
| Storepersons and logistics stream, level 4 | \$30.56 | \$30.56 | \$30.56 | \$30.56 | \$40.74 | \$40.74 |
| Storepersons and logistics stream, level 5 | \$31.68 | \$31.68 | \$31.68 | \$31.68 | \$42.24 | \$42.24 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$44.45 | \$26.67 | \$35.56 | \$26.67 | \$35.56 |
| Clerical, administration and support stream, level 2 | \$46.38 | \$27.83 | \$37.10 | \$27.83 | \$37.10 |
| Clerical, administration and support stream, level 3 | \$48.98 | \$29.39 | \$39.18 | \$29.39 | \$39.18 |
| Clerical, administration and support stream, level 4 | \$51.43 | \$30.86 | \$41.14 | \$30.86 | \$41.14 |
| Clerical, administration and support stream, level 5 | \$53.53 | \$32.12 | \$42.82 | \$32.12 | \$42.82 |
| Clerical, administration and support stream, level 6 | \$55.63 | \$33.38 | \$44.50 | \$33.38 | \$44.50 |
| Clerical, administration and support stream, level 7 | \$57.73 | \$34.64 | \$46.18 | \$34.64 | \$46.18 |
| Clerical, administration and support stream, level 8 | \$59.83 | \$35.90 | \$47.86 | \$35.90 | \$47.86 |
| Maintenance and engineering stream, aircraft worker | \$47.28 | \$28.37 | \$37.82 | \$28.37 | \$37.82 |
| Storepersons and logistics stream, level 1 | \$47.05 | \$28.23 | \$37.64 | \$28.23 | \$37.64 |
| Storepersons and logistics stream, level 2 | \$48.10 | \$28.86 | \$38.48 | \$28.86 | \$38.48 |
| Storepersons and logistics stream, level 3 | \$49.38 | \$29.63 | \$39.50 | \$29.63 | \$39.50 |
| Storepersons and logistics stream, level 4 | \$50.93 | \$30.56 | \$40.74 | \$30.56 | \$40.74 |
| Storepersons and logistics stream, level 5 | \$52.80 | \$31.68 | \$42.24 | \$31.68 | \$42.24 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$35.56 | \$35.56 | \$26.67 | \$35.56 | \$35.56 | \$26.67 |
| Clerical, administration and support stream, level 2 | \$37.10 | \$37.10 | \$27.83 | \$37.10 | \$37.10 | \$27.83 |
| Clerical, administration and support stream, level 3 | \$39.18 | \$39.18 | \$29.39 | \$39.18 | \$39.18 | \$29.39 |
| Clerical, administration and support stream, level 4 | \$41.14 | \$41.14 | \$30.86 | \$41.14 | \$41.14 | \$30.86 |
| Clerical, administration and support stream, level 5 | \$42.82 | \$42.82 | \$32.12 | \$42.82 | \$42.82 | \$32.12 |
| Clerical, administration and support stream, level 6 | \$44.50 | \$44.50 | \$33.38 | \$44.50 | \$44.50 | \$33.38 |
| Clerical, administration and support stream, level 7 | \$46.18 | \$46.18 | \$34.64 | \$46.18 | \$46.18 | \$34.64 |
| Clerical, administration and support stream, level 8 | \$47.86 | \$47.86 | \$35.90 | \$47.86 | \$47.86 | \$35.90 |
| Maintenance and engineering stream, aircraft worker | \$37.82 | \$37.82 | \$28.37 | \$37.82 | \$37.82 | \$28.37 |
| Storepersons and logistics stream, level 1 | \$37.64 | \$37.64 | \$28.23 | \$37.64 | \$37.64 | \$28.23 |
| Storepersons and logistics stream, level 2 | \$38.48 | \$38.48 | \$28.86 | \$38.48 | \$38.48 | \$28.86 |
| Storepersons and logistics stream, level 3 | \$39.50 | \$39.50 | \$29.63 | \$39.50 | \$39.50 | \$29.63 |
| Storepersons and logistics stream, level 4 | \$40.74 | \$40.74 | \$30.56 | \$40.74 | \$40.74 | \$30.56 |
| Storepersons and logistics stream, level 5 | \$42.24 | \$42.24 | \$31.68 | \$42.24 | \$42.24 | \$31.68 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$35.56 | \$35.56 | \$26.67 | \$35.56 | \$35.56 | \$35.56 |
| Clerical, administration and support stream, level 2 | \$37.10 | \$37.10 | \$27.83 | \$37.10 | \$37.10 | \$37.10 |
| Clerical, administration and support stream, level 3 | \$39.18 | \$39.18 | \$29.39 | \$39.18 | \$39.18 | \$39.18 |
| Clerical, administration and support stream, level 4 | \$41.14 | \$41.14 | \$30.86 | \$41.14 | \$41.14 | \$41.14 |
| Clerical, administration and support stream, level 5 | \$42.82 | \$42.82 | \$32.12 | \$42.82 | \$42.82 | \$42.82 |
| Clerical, administration and support stream, level 6 | \$44.50 | \$44.50 | \$33.38 | \$44.50 | \$44.50 | \$44.50 |
| Clerical, administration and support stream, level 7 | \$46.18 | \$46.18 | \$34.64 | \$46.18 | \$46.18 | \$46.18 |
| Clerical, administration and support stream, level 8 | \$47.86 | \$47.86 | \$35.90 | \$47.86 | \$47.86 | \$47.86 |
| Maintenance and engineering stream, aircraft worker | \$37.82 | \$37.82 | \$28.37 | \$37.82 | \$37.82 | \$37.82 |
| Storepersons and logistics stream, level 1 | \$37.64 | \$37.64 | \$28.23 | \$37.64 | \$37.64 | \$37.64 |
| Storepersons and logistics stream, level 2 | \$38.48 | \$38.48 | \$28.86 | \$38.48 | \$38.48 | \$38.48 |
| Storepersons and logistics stream, level 3 | \$39.50 | \$39.50 | \$29.63 | \$39.50 | \$39.50 | \$39.50 |
| Storepersons and logistics stream, level 4 | \$40.74 | \$40.74 | \$30.56 | \$40.74 | \$40.74 | \$40.74 |
| Storepersons and logistics stream, level 5 | \$42.24 | \$42.24 | \$31.68 | \$42.24 | \$42.24 | \$42.24 |

