

## Pay Guide - Airport Employees Award

[MA000049]

Published 21 December 2020

Pay rates for this award will change from 01 February 2021. The rates in this guide apply from 20 November 2020.

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

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## Rates of pay

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

### Adult

#### Full-time & part-time

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Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$21.83	\$43.66	\$54.58	\$25.10	\$28.38
Technical services officer level 1	\$22.69	\$45.38	\$56.73	\$26.09	\$29.50
Technical services officer level 2	\$23.49	\$46.98	\$58.73	\$27.01	\$30.54
Technical services officer level 3	\$25.01	\$50.02	\$62.53	\$28.76	\$32.51
Technical services officer level 4	\$26.50	\$53.00	\$66.25	\$30.48	\$34.45
Technical services officer level 5	\$27.11	\$54.22	\$67.78	\$31.18	\$35.24
Technical services officer level 6	\$27.90	\$55.80	\$69.75	\$32.09	\$36.27
Technical services officer level 7	\$29.43	\$58.86	\$73.58	\$33.84	\$38.26
Technical services officer level 8	\$30.22	\$60.44	\$75.55	\$34.75	\$39.29
Technical services officer level 9	\$32.61	\$65.22	\$81.53	\$37.50	\$42.39
Technical services officer level 10	\$35.00	\$70.00	\$87.50	\$40.25	\$45.50
Administrative services officer level 1	\$21.35	\$42.70	\$53.38	\$24.55	\$27.76
Administrative services officer level 2	\$24.13	\$48.26	\$60.33	\$27.75	\$31.37
Administrative services officer level 3	\$26.34	\$52.68	\$65.85	\$30.29	\$34.24
Administrative services officer level 4	\$28.34	\$56.68	\$70.85	\$32.59	\$36.84
Administrative services officer level 5	\$30.89	\$61.78	\$77.23	\$35.52	\$40.16
Administrative services officer level 6	\$34.26	\$68.52	\$85.65	\$39.40	\$44.54
Administrative services officer level 7	\$36.93	\$73.86	\$92.33	\$42.47	\$48.01
Ground services officer level 1	\$20.24	\$40.48	\$50.60	\$23.28	\$26.31
Ground services officer level 2	\$20.72	\$41.44	\$51.80	\$23.83	\$26.94
Ground services officer level 3	\$21.19	\$42.38	\$52.98	\$24.37	\$27.55
Ground services officer level 4	\$21.83	\$43.66	\$54.58	\$25.10	\$28.38
Ground services officer level 5	\$22.69	\$45.38	\$56.73	\$26.09	\$29.50
Ground services officer level 6	\$23.49	\$46.98	\$58.73	\$27.01	\$30.54
Ground services officer level 7	\$24.22	\$48.44	\$60.55	\$27.85	\$31.49

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Sunday - day workers</b>	<b>Public holiday - day workers</b>	<b>Shiftwork - work between 6pm to 6.30am</b>	<b>Permanent shiftwork - work between 6pm to 8am</b>
Ground services officer level 8	\$24.69	\$49.38	\$61.73	\$28.39	\$32.10
Ground services officer level 9	\$25.01	\$50.02	\$62.53	\$28.76	\$32.51
Ground services officer level 10	\$25.33	\$50.66	\$63.33	\$29.13	\$32.93
Ground services officer level 11	\$25.81	\$51.62	\$64.53	\$29.68	\$33.55
Professional engineer level 1 - pay point 1	\$28.15	\$56.30	\$70.38	\$32.37	\$36.60
Professional engineer level 1 - pay point 2	\$29.24	\$58.48	\$73.10	\$33.63	\$38.01
Professional engineer level 1 - pay point 3	\$30.30	\$60.60	\$75.75	\$34.85	\$39.39
Professional engineer level 2	\$31.82	\$63.64	\$79.55	\$36.59	\$41.37
Professional engineer level 3	\$35.00	\$70.00	\$87.50	\$40.25	\$45.50
Professional engineer level 4	\$38.18	\$76.36	\$95.45	\$43.91	\$49.63
Professional engineer level 5	\$42.70	\$85.40	\$106.75	\$49.11	\$55.51

**Table 2 of 5**

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday - shiftworker</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker (full-time employees)</b>
Technical services assistant	\$32.75	\$43.66	\$43.66	\$54.58	\$54.58	\$32.75
Technical services officer level 1	\$34.04	\$45.38	\$45.38	\$56.73	\$56.73	\$34.04
Technical services officer level 2	\$35.24	\$46.98	\$46.98	\$58.73	\$58.73	\$35.24
Technical services officer level 3	\$37.52	\$50.02	\$50.02	\$62.53	\$62.53	\$37.52
Technical services officer level 4	\$39.75	\$53.00	\$53.00	\$66.25	\$66.25	\$39.75
Technical services officer level 5	\$40.67	\$54.22	\$54.22	\$67.78	\$67.78	\$40.67
Technical services officer level 6	\$41.85	\$55.80	\$55.80	\$69.75	\$69.75	\$41.85
Technical services officer level 7	\$44.15	\$58.86	\$58.86	\$73.58	\$73.58	\$44.15
Technical services officer level 8	\$45.33	\$60.44	\$60.44	\$75.55	\$75.55	\$45.33
Technical services officer level 9	\$48.92	\$65.22	\$65.22	\$81.53	\$81.53	\$48.92
Technical services officer level 10	\$52.50	\$70.00	\$70.00	\$87.50	\$87.50	N/A
Administrative services officer level 1	\$32.03	\$42.70	\$42.70	\$53.38	\$53.38	\$32.03
Administrative services officer level 2	\$36.20	\$48.26	\$48.26	\$60.33	\$60.33	\$36.20
Administrative services officer level 3	\$39.51	\$52.68	\$52.68	\$65.85	\$65.85	\$39.51
Administrative services officer level 4	\$42.51	\$56.68	\$56.68	\$70.85	\$70.85	\$42.51