Junior - Casual - 16 years and under

Table 1 of 5

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|------------------------------------------------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Clerical, administration and support stream, level 1 | \$12.35 | \$13.83 | \$13.83 | \$14.57 | \$15.31 |
| Clerical, administration and support stream, level 2 | \$12.89 | \$14.43 | \$14.43 | \$15.21 | \$15.98 |
| Clerical, administration and support stream, level 3 | \$13.61 | \$15.25 | \$15.25 | \$16.06 | \$16.88 |
| Clerical, administration and support stream, level 4 | \$14.29 | \$16.00 | \$16.00 | \$16.86 | \$17.72 |
| Clerical, administration and support stream, level 5 | \$14.88 | \$16.66 | \$16.66 | \$17.55 | \$18.45 |
| Clerical, administration and support stream, level 6 | \$15.45 | \$17.30 | \$17.30 | \$18.23 | \$19.16 |
| Clerical, administration and support stream, level 7 | \$16.04 | \$17.96 | \$17.96 | \$18.92 | \$19.89 |
| Clerical, administration and support stream, level 8 | \$16.63 | \$18.62 | \$18.62 | \$19.62 | \$20.62 |
| Maintenance and engineering stream, aircraft worker | \$13.00 | \$14.56 | \$14.56 | \$15.34 | \$16.12 |
| Storepersons and logistics stream, level 1 | \$12.94 | \$14.49 | \$14.49 | \$15.27 | \$16.04 |
| Storepersons and logistics stream, level 2 | \$13.23 | \$14.81 | \$14.81 | \$15.61 | \$16.40 |
| Storepersons and logistics stream, level 3 | \$13.58 | \$15.20 | \$15.20 | \$16.02 | \$16.83 |
| Storepersons and logistics stream, level 4 | \$14.00 | \$15.68 | \$15.68 | \$16.52 | \$17.36 |
| Storepersons and logistics stream, level 5 | \$14.53 | \$16.27 | \$16.27 | \$17.14 | \$18.01 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$17.29 | \$17.29 | \$17.29 | \$17.29 | \$22.23 | \$22.23 |
| Clerical, administration and support stream, level 2 | \$18.04 | \$18.04 | \$18.04 | \$18.04 | \$23.20 | \$23.20 |
| Clerical, administration and support stream, level 3 | \$19.06 | \$19.06 | \$19.06 | \$19.06 | \$24.50 | \$24.50 |
| Clerical, administration and support stream, level 4 | \$20.00 | \$20.00 | \$20.00 | \$20.00 | \$25.72 | \$25.72 |
| Clerical, administration and support stream, level 5 | \$20.83 | \$20.83 | \$20.83 | \$20.83 | \$26.78 | \$26.78 |
| Clerical, administration and support stream, level 6 | \$21.63 | \$21.63 | \$21.63 | \$21.63 | \$27.81 | \$27.81 |
| Clerical, administration and support stream, level 7 | \$22.45 | \$22.45 | \$22.45 | \$22.45 | \$28.87 | \$28.87 |
| Clerical, administration and support stream, level 8 | \$23.28 | \$23.28 | \$23.28 | \$23.28 | \$29.93 | \$29.93 |
| Maintenance and engineering stream, aircraft worker | \$18.20 | \$18.20 | \$18.20 | \$18.20 | \$23.40 | \$23.40 |
| Storepersons and logistics stream, level 1 | \$18.11 | \$18.11 | \$18.11 | \$18.11 | \$23.29 | \$23.29 |
| Storepersons and logistics stream, level 2 | \$18.52 | \$18.52 | \$18.52 | \$18.52 | \$23.81 | \$23.81 |
| Storepersons and logistics stream, level 3 | \$19.01 | \$19.01 | \$19.01 | \$19.01 | \$24.44 | \$24.44 |
| Storepersons and logistics stream, level 4 | \$19.60 | \$19.60 | \$19.60 | \$19.60 | \$25.20 | \$25.20 |
| Storepersons and logistics stream, level 5 | \$20.34 | \$20.34 | \$20.34 | \$20.34 | \$26.15 | \$26.15 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$27.17 | \$17.29 | \$22.23 | \$17.29 | \$22.23 |
| Clerical, administration and support stream, level 2 | \$28.35 | \$18.04 | \$23.20 | \$18.04 | \$23.20 |
| Clerical, administration and support stream, level 3 | \$29.95 | \$19.06 | \$24.50 | \$19.06 | \$24.50 |
| Clerical, administration and support stream, level 4 | \$31.43 | \$20.00 | \$25.72 | \$20.00 | \$25.72 |
| Clerical, administration and support stream, level 5 | \$32.73 | \$20.83 | \$26.78 | \$20.83 | \$26.78 |
| Clerical, administration and support stream, level 6 | \$33.99 | \$21.63 | \$27.81 | \$21.63 | \$27.81 |
| Clerical, administration and support stream, level 7 | \$35.28 | \$22.45 | \$28.87 | \$22.45 | \$28.87 |
| Clerical, administration and support stream, level 8 | \$36.58 | \$23.28 | \$29.93 | \$23.28 | \$29.93 |
| Maintenance and engineering stream, aircraft worker | \$28.60 | \$18.20 | \$23.40 | \$18.20 | \$23.40 |
| Storepersons and logistics stream, level 1 | \$28.46 | \$18.11 | \$23.29 | \$18.11 | \$23.29 |
| Storepersons and logistics stream, level 2 | \$29.10 | \$18.52 | \$23.81 | \$18.52 | \$23.81 |
| Storepersons and logistics stream, level 3 | \$29.87 | \$19.01 | \$24.44 | \$19.01 | \$24.44 |
| Storepersons and logistics stream, level 4 | \$30.80 | \$19.60 | \$25.20 | \$19.60 | \$25.20 |
| Storepersons and logistics stream, level 5 | \$31.96 | \$20.34 | \$26.15 | \$20.34 | \$26.15 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$22.23 | \$22.23 | \$17.29 | \$22.23 | \$22.23 | \$17.29 |
| Clerical, administration and support stream, level 2 | \$23.20 | \$23.20 | \$18.04 | \$23.20 | \$23.20 | \$18.04 |
| Clerical, administration and support stream, level 3 | \$24.50 | \$24.50 | \$19.06 | \$24.50 | \$24.50 | \$19.06 |
| Clerical, administration and support stream, level 4 | \$25.72 | \$25.72 | \$20.00 | \$25.72 | \$25.72 | \$20.00 |
| Clerical, administration and support stream, level 5 | \$26.78 | \$26.78 | \$20.83 | \$26.78 | \$26.78 | \$20.83 |
| Clerical, administration and support stream, level 6 | \$27.81 | \$27.81 | \$21.63 | \$27.81 | \$27.81 | \$21.63 |
| Clerical, administration and support stream, level 7 | \$28.87 | \$28.87 | \$22.45 | \$28.87 | \$28.87 | \$22.45 |
| Clerical, administration and support stream, level 8 | \$29.93 | \$29.93 | \$23.28 | \$29.93 | \$29.93 | \$23.28 |
| Maintenance and engineering stream, aircraft worker | \$23.40 | \$23.40 | \$18.20 | \$23.40 | \$23.40 | \$18.20 |
| Storepersons and logistics stream, level 1 | \$23.29 | \$23.29 | \$18.11 | \$23.29 | \$23.29 | \$18.11 |
| Storepersons and logistics stream, level 2 | \$23.81 | \$23.81 | \$18.52 | \$23.81 | \$23.81 | \$18.52 |
| Storepersons and logistics stream, level 3 | \$24.44 | \$24.44 | \$19.01 | \$24.44 | \$24.44 | \$19.01 |
| Storepersons and logistics stream, level 4 | \$25.20 | \$25.20 | \$19.60 | \$25.20 | \$25.20 | \$19.60 |
| Storepersons and logistics stream, level 5 | \$26.15 | \$26.15 | \$20.34 | \$26.15 | \$26.15 | \$20.34 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$22.23 | \$22.23 | \$17.29 | \$22.23 | \$22.23 | \$22.23 |
| Clerical, administration and support stream, level 2 | \$23.20 | \$23.20 | \$18.04 | \$23.20 | \$23.20 | \$23.20 |
| Clerical, administration and support stream, level 3 | \$24.50 | \$24.50 | \$19.06 | \$24.50 | \$24.50 | \$24.50 |
| Clerical, administration and support stream, level 4 | \$25.72 | \$25.72 | \$20.00 | \$25.72 | \$25.72 | \$25.72 |
| Clerical, administration and support stream, level 5 | \$26.78 | \$26.78 | \$20.83 | \$26.78 | \$26.78 | \$26.78 |
| Clerical, administration and support stream, level 6 | \$27.81 | \$27.81 | \$21.63 | \$27.81 | \$27.81 | \$27.81 |
| Clerical, administration and support stream, level 7 | \$28.87 | \$28.87 | \$22.45 | \$28.87 | \$28.87 | \$28.87 |
| Clerical, administration and support stream, level 8 | \$29.93 | \$29.93 | \$23.28 | \$29.93 | \$29.93 | \$29.93 |
| Maintenance and engineering stream, aircraft worker | \$23.40 | \$23.40 | \$18.20 | \$23.40 | \$23.40 | \$23.40 |
| Storepersons and logistics stream, level 1 | \$23.29 | \$23.29 | \$18.11 | \$23.29 | \$23.29 | \$23.29 |
| Storepersons and logistics stream, level 2 | \$23.81 | \$23.81 | \$18.52 | \$23.81 | \$23.81 | \$23.81 |
| Storepersons and logistics stream, level 3 | \$24.44 | \$24.44 | \$19.01 | \$24.44 | \$24.44 | \$24.44 |
| Storepersons and logistics stream, level 4 | \$25.20 | \$25.20 | \$19.60 | \$25.20 | \$25.20 | \$25.20 |
| Storepersons and logistics stream, level 5 | \$26.15 | \$26.15 | \$20.34 | \$26.15 | \$26.15 | \$26.15 |

Junior - Casual - 17 years

Table 1 of 5

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|------------------------------------------------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Clerical, administration and support stream, level 1 | \$13.58 | \$15.20 | \$15.20 | \$16.02 | \$16.83 |
| Clerical, administration and support stream, level 2 | \$14.18 | \$15.88 | \$15.88 | \$16.73 | \$17.58 |
| Clerical, administration and support stream, level 3 | \$14.96 | \$16.76 | \$16.76 | \$17.66 | \$18.55 |
| Clerical, administration and support stream, level 4 | \$15.71 | \$17.60 | \$17.60 | \$18.54 | \$19.48 |
| Clerical, administration and support stream, level 5 | \$16.35 | \$18.31 | \$18.31 | \$19.29 | \$20.27 |
| Clerical, administration and support stream, level 6 | \$17.00 | \$19.04 | \$19.04 | \$20.06 | \$21.08 |
| Clerical, administration and support stream, level 7 | \$17.64 | \$19.75 | \$19.75 | \$20.81 | \$21.87 |
| Clerical, administration and support stream, level 8 | \$18.28 | \$20.47 | \$20.47 | \$21.56 | \$22.66 |
| Maintenance and engineering stream, aircraft worker | \$13.00 | \$14.56 | \$14.56 | \$15.34 | \$16.12 |
| Storepersons and logistics stream, level 1 | \$12.94 | \$14.49 | \$14.49 | \$15.27 | \$16.04 |
| Storepersons and logistics stream, level 2 | \$13.23 | \$14.81 | \$14.81 | \$15.61 | \$16.40 |
| Storepersons and logistics stream, level 3 | \$13.58 | \$15.20 | \$15.20 | \$16.02 | \$16.83 |
| Storepersons and logistics stream, level 4 | \$14.00 | \$15.68 | \$15.68 | \$16.52 | \$17.36 |
| Storepersons and logistics stream, level 5 | \$14.53 | \$16.27 | \$16.27 | \$17.14 | \$18.01 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$19.01 | \$19.01 | \$19.01 | \$19.01 | \$24.44 | \$24.44 |
| Clerical, administration and support stream, level 2 | \$19.85 | \$19.85 | \$19.85 | \$19.85 | \$25.52 | \$25.52 |
| Clerical, administration and support stream, level 3 | \$20.95 | \$20.95 | \$20.95 | \$20.95 | \$26.93 | \$26.93 |
| Clerical, administration and support stream, level 4 | \$22.00 | \$22.00 | \$22.00 | \$22.00 | \$28.28 | \$28.28 |
| Clerical, administration and support stream, level 5 | \$22.89 | \$22.89 | \$22.89 | \$22.89 | \$29.43 | \$29.43 |
| Clerical, administration and support stream, level 6 | \$23.80 | \$23.80 | \$23.80 | \$23.80 | \$30.60 | \$30.60 |
| Clerical, administration and support stream, level 7 | \$24.69 | \$24.69 | \$24.69 | \$24.69 | \$31.75 | \$31.75 |
| Clerical, administration and support stream, level 8 | \$25.59 | \$25.59 | \$25.59 | \$25.59 | \$32.90 | \$32.90 |
| Maintenance and engineering stream, aircraft worker | \$18.20 | \$18.20 | \$18.20 | \$18.20 | \$23.40 | \$23.40 |
| Storepersons and logistics stream, level 1 | \$18.11 | \$18.11 | \$18.11 | \$18.11 | \$23.29 | \$23.29 |
| Storepersons and logistics stream, level 2 | \$18.52 | \$18.52 | \$18.52 | \$18.52 | \$23.81 | \$23.81 |
| Storepersons and logistics stream, level 3 | \$19.01 | \$19.01 | \$19.01 | \$19.01 | \$24.44 | \$24.44 |
| Storepersons and logistics stream, level 4 | \$19.60 | \$19.60 | \$19.60 | \$19.60 | \$25.20 | \$25.20 |
| Storepersons and logistics stream, level 5 | \$20.34 | \$20.34 | \$20.34 | \$20.34 | \$26.15 | \$26.15 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$29.87 | \$19.01 | \$24.44 | \$19.01 | \$24.44 |
| Clerical, administration and support stream, level 2 | \$31.19 | \$19.85 | \$25.52 | \$19.85 | \$25.52 |
| Clerical, administration and support stream, level 3 | \$32.92 | \$20.95 | \$26.93 | \$20.95 | \$26.93 |
| Clerical, administration and support stream, level 4 | \$34.57 | \$22.00 | \$28.28 | \$22.00 | \$28.28 |
| Clerical, administration and support stream, level 5 | \$35.97 | \$22.89 | \$29.43 | \$22.89 | \$29.43 |
| Clerical, administration and support stream, level 6 | \$37.40 | \$23.80 | \$30.60 | \$23.80 | \$30.60 |
| Clerical, administration and support stream, level 7 | \$38.80 | \$24.69 | \$31.75 | \$24.69 | \$31.75 |
| Clerical, administration and support stream, level 8 | \$40.21 | \$25.59 | \$32.90 | \$25.59 | \$32.90 |
| Maintenance and engineering stream, aircraft worker | \$28.60 | \$18.20 | \$23.40 | \$18.20 | \$23.40 |
| Storepersons and logistics stream, level 1 | \$28.46 | \$18.11 | \$23.29 | \$18.11 | \$23.29 |
| Storepersons and logistics stream, level 2 | \$29.10 | \$18.52 | \$23.81 | \$18.52 | \$23.81 |
| Storepersons and logistics stream, level 3 | \$29.87 | \$19.01 | \$24.44 | \$19.01 | \$24.44 |
| Storepersons and logistics stream, level 4 | \$30.80 | \$19.60 | \$25.20 | \$19.60 | \$25.20 |
| Storepersons and logistics stream, level 5 | \$31.96 | \$20.34 | \$26.15 | \$20.34 | \$26.15 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$24.44 | \$24.44 | \$19.01 | \$24.44 | \$24.44 | \$19.01 |
| Clerical, administration and support stream, level 2 | \$25.52 | \$25.52 | \$19.85 | \$25.52 | \$25.52 | \$19.85 |
| Clerical, administration and support stream, level 3 | \$26.93 | \$26.93 | \$20.95 | \$26.93 | \$26.93 | \$20.95 |
| Clerical, administration and support stream, level 4 | \$28.28 | \$28.28 | \$22.00 | \$28.28 | \$28.28 | \$22.00 |
| Clerical, administration and support stream, level 5 | \$29.43 | \$29.43 | \$22.89 | \$29.43 | \$29.43 | \$22.89 |
| Clerical, administration and support stream, level 6 | \$30.60 | \$30.60 | \$23.80 | \$30.60 | \$30.60 | \$23.80 |
| Clerical, administration and support stream, level 7 | \$31.75 | \$31.75 | \$24.69 | \$31.75 | \$31.75 | \$24.69 |
| Clerical, administration and support stream, level 8 | \$32.90 | \$32.90 | \$25.59 | \$32.90 | \$32.90 | \$25.59 |
| Maintenance and engineering stream, aircraft worker | \$23.40 | \$23.40 | \$18.20 | \$23.40 | \$23.40 | \$18.20 |
| Storepersons and logistics stream, level 1 | \$23.29 | \$23.29 | \$18.11 | \$23.29 | \$23.29 | \$18.11 |
| Storepersons and logistics stream, level 2 | \$23.81 | \$23.81 | \$18.52 | \$23.81 | \$23.81 | \$18.52 |
| Storepersons and logistics stream, level 3 | \$24.44 | \$24.44 | \$19.01 | \$24.44 | \$24.44 | \$19.01 |
| Storepersons and logistics stream, level 4 | \$25.20 | \$25.20 | \$19.60 | \$25.20 | \$25.20 | \$19.60 |
| Storepersons and logistics stream, level 5 | \$26.15 | \$26.15 | \$20.34 | \$26.15 | \$26.15 | \$20.34 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$24.44 | \$24.44 | \$19.01 | \$24.44 | \$24.44 | \$24.44 |
| Clerical, administration and support stream, level 2 | \$25.52 | \$25.52 | \$19.85 | \$25.52 | \$25.52 | \$25.52 |
| Clerical, administration and support stream, level 3 | \$26.93 | \$26.93 | \$20.95 | \$26.93 | \$26.93 | \$26.93 |
| Clerical, administration and support stream, level 4 | \$28.28 | \$28.28 | \$22.00 | \$28.28 | \$28.28 | \$28.28 |
| Clerical, administration and support stream, level 5 | \$29.43 | \$29.43 | \$22.89 | \$29.43 | \$29.43 | \$29.43 |
| Clerical, administration and support stream, level 6 | \$30.60 | \$30.60 | \$23.80 | \$30.60 | \$30.60 | \$30.60 |
| Clerical, administration and support stream, level 7 | \$31.75 | \$31.75 | \$24.69 | \$31.75 | \$31.75 | \$31.75 |
| Clerical, administration and support stream, level 8 | \$32.90 | \$32.90 | \$25.59 | \$32.90 | \$32.90 | \$32.90 |
| Maintenance and engineering stream, aircraft worker | \$23.40 | \$23.40 | \$18.20 | \$23.40 | \$23.40 | \$23.40 |
| Storepersons and logistics stream, level 1 | \$23.29 | \$23.29 | \$18.11 | \$23.29 | \$23.29 | \$23.29 |
| Storepersons and logistics stream, level 2 | \$23.81 | \$23.81 | \$18.52 | \$23.81 | \$23.81 | \$23.81 |
| Storepersons and logistics stream, level 3 | \$24.44 | \$24.44 | \$19.01 | \$24.44 | \$24.44 | \$24.44 |
| Storepersons and logistics stream, level 4 | \$25.20 | \$25.20 | \$19.60 | \$25.20 | \$25.20 | \$25.20 |
| Storepersons and logistics stream, level 5 | \$26.15 | \$26.15 | \$20.34 | \$26.15 | \$26.15 | \$26.15 |

Junior - Casual - 18 years

Table 1 of 5

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|------------------------------------------------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Clerical, administration and support stream, level 1 | \$16.05 | \$17.98 | \$17.98 | \$18.94 | \$19.90 |
| Clerical, administration and support stream, level 2 | \$16.75 | \$18.76 | \$18.76 | \$19.77 | \$20.77 |
| Clerical, administration and support stream, level 3 | \$17.69 | \$19.81 | \$19.81 | \$20.87 | \$21.93 |
| Clerical, administration and support stream, level 4 | \$18.58 | \$20.80 | \$20.80 | \$21.92 | \$23.03 |
| Clerical, administration and support stream, level 5 | \$19.33 | \$21.64 | \$21.64 | \$22.80 | \$23.96 |
| Clerical, administration and support stream, level 6 | \$20.09 | \$22.50 | \$22.50 | \$23.70 | \$24.91 |
| Clerical, administration and support stream, level 7 | \$20.85 | \$23.35 | \$23.35 | \$24.60 | \$25.85 |
| Clerical, administration and support stream, level 8 | \$21.60 | \$24.19 | \$24.19 | \$25.49 | \$26.78 |
| Maintenance and engineering stream, aircraft worker | \$20.09 | \$22.50 | \$22.50 | \$23.70 | \$24.91 |
| Storepersons and logistics stream, level 1 | \$20.00 | \$22.40 | \$22.40 | \$23.60 | \$24.80 |
| Storepersons and logistics stream, level 2 | \$20.44 | \$22.89 | \$22.89 | \$24.12 | \$25.34 |
| Storepersons and logistics stream, level 3 | \$20.99 | \$23.51 | \$23.51 | \$24.77 | \$26.02 |
| Storepersons and logistics stream, level 4 | \$21.64 | \$24.23 | \$24.23 | \$25.53 | \$26.83 |
| Storepersons and logistics stream, level 5 | \$22.44 | \$25.13 | \$25.13 | \$26.48 | \$27.82 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$22.47 | \$22.47 | \$22.47 | \$22.47 | \$28.89 | \$28.89 |
| Clerical, administration and support stream, level 2 | \$23.45 | \$23.45 | \$23.45 | \$23.45 | \$30.15 | \$30.15 |
| Clerical, administration and support stream, level 3 | \$24.76 | \$24.76 | \$24.76 | \$24.76 | \$31.84 | \$31.84 |
| Clerical, administration and support stream, level 4 | \$26.01 | \$26.01 | \$26.01 | \$26.01 | \$33.44 | \$33.44 |
| Clerical, administration and support stream, level 5 | \$27.06 | \$27.06 | \$27.06 | \$27.06 | \$34.79 | \$34.79 |
| Clerical, administration and support stream, level 6 | \$28.12 | \$28.12 | \$28.12 | \$28.12 | \$36.16 | \$36.16 |
| Clerical, administration and support stream, level 7 | \$29.19 | \$29.19 | \$29.19 | \$29.19 | \$37.53 | \$37.53 |
| Clerical, administration and support stream, level 8 | \$30.24 | \$30.24 | \$30.24 | \$30.24 | \$38.88 | \$38.88 |
| Maintenance and engineering stream, aircraft worker | \$28.12 | \$28.12 | \$28.12 | \$28.12 | \$36.16 | \$36.16 |
| Storepersons and logistics stream, level 1 | \$28.00 | \$28.00 | \$28.00 | \$28.00 | \$36.00 | \$36.00 |
| Storepersons and logistics stream, level 2 | \$28.61 | \$28.61 | \$28.61 | \$28.61 | \$36.79 | \$36.79 |
| Storepersons and logistics stream, level 3 | \$29.38 | \$29.38 | \$29.38 | \$29.38 | \$37.78 | \$37.78 |
| Storepersons and logistics stream, level 4 | \$30.29 | \$30.29 | \$30.29 | \$30.29 | \$38.95 | \$38.95 |
| Storepersons and logistics stream, level 5 | \$31.41 | \$31.41 | \$31.41 | \$31.41 | \$40.39 | \$40.39 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$35.31 | \$22.47 | \$28.89 | \$22.47 | \$28.89 |
| Clerical, administration and support stream, level 2 | \$36.85 | \$23.45 | \$30.15 | \$23.45 | \$30.15 |
| Clerical, administration and support stream, level 3 | \$38.91 | \$24.76 | \$31.84 | \$24.76 | \$31.84 |
| Clerical, administration and support stream, level 4 | \$40.87 | \$26.01 | \$33.44 | \$26.01 | \$33.44 |
| Clerical, administration and support stream, level 5 | \$42.52 | \$27.06 | \$34.79 | \$27.06 | \$34.79 |
| Clerical, administration and support stream, level 6 | \$44.19 | \$28.12 | \$36.16 | \$28.12 | \$36.16 |
| Clerical, administration and support stream, level 7 | \$45.87 | \$29.19 | \$37.53 | \$29.19 | \$37.53 |
| Clerical, administration and support stream, level 8 | \$47.52 | \$30.24 | \$38.88 | \$30.24 | \$38.88 |
| Maintenance and engineering stream, aircraft worker | \$44.19 | \$28.12 | \$36.16 | \$28.12 | \$36.16 |
| Storepersons and logistics stream, level 1 | \$44.00 | \$28.00 | \$36.00 | \$28.00 | \$36.00 |
| Storepersons and logistics stream, level 2 | \$44.96 | \$28.61 | \$36.79 | \$28.61 | \$36.79 |
| Storepersons and logistics stream, level 3 | \$46.17 | \$29.38 | \$37.78 | \$29.38 | \$37.78 |
| Storepersons and logistics stream, level 4 | \$47.60 | \$30.29 | \$38.95 | \$30.29 | \$38.95 |
| Storepersons and logistics stream, level 5 | \$49.36 | \$31.41 | \$40.39 | \$31.41 | \$40.39 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$28.89 | \$28.89 | \$22.47 | \$28.89 | \$28.89 | \$22.47 |
| Clerical, administration and support stream, level 2 | \$30.15 | \$30.15 | \$23.45 | \$30.15 | \$30.15 | \$23.45 |
| Clerical, administration and support stream, level 3 | \$31.84 | \$31.84 | \$24.76 | \$31.84 | \$31.84 | \$24.76 |
| Clerical, administration and support stream, level 4 | \$33.44 | \$33.44 | \$26.01 | \$33.44 | \$33.44 | \$26.01 |
| Clerical, administration and support stream, level 5 | \$34.79 | \$34.79 | \$27.06 | \$34.79 | \$34.79 | \$27.06 |
| Clerical, administration and support stream, level 6 | \$36.16 | \$36.16 | \$28.12 | \$36.16 | \$36.16 | \$28.12 |
| Clerical, administration and support stream, level 7 | \$37.53 | \$37.53 | \$29.19 | \$37.53 | \$37.53 | \$29.19 |
| Clerical, administration and support stream, level 8 | \$38.88 | \$38.88 | \$30.24 | \$38.88 | \$38.88 | \$30.24 |
| Maintenance and engineering stream, aircraft worker | \$36.16 | \$36.16 | \$28.12 | \$36.16 | \$36.16 | \$28.12 |
| Storepersons and logistics stream, level 1 | \$36.00 | \$36.00 | \$28.00 | \$36.00 | \$36.00 | \$28.00 |
| Storepersons and logistics stream, level 2 | \$36.79 | \$36.79 | \$28.61 | \$36.79 | \$36.79 | \$28.61 |
| Storepersons and logistics stream, level 3 | \$37.78 | \$37.78 | \$29.38 | \$37.78 | \$37.78 | \$29.38 |
| Storepersons and logistics stream, level 4 | \$38.95 | \$38.95 | \$30.29 | \$38.95 | \$38.95 | \$30.29 |
| Storepersons and logistics stream, level 5 | \$40.39 | \$40.39 | \$31.41 | \$40.39 | \$40.39 | \$31.41 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$28.89 | \$28.89 | \$22.47 | \$28.89 | \$28.89 | \$28.89 |
| Clerical, administration and support stream, level 2 | \$30.15 | \$30.15 | \$23.45 | \$30.15 | \$30.15 | \$30.15 |
| Clerical, administration and support stream, level 3 | \$31.84 | \$31.84 | \$24.76 | \$31.84 | \$31.84 | \$31.84 |
| Clerical, administration and support stream, level 4 | \$33.44 | \$33.44 | \$26.01 | \$33.44 | \$33.44 | \$33.44 |
| Clerical, administration and support stream, level 5 | \$34.79 | \$34.79 | \$27.06 | \$34.79 | \$34.79 | \$34.79 |
| Clerical, administration and support stream, level 6 | \$36.16 | \$36.16 | \$28.12 | \$36.16 | \$36.16 | \$36.16 |
| Clerical, administration and support stream, level 7 | \$37.53 | \$37.53 | \$29.19 | \$37.53 | \$37.53 | \$37.53 |
| Clerical, administration and support stream, level 8 | \$38.88 | \$38.88 | \$30.24 | \$38.88 | \$38.88 | \$38.88 |
| Maintenance and engineering stream, aircraft worker | \$36.16 | \$36.16 | \$28.12 | \$36.16 | \$36.16 | \$36.16 |
| Storepersons and logistics stream, level 1 | \$36.00 | \$36.00 | \$28.00 | \$36.00 | \$36.00 | \$36.00 |
| Storepersons and logistics stream, level 2 | \$36.79 | \$36.79 | \$28.61 | \$36.79 | \$36.79 | \$36.79 |
| Storepersons and logistics stream, level 3 | \$37.78 | \$37.78 | \$29.38 | \$37.78 | \$37.78 | \$37.78 |
| Storepersons and logistics stream, level 4 | \$38.95 | \$38.95 | \$30.29 | \$38.95 | \$38.95 | \$38.95 |
| Storepersons and logistics stream, level 5 | \$40.39 | \$40.39 | \$31.41 | \$40.39 | \$40.39 | \$40.39 |

Junior - Casual - 19 years

Table 1 of 5

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|------------------------------------------------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Clerical, administration and support stream, level 1 | \$18.51 | \$20.73 | \$20.73 | \$21.84 | \$22.96 |
| Clerical, administration and support stream, level 2 | \$19.33 | \$21.64 | \$21.64 | \$22.80 | \$23.96 |
| Clerical, administration and support stream, level 3 | \$20.41 | \$22.86 | \$22.86 | \$24.09 | \$25.31 |
| Clerical, administration and support stream, level 4 | \$21.44 | \$24.01 | \$24.01 | \$25.30 | \$26.58 |
| Clerical, administration and support stream, level 5 | \$22.30 | \$24.98 | \$24.98 | \$26.31 | \$27.65 |
| Clerical, administration and support stream, level 6 | \$23.18 | \$25.96 | \$25.96 | \$27.35 | \$28.74 |
| Clerical, administration and support stream, level 7 | \$24.06 | \$26.95 | \$26.95 | \$28.39 | \$29.84 |
| Clerical, administration and support stream, level 8 | \$24.93 | \$27.92 | \$27.92 | \$29.41 | \$30.91 |
| Maintenance and engineering stream, aircraft worker | \$21.99 | \$24.63 | \$24.63 | \$25.95 | \$27.26 |
| Storepersons and logistics stream, level 1 | \$21.88 | \$24.50 | \$24.50 | \$25.81 | \$27.13 |
| Storepersons and logistics stream, level 2 | \$22.36 | \$25.05 | \$25.05 | \$26.39 | \$27.73 |
| Storepersons and logistics stream, level 3 | \$22.96 | \$25.72 | \$25.72 | \$27.10 | \$28.47 |
| Storepersons and logistics stream, level 4 | \$23.68 | \$26.52 | \$26.52 | \$27.94 | \$29.36 |
| Storepersons and logistics stream, level 5 | \$24.55 | \$27.50 | \$27.50 | \$28.97 | \$30.44 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$25.92 | \$25.92 | \$25.92 | \$25.92 | \$33.32 | \$33.32 |
| Clerical, administration and support stream, level 2 | \$27.06 | \$27.06 | \$27.06 | \$27.06 | \$34.79 | \$34.79 |
| Clerical, administration and support stream, level 3 | \$28.58 | \$28.58 | \$28.58 | \$28.58 | \$36.74 | \$36.74 |
| Clerical, administration and support stream, level 4 | \$30.01 | \$30.01 | \$30.01 | \$30.01 | \$38.59 | \$38.59 |
| Clerical, administration and support stream, level 5 | \$31.22 | \$31.22 | \$31.22 | \$31.22 | \$40.14 | \$40.14 |
| Clerical, administration and support stream, level 6 | \$32.45 | \$32.45 | \$32.45 | \$32.45 | \$41.72 | \$41.72 |
| Clerical, administration and support stream, level 7 | \$33.69 | \$33.69 | \$33.69 | \$33.69 | \$43.31 | \$43.31 |
| Clerical, administration and support stream, level 8 | \$34.90 | \$34.90 | \$34.90 | \$34.90 | \$44.87 | \$44.87 |
| Maintenance and engineering stream, aircraft worker | \$30.78 | \$30.78 | \$30.78 | \$30.78 | \$39.58 | \$39.58 |
| Storepersons and logistics stream, level 1 | \$30.63 | \$30.63 | \$30.63 | \$30.63 | \$39.38 | \$39.38 |
| Storepersons and logistics stream, level 2 | \$31.31 | \$31.31 | \$31.31 | \$31.31 | \$40.25 | \$40.25 |
| Storepersons and logistics stream, level 3 | \$32.15 | \$32.15 | \$32.15 | \$32.15 | \$41.33 | \$41.33 |
| Storepersons and logistics stream, level 4 | \$33.15 | \$33.15 | \$33.15 | \$33.15 | \$42.62 | \$42.62 |
| Storepersons and logistics stream, level 5 | \$34.37 | \$34.37 | \$34.37 | \$34.37 | \$44.19 | \$44.19 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$40.73 | \$25.92 | \$33.32 | \$25.92 | \$33.32 |
| Clerical, administration and support stream, level 2 | \$42.52 | \$27.06 | \$34.79 | \$27.06 | \$34.79 |
| Clerical, administration and support stream, level 3 | \$44.91 | \$28.58 | \$36.74 | \$28.58 | \$36.74 |
| Clerical, administration and support stream, level 4 | \$47.16 | \$30.01 | \$38.59 | \$30.01 | \$38.59 |
| Clerical, administration and support stream, level 5 | \$49.06 | \$31.22 | \$40.14 | \$31.22 | \$40.14 |
| Clerical, administration and support stream, level 6 | \$50.99 | \$32.45 | \$41.72 | \$32.45 | \$41.72 |
| Clerical, administration and support stream, level 7 | \$52.94 | \$33.69 | \$43.31 | \$33.69 | \$43.31 |
| Clerical, administration and support stream, level 8 | \$54.84 | \$34.90 | \$44.87 | \$34.90 | \$44.87 |
| Maintenance and engineering stream, aircraft worker | \$48.37 | \$30.78 | \$39.58 | \$30.78 | \$39.58 |
| Storepersons and logistics stream, level 1 | \$48.13 | \$30.63 | \$39.38 | \$30.63 | \$39.38 |
| Storepersons and logistics stream, level 2 | \$49.20 | \$31.31 | \$40.25 | \$31.31 | \$40.25 |
| Storepersons and logistics stream, level 3 | \$50.52 | \$32.15 | \$41.33 | \$32.15 | \$41.33 |
| Storepersons and logistics stream, level 4 | \$52.09 | \$33.15 | \$42.62 | \$33.15 | \$42.62 |
| Storepersons and logistics stream, level 5 | \$54.01 | \$34.37 | \$44.19 | \$34.37 | \$44.19 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$33.32 | \$33.32 | \$25.92 | \$33.32 | \$33.32 | \$25.92 |
| Clerical, administration and support stream, level 2 | \$34.79 | \$34.79 | \$27.06 | \$34.79 | \$34.79 | \$27.06 |
| Clerical, administration and support stream, level 3 | \$36.74 | \$36.74 | \$28.58 | \$36.74 | \$36.74 | \$28.58 |
| Clerical, administration and support stream, level 4 | \$38.59 | \$38.59 | \$30.01 | \$38.59 | \$38.59 | \$30.01 |
| Clerical, administration and support stream, level 5 | \$40.14 | \$40.14 | \$31.22 | \$40.14 | \$40.14 | \$31.22 |
| Clerical, administration and support stream, level 6 | \$41.72 | \$41.72 | \$32.45 | \$41.72 | \$41.72 | \$32.45 |
| Clerical, administration and support stream, level 7 | \$43.31 | \$43.31 | \$33.69 | \$43.31 | \$43.31 | \$33.69 |
| Clerical, administration and support stream, level 8 | \$44.87 | \$44.87 | \$34.90 | \$44.87 | \$44.87 | \$34.90 |
| Maintenance and engineering stream, aircraft worker | \$39.58 | \$39.58 | \$30.78 | \$39.58 | \$39.58 | \$30.78 |
| Storepersons and logistics stream, level 1 | \$39.38 | \$39.38 | \$30.63 | \$39.38 | \$39.38 | \$30.63 |
| Storepersons and logistics stream, level 2 | \$40.25 | \$40.25 | \$31.31 | \$40.25 | \$40.25 | \$31.31 |
| Storepersons and logistics stream, level 3 | \$41.33 | \$41.33 | \$32.15 | \$41.33 | \$41.33 | \$32.15 |
| Storepersons and logistics stream, level 4 | \$42.62 | \$42.62 | \$33.15 | \$42.62 | \$42.62 | \$33.15 |
| Storepersons and logistics stream, level 5 | \$44.19 | \$44.19 | \$34.37 | \$44.19 | \$44.19 | \$34.37 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$33.32 | \$33.32 | \$25.92 | \$33.32 | \$33.32 | \$33.32 |
| Clerical, administration and support stream, level 2 | \$34.79 | \$34.79 | \$27.06 | \$34.79 | \$34.79 | \$34.79 |
| Clerical, administration and support stream, level 3 | \$36.74 | \$36.74 | \$28.58 | \$36.74 | \$36.74 | \$36.74 |
| Clerical, administration and support stream, level 4 | \$38.59 | \$38.59 | \$30.01 | \$38.59 | \$38.59 | \$38.59 |
| Clerical, administration and support stream, level 5 | \$40.14 | \$40.14 | \$31.22 | \$40.14 | \$40.14 | \$40.14 |
| Clerical, administration and support stream, level 6 | \$41.72 | \$41.72 | \$32.45 | \$41.72 | \$41.72 | \$41.72 |
| Clerical, administration and support stream, level 7 | \$43.31 | \$43.31 | \$33.69 | \$43.31 | \$43.31 | \$43.31 |
| Clerical, administration and support stream, level 8 | \$44.87 | \$44.87 | \$34.90 | \$44.87 | \$44.87 | \$44.87 |
| Maintenance and engineering stream, aircraft worker | \$39.58 | \$39.58 | \$30.78 | \$39.58 | \$39.58 | \$39.58 |
| Storepersons and logistics stream, level 1 | \$39.38 | \$39.38 | \$30.63 | \$39.38 | \$39.38 | \$39.38 |
| Storepersons and logistics stream, level 2 | \$40.25 | \$40.25 | \$31.31 | \$40.25 | \$40.25 | \$40.25 |
| Storepersons and logistics stream, level 3 | \$41.33 | \$41.33 | \$32.15 | \$41.33 | \$41.33 | \$41.33 |
| Storepersons and logistics stream, level 4 | \$42.62 | \$42.62 | \$33.15 | \$42.62 | \$42.62 | \$42.62 |
| Storepersons and logistics stream, level 5 | \$44.19 | \$44.19 | \$34.37 | \$44.19 | \$44.19 | \$44.19 |

Junior - Casual - 20 years

Table 1 of 5

| Classification | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|------------------------------------------------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Clerical, administration and support stream, level 1 | \$22.23 | \$24.89 | \$24.89 | \$26.23 | \$27.56 |
| Clerical, administration and support stream, level 2 | \$23.19 | \$25.97 | \$25.97 | \$27.36 | \$28.75 |
| Clerical, administration and support stream, level 3 | \$24.49 | \$27.43 | \$27.43 | \$28.90 | \$30.36 |
| Clerical, administration and support stream, level 4 | \$25.71 | \$28.80 | \$28.80 | \$30.34 | \$31.88 |
| Clerical, administration and support stream, level 5 | \$26.76 | \$29.97 | \$29.97 | \$31.58 | \$33.19 |
| Clerical, administration and support stream, level 6 | \$27.81 | \$31.15 | \$31.15 | \$32.82 | \$34.49 |
| Clerical, administration and support stream, level 7 | \$28.86 | \$32.33 | \$32.33 | \$34.06 | \$35.79 |
| Clerical, administration and support stream, level 8 | \$29.91 | \$33.50 | \$33.50 | \$35.30 | \$37.09 |
| Maintenance and engineering stream, aircraft worker | \$23.64 | \$26.47 | \$26.47 | \$27.89 | \$29.31 |
| Storepersons and logistics stream, level 1 | \$23.53 | \$26.35 | \$26.35 | \$27.76 | \$29.17 |
| Storepersons and logistics stream, level 2 | \$24.05 | \$26.94 | \$26.94 | \$28.38 | \$29.82 |
| Storepersons and logistics stream, level 3 | \$24.69 | \$27.65 | \$27.65 | \$29.13 | \$30.61 |
| Storepersons and logistics stream, level 4 | \$25.46 | \$28.52 | \$28.52 | \$30.05 | \$31.57 |
| Storepersons and logistics stream, level 5 | \$26.40 | \$29.57 | \$29.57 | \$31.15 | \$32.74 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|------------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$31.12 | \$31.12 | \$31.12 | \$31.12 | \$40.01 | \$40.01 |
| Clerical, administration and support stream, level 2 | \$32.46 | \$32.46 | \$32.46 | \$32.46 | \$41.74 | \$41.74 |
| Clerical, administration and support stream, level 3 | \$34.28 | \$34.28 | \$34.28 | \$34.28 | \$44.08 | \$44.08 |
| Clerical, administration and support stream, level 4 | \$36.00 | \$36.00 | \$36.00 | \$36.00 | \$46.28 | \$46.28 |
| Clerical, administration and support stream, level 5 | \$37.47 | \$37.47 | \$37.47 | \$37.47 | \$48.17 | \$48.17 |
| Clerical, administration and support stream, level 6 | \$38.94 | \$38.94 | \$38.94 | \$38.94 | \$50.06 | \$50.06 |
| Clerical, administration and support stream, level 7 | \$40.41 | \$40.41 | \$40.41 | \$40.41 | \$51.95 | \$51.95 |
| Clerical, administration and support stream, level 8 | \$41.88 | \$41.88 | \$41.88 | \$41.88 | \$53.84 | \$53.84 |
| Maintenance and engineering stream, aircraft worker | \$33.09 | \$33.09 | \$33.09 | \$33.09 | \$42.55 | \$42.55 |
| Storepersons and logistics stream, level 1 | \$32.94 | \$32.94 | \$32.94 | \$32.94 | \$42.35 | \$42.35 |
| Storepersons and logistics stream, level 2 | \$33.67 | \$33.67 | \$33.67 | \$33.67 | \$43.29 | \$43.29 |
| Storepersons and logistics stream, level 3 | \$34.56 | \$34.56 | \$34.56 | \$34.56 | \$44.44 | \$44.44 |
| Storepersons and logistics stream, level 4 | \$35.65 | \$35.65 | \$35.65 | \$35.65 | \$45.83 | \$45.83 |
| Storepersons and logistics stream, level 5 | \$36.96 | \$36.96 | \$36.96 | \$36.96 | \$47.52 | \$47.52 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$48.90 | \$31.12 | \$40.01 | \$31.12 | \$40.01 |
| Clerical, administration and support stream, level 2 | \$51.01 | \$32.46 | \$41.74 | \$32.46 | \$41.74 |
| Clerical, administration and support stream, level 3 | \$53.87 | \$34.28 | \$44.08 | \$34.28 | \$44.08 |
| Clerical, administration and support stream, level 4 | \$56.57 | \$36.00 | \$46.28 | \$36.00 | \$46.28 |
| Clerical, administration and support stream, level 5 | \$58.88 | \$37.47 | \$48.17 | \$37.47 | \$48.17 |
| Clerical, administration and support stream, level 6 | \$61.19 | \$38.94 | \$50.06 | \$38.94 | \$50.06 |
| Clerical, administration and support stream, level 7 | \$63.50 | \$40.41 | \$51.95 | \$40.41 | \$51.95 |
| Clerical, administration and support stream, level 8 | \$65.81 | \$41.88 | \$53.84 | \$41.88 | \$53.84 |
| Maintenance and engineering stream, aircraft worker | \$52.00 | \$33.09 | \$42.55 | \$33.09 | \$42.55 |
| Storepersons and logistics stream, level 1 | \$51.76 | \$32.94 | \$42.35 | \$32.94 | \$42.35 |
| Storepersons and logistics stream, level 2 | \$52.91 | \$33.67 | \$43.29 | \$33.67 | \$43.29 |
| Storepersons and logistics stream, level 3 | \$54.31 | \$34.56 | \$44.44 | \$34.56 | \$44.44 |
| Storepersons and logistics stream, level 4 | \$56.02 | \$35.65 | \$45.83 | \$35.65 | \$45.83 |
| Storepersons and logistics stream, level 5 | \$58.08 | \$36.96 | \$47.52 | \$36.96 | \$47.52 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|------------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$40.01 | \$40.01 | \$31.12 | \$40.01 | \$40.01 | \$31.12 |
| Clerical, administration and support stream, level 2 | \$41.74 | \$41.74 | \$32.46 | \$41.74 | \$41.74 | \$32.46 |
| Clerical, administration and support stream, level 3 | \$44.08 | \$44.08 | \$34.28 | \$44.08 | \$44.08 | \$34.28 |
| Clerical, administration and support stream, level 4 | \$46.28 | \$46.28 | \$36.00 | \$46.28 | \$46.28 | \$36.00 |
| Clerical, administration and support stream, level 5 | \$48.17 | \$48.17 | \$37.47 | \$48.17 | \$48.17 | \$37.47 |
| Clerical, administration and support stream, level 6 | \$50.06 | \$50.06 | \$38.94 | \$50.06 | \$50.06 | \$38.94 |
| Clerical, administration and support stream, level 7 | \$51.95 | \$51.95 | \$40.41 | \$51.95 | \$51.95 | \$40.41 |
| Clerical, administration and support stream, level 8 | \$53.84 | \$53.84 | \$41.88 | \$53.84 | \$53.84 | \$41.88 |
| Maintenance and engineering stream, aircraft worker | \$42.55 | \$42.55 | \$33.09 | \$42.55 | \$42.55 | \$33.09 |
| Storepersons and logistics stream, level 1 | \$42.35 | \$42.35 | \$32.94 | \$42.35 | \$42.35 | \$32.94 |
| Storepersons and logistics stream, level 2 | \$43.29 | \$43.29 | \$33.67 | \$43.29 | \$43.29 | \$33.67 |
| Storepersons and logistics stream, level 3 | \$44.44 | \$44.44 | \$34.56 | \$44.44 | \$44.44 | \$34.56 |
| Storepersons and logistics stream, level 4 | \$45.83 | \$45.83 | \$35.65 | \$45.83 | \$45.83 | \$35.65 |
| Storepersons and logistics stream, level 5 | \$47.52 | \$47.52 | \$36.96 | \$47.52 | \$47.52 | \$36.96 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Clerical, administration and support stream, level 1 | \$40.01 | \$40.01 | \$31.12 | \$40.01 | \$40.01 | \$40.01 |
| Clerical, administration and support stream, level 2 | \$41.74 | \$41.74 | \$32.46 | \$41.74 | \$41.74 | \$41.74 |
| Clerical, administration and support stream, level 3 | \$44.08 | \$44.08 | \$34.28 | \$44.08 | \$44.08 | \$44.08 |
| Clerical, administration and support stream, level 4 | \$46.28 | \$46.28 | \$36.00 | \$46.28 | \$46.28 | \$46.28 |
| Clerical, administration and support stream, level 5 | \$48.17 | \$48.17 | \$37.47 | \$48.17 | \$48.17 | \$48.17 |
| Clerical, administration and support stream, level 6 | \$50.06 | \$50.06 | \$38.94 | \$50.06 | \$50.06 | \$50.06 |
| Clerical, administration and support stream, level 7 | \$51.95 | \$51.95 | \$40.41 | \$51.95 | \$51.95 | \$51.95 |
| Clerical, administration and support stream, level 8 | \$53.84 | \$53.84 | \$41.88 | \$53.84 | \$53.84 | \$53.84 |
| Maintenance and engineering stream, aircraft worker | \$42.55 | \$42.55 | \$33.09 | \$42.55 | \$42.55 | \$42.55 |
| Storepersons and logistics stream, level 1 | \$42.35 | \$42.35 | \$32.94 | \$42.35 | \$42.35 | \$42.35 |
| Storepersons and logistics stream, level 2 | \$43.29 | \$43.29 | \$33.67 | \$43.29 | \$43.29 | \$43.29 |
| Storepersons and logistics stream, level 3 | \$44.44 | \$44.44 | \$34.56 | \$44.44 | \$44.44 | \$44.44 |
| Storepersons and logistics stream, level 4 | \$45.83 | \$45.83 | \$35.65 | \$45.83 | \$45.83 | \$45.83 |
| Storepersons and logistics stream, level 5 | \$47.52 | \$47.52 | \$36.96 | \$47.52 | \$47.52 | \$47.52 |

Apprentice - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|---------------------------------------------------|-----------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$328.99 | \$8.66 | \$9.96 | \$9.96 | \$10.61 | \$11.26 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$430.82 | \$11.34 | \$13.04 | \$13.04 | \$13.89 | \$14.74 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$587.48 | \$15.46 | \$17.78 | \$17.78 | \$18.94 | \$20.10 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$689.30 | \$18.14 | \$20.86 | \$20.86 | \$22.22 | \$23.58 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$358.93 | \$9.45 | \$10.87 | \$10.87 | \$11.58 | \$12.29 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$470.03 | \$12.37 | \$14.23 | \$14.23 | \$15.15 | \$16.08 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$640.95 | \$16.87 | \$19.40 | \$19.40 | \$20.67 | \$21.93 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$752.05 | \$19.79 | \$22.76 | \$22.76 | \$24.24 | \$25.73 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|---------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$12.99 | \$12.99 | \$12.99 | \$12.99 | \$17.32 | \$17.32 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$17.01 | \$17.01 | \$17.01 | \$17.01 | \$22.68 | \$22.68 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$23.19 | \$23.19 | \$23.19 | \$23.19 | \$30.92 | \$30.92 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$27.21 | \$27.21 | \$27.21 | \$27.21 | \$36.28 | \$36.28 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$14.18 | \$14.18 | \$14.18 | \$14.18 | \$18.90 | \$18.90 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$18.56 | \$18.56 | \$18.56 | \$18.56 | \$24.74 | \$24.74 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$25.31 | \$25.31 | \$25.31 | \$25.31 | \$33.74 | \$33.74 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$29.69 | \$29.69 | \$29.69 | \$29.69 | \$39.58 | \$39.58 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|---------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$21.65 | \$12.99 | \$17.32 | \$12.99 | \$17.32 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$28.35 | \$17.01 | \$22.68 | \$17.01 | \$22.68 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$38.65 | \$23.19 | \$30.92 | \$23.19 | \$30.92 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$45.35 | \$27.21 | \$36.28 | \$27.21 | \$36.28 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$23.63 | \$14.18 | \$18.90 | \$14.18 | \$18.90 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$30.93 | \$18.56 | \$24.74 | \$18.56 | \$24.74 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$42.18 | \$25.31 | \$33.74 | \$25.31 | \$33.74 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$49.48 | \$29.69 | \$39.58 | \$29.69 | \$39.58 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|---------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$17.32 | \$17.32 | \$12.99 | \$17.32 | \$17.32 | \$12.99 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$22.68 | \$22.68 | \$17.01 | \$22.68 | \$22.68 | \$17.01 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$30.92 | \$30.92 | \$23.19 | \$30.92 | \$30.92 | \$23.19 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$36.28 | \$36.28 | \$27.21 | \$36.28 | \$36.28 | \$27.21 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$18.90 | \$18.90 | \$14.18 | \$18.90 | \$18.90 | \$14.18 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$24.74 | \$24.74 | \$18.56 | \$24.74 | \$24.74 | \$18.56 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$33.74 | \$33.74 | \$25.31 | \$33.74 | \$33.74 | \$25.31 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$39.58 | \$39.58 | \$29.69 | \$39.58 | \$39.58 | \$29.69 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|---------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$17.32 | \$17.32 | \$12.99 | \$17.32 | \$17.32 | \$17.32 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$22.68 | \$22.68 | \$17.01 | \$22.68 | \$22.68 | \$22.68 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$30.92 | \$30.92 | \$23.19 | \$30.92 | \$30.92 | \$30.92 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$36.28 | \$36.28 | \$27.21 | \$36.28 | \$36.28 | \$36.28 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$18.90 | \$18.90 | \$14.18 | \$18.90 | \$18.90 | \$18.90 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$24.74 | \$24.74 | \$18.56 | \$24.74 | \$24.74 | \$24.74 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$33.74 | \$33.74 | \$25.31 | \$33.74 | \$33.74 | \$33.74 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$39.58 | \$39.58 | \$29.69 | \$39.58 | \$39.58 | \$39.58 |

Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|---------------------------------------------------|-----------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$391.65 | \$10.31 | \$11.86 | \$11.86 | \$12.63 | \$13.40 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$469.98 | \$12.37 | \$14.23 | \$14.23 | \$15.15 | \$16.08 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$587.48 | \$15.46 | \$17.78 | \$17.78 | \$18.94 | \$20.10 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$689.30 | \$18.14 | \$20.86 | \$20.86 | \$22.22 | \$23.58 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$391.65 | \$10.31 | \$11.86 | \$11.86 | \$12.63 | \$13.40 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$469.98 | \$12.37 | \$14.23 | \$14.23 | \$15.15 | \$16.08 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$640.95 | \$16.87 | \$19.40 | \$19.40 | \$20.67 | \$21.93 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$752.05 | \$19.79 | \$22.76 | \$22.76 | \$24.24 | \$25.73 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|---------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$15.47 | \$15.47 | \$15.47 | \$15.47 | \$20.62 | \$20.62 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$18.56 | \$18.56 | \$18.56 | \$18.56 | \$24.74 | \$24.74 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$23.19 | \$23.19 | \$23.19 | \$23.19 | \$30.92 | \$30.92 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$27.21 | \$27.21 | \$27.21 | \$27.21 | \$36.28 | \$36.28 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$15.47 | \$15.47 | \$15.47 | \$15.47 | \$20.62 | \$20.62 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$18.56 | \$18.56 | \$18.56 | \$18.56 | \$24.74 | \$24.74 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$25.31 | \$25.31 | \$25.31 | \$25.31 | \$33.74 | \$33.74 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$29.69 | \$29.69 | \$29.69 | \$29.69 | \$39.58 | \$39.58 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|---------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$25.78 | \$15.47 | \$20.62 | \$15.47 | \$20.62 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$30.93 | \$18.56 | \$24.74 | \$18.56 | \$24.74 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$38.65 | \$23.19 | \$30.92 | \$23.19 | \$30.92 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$45.35 | \$27.21 | \$36.28 | \$27.21 | \$36.28 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$25.78 | \$15.47 | \$20.62 | \$15.47 | \$20.62 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$30.93 | \$18.56 | \$24.74 | \$18.56 | \$24.74 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$42.18 | \$25.31 | \$33.74 | \$25.31 | \$33.74 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$49.48 | \$29.69 | \$39.58 | \$29.69 | \$39.58 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|---------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$20.62 | \$20.62 | \$15.47 | \$20.62 | \$20.62 | \$15.47 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$24.74 | \$24.74 | \$18.56 | \$24.74 | \$24.74 | \$18.56 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$30.92 | \$30.92 | \$23.19 | \$30.92 | \$30.92 | \$23.19 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$36.28 | \$36.28 | \$27.21 | \$36.28 | \$36.28 | \$27.21 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$20.62 | \$20.62 | \$15.47 | \$20.62 | \$20.62 | \$15.47 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$24.74 | \$24.74 | \$18.56 | \$24.74 | \$24.74 | \$18.56 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$33.74 | \$33.74 | \$25.31 | \$33.74 | \$33.74 | \$25.31 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$39.58 | \$39.58 | \$29.69 | \$39.58 | \$39.58 | \$29.69 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|---------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$20.62 | \$20.62 | \$15.47 | \$20.62 | \$20.62 | \$20.62 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$24.74 | \$24.74 | \$18.56 | \$24.74 | \$24.74 | \$24.74 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$30.92 | \$30.92 | \$23.19 | \$30.92 | \$30.92 | \$30.92 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$36.28 | \$36.28 | \$27.21 | \$36.28 | \$36.28 | \$36.28 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$20.62 | \$20.62 | \$15.47 | \$20.62 | \$20.62 | \$20.62 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$24.74 | \$24.74 | \$18.56 | \$24.74 | \$24.74 | \$24.74 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$33.74 | \$33.74 | \$25.31 | \$33.74 | \$33.74 | \$33.74 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$39.58 | \$39.58 | \$29.69 | \$39.58 | \$39.58 | \$39.58 |

Apprentice - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|---------------------------------------------------|-----------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$430.82 | \$11.34 | \$13.04 | \$13.04 | \$13.89 | \$14.74 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$509.15 | \$13.40 | \$15.41 | \$15.41 | \$16.42 | \$17.42 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$587.48 | \$15.46 | \$17.78 | \$17.78 | \$18.94 | \$20.10 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$689.30 | \$18.14 | \$20.86 | \$20.86 | \$22.22 | \$23.58 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$430.82 | \$11.34 | \$13.04 | \$13.04 | \$13.89 | \$14.74 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$509.15 | \$13.40 | \$15.41 | \$15.41 | \$16.42 | \$17.42 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$640.95 | \$16.87 | \$19.40 | \$19.40 | \$20.67 | \$21.93 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$752.05 | \$19.79 | \$22.76 | \$22.76 | \$24.24 | \$25.73 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|---------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$17.01 | \$17.01 | \$17.01 | \$17.01 | \$22.68 | \$22.68 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$20.10 | \$20.10 | \$20.10 | \$20.10 | \$26.80 | \$26.80 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$23.19 | \$23.19 | \$23.19 | \$23.19 | \$30.92 | \$30.92 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$27.21 | \$27.21 | \$27.21 | \$27.21 | \$36.28 | \$36.28 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$17.01 | \$17.01 | \$17.01 | \$17.01 | \$22.68 | \$22.68 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$20.10 | \$20.10 | \$20.10 | \$20.10 | \$26.80 | \$26.80 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$25.31 | \$25.31 | \$25.31 | \$25.31 | \$33.74 | \$33.74 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$29.69 | \$29.69 | \$29.69 | \$29.69 | \$39.58 | \$39.58 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|---------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$28.35 | \$17.01 | \$22.68 | \$17.01 | \$22.68 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$33.50 | \$20.10 | \$26.80 | \$20.10 | \$26.80 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$38.65 | \$23.19 | \$30.92 | \$23.19 | \$30.92 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$45.35 | \$27.21 | \$36.28 | \$27.21 | \$36.28 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$28.35 | \$17.01 | \$22.68 | \$17.01 | \$22.68 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$33.50 | \$20.10 | \$26.80 | \$20.10 | \$26.80 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$42.18 | \$25.31 | \$33.74 | \$25.31 | \$33.74 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$49.48 | \$29.69 | \$39.58 | \$29.69 | \$39.58 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|---------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$22.68 | \$22.68 | \$17.01 | \$22.68 | \$22.68 | \$17.01 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$26.80 | \$26.80 | \$20.10 | \$26.80 | \$26.80 | \$20.10 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$30.92 | \$30.92 | \$23.19 | \$30.92 | \$30.92 | \$23.19 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$36.28 | \$36.28 | \$27.21 | \$36.28 | \$36.28 | \$27.21 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$22.68 | \$22.68 | \$17.01 | \$22.68 | \$22.68 | \$17.01 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$26.80 | \$26.80 | \$20.10 | \$26.80 | \$26.80 | \$20.10 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$33.74 | \$33.74 | \$25.31 | \$33.74 | \$33.74 | \$25.31 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$39.58 | \$39.58 | \$29.69 | \$39.58 | \$39.58 | \$29.69 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|---------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$22.68 | \$22.68 | \$17.01 | \$22.68 | \$22.68 | \$22.68 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$26.80 | \$26.80 | \$20.10 | \$26.80 | \$26.80 | \$26.80 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$30.92 | \$30.92 | \$23.19 | \$30.92 | \$30.92 | \$30.92 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$36.28 | \$36.28 | \$27.21 | \$36.28 | \$36.28 | \$36.28 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$22.68 | \$22.68 | \$17.01 | \$22.68 | \$22.68 | \$22.68 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$26.80 | \$26.80 | \$20.10 | \$26.80 | \$26.80 | \$26.80 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$33.74 | \$33.74 | \$25.31 | \$33.74 | \$33.74 | \$33.74 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$39.58 | \$39.58 | \$29.69 | \$39.58 | \$39.58 | \$39.58 |

Apprentice - Started after 1 Jan 2014 - Adult - Full-time & part-time

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift - continuous shiftwork | Night shift - continuous shiftwork | Permanent night shift - continuous shiftwork |
|---------------------------------------------------|-----------------|-----------------|---------------------|----------------------------------------|------------------------------------|----------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$626.64 | \$16.49 | \$18.96 | \$18.96 | \$20.20 | \$21.44 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$672.70 | \$17.70 | \$20.36 | \$20.36 | \$21.68 | \$23.01 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$692.10 | \$18.21 | \$20.94 | \$20.94 | \$22.31 | \$23.67 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$718.60 | \$18.91 | \$21.75 | \$21.75 | \$23.16 | \$24.58 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$626.64 | \$16.49 | \$18.96 | \$18.96 | \$20.20 | \$21.44 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$672.70 | \$17.70 | \$20.36 | \$20.36 | \$21.68 | \$23.01 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$692.10 | \$18.21 | \$20.94 | \$20.94 | \$22.31 | \$23.67 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$752.05 | \$19.79 | \$22.76 | \$22.76 | \$24.24 | \$25.73 |

Table 2 of 5

| Classification | Afternoon shift - non-continuous shiftwork | Night shift - non-continuous shiftwork | Saturday - ordinary hours by agreement | Saturday - shiftworker | Sunday | Public holiday (other than Christmas Day and Good Friday) |
|---------------------------------------------------|---------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-------------------------------|---------------|------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$24.74 | \$24.74 | \$24.74 | \$24.74 | \$32.98 | \$32.98 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$26.55 | \$26.55 | \$26.55 | \$26.55 | \$35.40 | \$35.40 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$27.32 | \$27.32 | \$27.32 | \$27.32 | \$36.42 | \$36.42 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$28.37 | \$28.37 | \$28.37 | \$28.37 | \$37.82 | \$37.82 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$24.74 | \$24.74 | \$24.74 | \$24.74 | \$32.98 | \$32.98 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$26.55 | \$26.55 | \$26.55 | \$26.55 | \$35.40 | \$35.40 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$27.32 | \$27.32 | \$27.32 | \$27.32 | \$36.42 | \$36.42 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$29.69 | \$29.69 | \$29.69 | \$29.69 | \$39.58 | \$39.58 |

Table 3 of 5

| Classification | Public holiday - Christmas Day and Good Friday | Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker | Overtime - Sunday - first 2 hours - non-continuous shiftworker | Overtime - Sunday - after 2 hours - non-continuous shiftworker |
|---------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$41.23 | \$24.74 | \$32.98 | \$24.74 | \$32.98 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$44.25 | \$26.55 | \$35.40 | \$26.55 | \$35.40 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$45.53 | \$27.32 | \$36.42 | \$27.32 | \$36.42 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$47.28 | \$28.37 | \$37.82 | \$28.37 | \$37.82 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$41.23 | \$24.74 | \$32.98 | \$24.74 | \$32.98 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$44.25 | \$26.55 | \$35.40 | \$26.55 | \$35.40 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$45.53 | \$27.32 | \$36.42 | \$27.32 | \$36.42 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$49.48 | \$29.69 | \$39.58 | \$29.69 | \$39.58 |

Table 4 of 5

| Classification | Overtime - continuous shiftworker | Less than 10 hour break after overtime | Delayed meal break - first 2 hours - day work | Delayed meal break - after 2 hours - day work | Delayed meal break - shiftwork | Recall - first 2 hours - day worker and non-continuous shiftworker |
|---------------------------------------------------|------------------------------------------|-----------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$32.98 | \$32.98 | \$24.74 | \$32.98 | \$32.98 | \$24.74 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$35.40 | \$35.40 | \$26.55 | \$35.40 | \$35.40 | \$26.55 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$36.42 | \$36.42 | \$27.32 | \$36.42 | \$36.42 | \$27.32 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$37.82 | \$37.82 | \$28.37 | \$37.82 | \$37.82 | \$28.37 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$32.98 | \$32.98 | \$24.74 | \$32.98 | \$32.98 | \$24.74 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$35.40 | \$35.40 | \$26.55 | \$35.40 | \$35.40 | \$26.55 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$36.42 | \$36.42 | \$27.32 | \$36.42 | \$36.42 | \$27.32 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$39.58 | \$39.58 | \$29.69 | \$39.58 | \$39.58 | \$29.69 |

Table 5 of 5

| Classification | Recall - after 2 hours - day worker and non-continuous shiftworker | Recall - continuous shiftworker | Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker | Travelling home after overtime - continuous shiftworkers | Insufficient notice of change of shiftwork roster |
|---------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|
| Apprentice - Certificate III - 1st year / Stage 1 | \$32.98 | \$32.98 | \$24.74 | \$32.98 | \$32.98 | \$32.98 |
| Apprentice - Certificate III - 2nd year / Stage 2 | \$35.40 | \$35.40 | \$26.55 | \$35.40 | \$35.40 | \$35.40 |
| Apprentice - Certificate III - 3rd year / Stage 3 | \$36.42 | \$36.42 | \$27.32 | \$36.42 | \$36.42 | \$36.42 |
| Apprentice - Certificate III - 4th year / Stage 4 | \$37.82 | \$37.82 | \$28.37 | \$37.82 | \$37.82 | \$37.82 |
| Apprentice - Certificate IV - 1st year / Stage 1 | \$32.98 | \$32.98 | \$24.74 | \$32.98 | \$32.98 | \$32.98 |
| Apprentice - Certificate IV - 2nd year / Stage 2 | \$35.40 | \$35.40 | \$26.55 | \$35.40 | \$35.40 | \$35.40 |
| Apprentice - Certificate IV - 3rd year / Stage 3 | \$36.42 | \$36.42 | \$27.32 | \$36.42 | \$36.42 | \$36.42 |
| Apprentice - Certificate IV - 4th year / Stage 4 | \$39.58 | \$39.58 | \$29.69 | \$39.58 | \$39.58 | \$39.58 |

Allowances

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

General allowances

| Allowances | Rate |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Aviation Security Identification Card reimbursement | reimbursement for the cost of the application fee and other fees required by legislation |
| Change in place of employment fares reimbursement | reimbursement for any additional fares |
| Coffin allowance | \$2.90 per coffin |
| Disability allowance - construction work involving excessive fumes, noise and dust through construction vehicles, drilling, electric saws and jack hammers, form work and concrete pours | \$0.94 per hour |
| Disability allowance - construction work involving noise and dust to a limited degree due to alterations and or/the removal or installation of plant and machinery and a marked reduction in work space | \$0.52 per hour |
| First aid allowance | \$0.35 per hour up to a maximum of \$13.16 per week |
| Foreign language allowance - one language | \$0.14 per hour up to a maximum of \$5.17 per week |
| Foreign language allowance - two languages | \$0.20 per hour up to a maximum of \$7.75 per week |
| Foreign language allowance - three or more languages | \$0.27 per hour up to a maximum of \$10.10 per week |
| Meal allowance | \$13.81 for a meal |
| Nightsoil allowance | \$5.01 per shift |
| Overnight travelling allowance | a reasonable allowance for the cost of board and lodging |
| Travelling expenses reimbursement | reimbursement for the cost of the travel and expenses |
| Travelling from one location to another allowance - not required to remain away from home overnight | reimbursement for all expenses |
| Travelling from one location to another allowance - required to remain away from home overnight - reimbursement | reimbursement of all reasonable expenses, including board and lodging |
| Travelling from one location to another allowance - no reimbursement for board and lodging | reimbursement for all expenses and a minimum of \$118.44 per day for board and lodging |
| Uniform, protective clothing and equipment reimbursement | reimbursement for the cost of the uniform, clothing or equipment |
| Private motor vehicle allowance | \$0.78 per km |

| Allowances | Rate |
|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Working away from usual workplace - excess travel time allowance - Monday to Saturday | payment at the minimum hourly rate for all time spent travelling in excess of the time normally spent travelling between home and work up to maximum of 12 out of every 24 hours (8 hours if a sleeping berth or air travel is provided) |
| Working away from usual workplace - excess travel time allowance - Sunday and public holidays | payment at the minimum hourly rate and 50% for all time spent travelling in excess of the time normally spent travelling between home and work up to maximum of 12 out of every 24 hours (8 hours if a sleeping berth or air travel is provided) |

Aviation transport workers allowances

| Allowances | Rate |
|------------------------------------------------------------|-----------------------------------------------------|
| Laundry allowance | \$4.92 per week |
| Leading hand allowance - Aviation transport worker level 2 | \$0.62 per hour up to a maximum of \$23.50 per week |
| Money collection allowance - less than \$200 | \$4.70 per week |
| Money collection allowance - \$200 and less than \$1000 | \$9.40 per week |
| Money collection allowance - \$1000 and less than \$5000 | \$12.61 per week |
| Money collection allowance - \$5000 and over | \$14.65 per week |

Maintenance and engineering stream allowances

| Allowances | Rate |
|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 1 | \$4.81 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 1 - 1 additional endorsement | \$6.04 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 1 - 2 or more additional endorsements | \$7.07 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 2 | \$4.30 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 2 - 1 additional endorsement | \$5.53 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 2 - 2 or more additional endorsements | \$6.56 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 3 | \$3.60 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 3 - 1 additional endorsement | \$4.84 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 3 - 2 or more additional endorsements | \$5.87 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 4 | \$2.95 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 4 - 1 additional endorsement | \$4.19 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 4 - 2 or more additional endorsements | \$5.22 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, tradesperson | \$1.90 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, tradesperson - 1 additional endorsement | \$3.13 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, tradesperson - 2 or more additional endorsements | \$4.16 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft maintenance engineer | \$1.61 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft maintenance engineer - 1 additional endorsement | \$2.84 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft maintenance engineer - 2 or more additional endorsements | \$3.88 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, full category B2 licence holder | \$1.61 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, full category B2 licence holder - 1 additional endorsement | \$2.84 per hour |

| Allowances | Rate |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, full category B2 licence holder - 2 or more additional endorsements | \$3.88 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B2 licence holder | \$1.61 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B2 licence holder - 1 additional endorsement | \$2.84 per hour |
| *Category A Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B2 licence holder - 2 or more additional endorsements | \$3.88 per hour |
| *Category A Licence Holder allowance - Junior | Junior allowances can be calculated in the PACT |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 1 | \$7.51 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 2 | \$7.00 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 3 | \$6.31 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 4 | \$5.66 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, tradesperson | \$4.60 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft maintenance engineer | \$2.73 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B1.1 licence holder | \$1.10 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B1.2 licence holder | \$1.10 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B1.3 licence holder | \$1.10 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B1.4 licence holder | \$1.10 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B1/B2 licence holder | \$1.10 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B2 licence holder | \$1.10 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B1.1 licence holder | \$1.10 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B1.2 licence holder | \$2.20 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B1.3 licence holder | \$1.10 per hour |

| Allowances | Rate |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B1.4 licence holder | \$2.20 per hour |
| * Category C Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B2 licence holder | \$1.10 per hour |
| *Category C Licence Holder allowance - Junior | Junior allowances can be calculated in the PACT |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.1 licence holder and full category B1.3 licence holder - 1 endorsement | \$4.12 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.1 licence holder and full category B1.3 licence holder - 2 endorsements | \$5.15 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.1 licence holder and full category B1.3 licence holder - 3 endorsements | \$6.18 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.1 licence holder and full category B1.3 licence holder - 4 or more endorsements | \$7.21 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.2 licence holder and full category B1.4 licence holder - 1 endorsement | \$3.09 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.2 licence holder and full category B1.4 licence holder - 2 endorsements | \$4.12 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.2 licence holder and full category B1.4 licence holder - 3 endorsements | \$5.15 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.2 licence holder and full category B1.4 licence holder - 4 endorsements | \$6.18 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.2 licence holder and full category B1.4 licence holder - 5 or more endorsements | \$7.21 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B2 licence holder - 1 endorsement | \$5.15 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B2 licence holder - 2 endorsements | \$6.18 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B2 licence holder - 3 or more endorsements | \$7.21 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B2 licence holder - Category A licence holder - 1 endorsement | \$5.15 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B2 licence holder - Category A licence holder - 2 or more endorsements | \$5.61 per hour |
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1/B2 licence holder - 1 endorsement | \$6.18 per hour |

| Allowances | Rate |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| * Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1/B2 licence holder - 2 or more endorsements | \$7.21 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.1 licence holder and transitional category B1.3 licence holder - 1 endorsement | \$3.09 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.1 licence holder and transitional category B1.3 licence holder - 2 endorsements | \$3.97 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.1 licence holder and transitional category B1.3 licence holder - 3 endorsements | \$4.84 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.1 licence holder and transitional category B1.3 licence holder - 4 endorsements | \$5.72 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.1 licence holder and transitional category B1.3 licence holder - 5 or more endorsements | \$5.98 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 1 endorsement | \$2.25 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 2 endorsements | \$3.13 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 3 endorsements | \$4.00 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 4 endorsements | \$4.88 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 5 endorsements | \$5.76 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 6 or more endorsements | \$5.98 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B2 licence holder - 1 endorsement | \$4.38 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B2 licence holder - 2 endorsements | \$5.25 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B2 licence holder - 3 or more endorsements | \$5.98 per hour |
| * Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B2 licence holder - category A licence holder - 1 or more endorsements | \$4.38 per hour |
| Relief duty travel time allowance - less than 2 days' notice | the appropriate penalty rate |

| Allowances | Rate |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Relief duty travel time allowance - Monday to Saturday - 2 or more days' notice | payment at the minimum hourly rate for all time spent travelling in excess of the time normally spent travelling between home and work up to maximum of 12 hours out of every 24 hours (8 hours if a sleeping berth or air travel is provided) |
| Relief duty travel time allowance - Sunday and public holidays - 2 or more days' notice | payment at the minimum hourly rate plus 50% for all time spent travelling in excess of the time normally spent travelling between home and work up to maximum of 12 hours out of every 24 hours (8 hours if a sleeping berth or air travel is provided) |
| Engineering school travel time allowance | appropriate penalty rate for a minimum of 4 hours |
| * Leading hand allowance | \$1.10 per hour |
| Stand by | payment at the minimum hourly rate |
| Multiple shift starting times allowance - 3 shifts in a roster week that start at times more than 30 minutes apart | \$4.07 per roster week |
| Multiple shift starting times allowance - 4 or more shifts in a roster week that start at times more than 30 minutes apart | \$4.07 per roster week plus an extra \$4.31 for each shift (after the 3rd shift) with a starting time more than 30 minutes apart |
| * Tool allowance <ul style="list-style-type: none"> - Tradesperson - Adult apprentice - 2nd year/Stage 2 - started after 1 January 2014 - Adult apprentice - 3rd year/Stage 3 - started after 1 January 2014 - Adult apprentice - Certificate III - 4th year/Stage 4 - started after 1 January 2014 | \$0.39 per hour |
| * Tool allowance - Apprentice - 1st year/Stage 1 - started before 1 January 2014 | \$0.17 per hour |

| Allowances | Rate |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| * Tool allowance - Apprentice - Certificate III - 1st year/Stage 1 - started after 1 January 2014 - has not completed year 12 - Apprentice - Certificate IV - 1st year/Stage 1 - started after 1 January 2014 - has not completed year 12 | \$0.20 per hour |
| * Tool allowance - Adult apprentice - 1st year/Stage 1 - started after 1 January 2014 | \$0.32 per hour |
| * Tool allowance - Apprentice - 2nd year/Stage 2 - started before 1 January 2014 - Apprentice - Certificate III - 1st year/Stage 1 - started after 1 January 2014 - completed year 12 - Apprentice - Certificate IV - 1st year/Stage 1 - started after 1 January 2014 - completed year 12 | \$0.22 per hour |
| * Tool allowance - Apprentice - Certificate III - 2nd year/Stage 2 - started after 1 January 2014 - has not completed year 12 - Apprentice - Certificate IV - 2nd year/Stage 2 - started after 1 January 2014 - has not completed year 12 | \$0.24 per hour |
| * Tool allowance - Apprentice - Certificate III - 2nd year/Stage 2 - started after 1 January 2014 - completed year 12 - Apprentice - Certificate IV - 2nd year/Stage 2 - started after 1 January 2014 - completed year 12 | \$0.26 per hour |
| * Tool allowance - Apprentice - 3rd year/Stage 3 | \$0.30 per hour |
| * Tool allowance - Apprentice - 4th year/Stage 4 | \$0.35 per hour |
| * Weight control authority under CAO 100.28 allowance | \$1.48 per hour |
| * Appointment signatory under CAO 104.1.3.2 allowance | \$0.53 per hour |
| * Welding authority under CAO 100.25 allowance | \$0.71 per hour |
| * Taxiing approval allowance | \$0.28 per hour |
| * Control of engine overhaul test facility allowance | \$0.73 per hour with a minimum payment of \$5.56 per day or part of a day |
| * Non-destructive testing authorisation under CAO 100.27 allowance - 1 method of testing | \$0.28 per hour |
| * Non-destructive testing authorisation under CAO 100.27 allowance - 2 methods of testing | \$0.57 per hour |
| * Non-destructive testing authorisation under CAO 100.27 allowance - 3 or more methods of testing | \$0.71 per hour |
| Cold work allowance | \$0.58 per hour |
| Confined spaces allowance | \$0.60 per hour |
| Dirty work allowance | \$0.78 per hour |
| Fibre glass allowance | \$0.63 per hour |
| Fuel tanks allowance | \$0.94 per hour |
| Hot work allowance - Between 46 and 54 degrees Celsius | \$0.60 per hour |
| Hot work allowance - In excess of 54 degrees Celsius | \$0.78 per hour |

| Allowances | Rate |
|----------------------|--------------------------------------------------------------------------------------------------------|
| Wet places allowance | \$0.60 per hour for the part of the day or shift required to be spent working in wet clothing or boots |

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](#) at 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](#) at 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](#) by visiting 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](#) at www.fairwork.gov.au/emailupdates to receive alerts when pay rates and entitlements change in this pay guide.