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday - shiftworker</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker (full-time employees)</b>
Administrative services officer level 5	\$46.34	\$61.78	\$61.78	\$77.23	\$77.23	\$46.34
Administrative services officer level 6	\$51.39	\$68.52	\$68.52	\$85.65	\$85.65	N/A
Administrative services officer level 7	\$55.40	\$73.86	\$73.86	\$92.33	\$92.33	N/A
Ground services officer level 1	\$30.36	\$40.48	\$40.48	\$50.60	\$50.60	\$30.36
Ground services officer level 2	\$31.08	\$41.44	\$41.44	\$51.80	\$51.80	\$31.08
Ground services officer level 3	\$31.79	\$42.38	\$42.38	\$52.98	\$52.98	\$31.79
Ground services officer level 4	\$32.75	\$43.66	\$43.66	\$54.58	\$54.58	\$32.75
Ground services officer level 5	\$34.04	\$45.38	\$45.38	\$56.73	\$56.73	\$34.04
Ground services officer level 6	\$35.24	\$46.98	\$46.98	\$58.73	\$58.73	\$35.24
Ground services officer level 7	\$36.33	\$48.44	\$48.44	\$60.55	\$60.55	\$36.33
Ground services officer level 8	\$37.04	\$49.38	\$49.38	\$61.73	\$61.73	\$37.04
Ground services officer level 9	\$37.52	\$50.02	\$50.02	\$62.53	\$62.53	\$37.52
Ground services officer level 10	\$38.00	\$50.66	\$50.66	\$63.33	\$63.33	\$38.00
Ground services officer level 11	\$38.72	\$51.62	\$51.62	\$64.53	\$64.53	\$38.72
Professional engineer level 1 - pay point 1	\$42.23	\$56.30	\$56.30	\$70.38	\$70.38	\$42.23
Professional engineer level 1 - pay point 2	\$43.86	\$58.48	\$58.48	\$73.10	\$73.10	\$43.86
Professional engineer level 1 - pay point 3	\$45.45	\$60.60	\$60.60	\$75.75	\$75.75	\$45.45
Professional engineer level 2	\$47.73	\$63.64	\$63.64	\$79.55	\$79.55	\$47.73
Professional engineer level 3	\$52.50	\$70.00	\$70.00	\$87.50	\$87.50	N/A
Professional engineer level 4	\$57.27	\$76.36	\$76.36	\$95.45	\$95.45	N/A
Professional engineer level 5	\$64.05	\$85.40	\$85.40	\$106.75	\$106.75	N/A

**Table 3 of 5**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker (part-time employees)</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker (full-time employees)</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker (part-time employees)</b>	<b>Overtime - Sunday - day worker (full-time employees)</b>	<b>Overtime - Sunday - day worker (part-time employees)</b>
Technical services assistant	\$32.75	\$43.66	\$43.66	\$43.66	\$43.66
Technical services officer level 1	\$34.04	\$45.38	\$45.38	\$45.38	\$45.38

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker (part-time employees)</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker (full-time employees)</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker (part-time employees)</b>	<b>Overtime - Sunday - day worker (full-time employees)</b>	<b>Overtime - Sunday - day worker (part-time employees)</b>
Technical services officer level 2	\$35.24	\$46.98	\$46.98	\$46.98	\$46.98
Technical services officer level 3	\$37.52	\$50.02	\$50.02	\$50.02	\$50.02
Technical services officer level 4	\$39.75	\$53.00	\$53.00	\$53.00	\$53.00
Technical services officer level 5	\$40.67	\$54.22	\$54.22	\$54.22	\$54.22
Technical services officer level 6	\$41.85	\$55.80	\$55.80	\$55.80	\$55.80
Technical services officer level 7	\$44.15	\$58.86	\$58.86	\$58.86	\$58.86
Technical services officer level 8	\$45.33	\$60.44	\$60.44	\$60.44	\$60.44
Technical services officer level 9	\$48.92	\$65.22	\$65.22	\$65.22	\$65.22
Technical services officer level 10	\$52.50	N/A	\$70.00	N/A	\$70.00
Administrative services officer level 1	\$32.03	\$42.70	\$42.70	\$42.70	\$42.70
Administrative services officer level 2	\$36.20	\$48.26	\$48.26	\$48.26	\$48.26
Administrative services officer level 3	\$39.51	\$52.68	\$52.68	\$52.68	\$52.68
Administrative services officer level 4	\$42.51	\$56.68	\$56.68	\$56.68	\$56.68
Administrative services officer level 5	\$46.34	\$61.78	\$61.78	\$61.78	\$61.78
Administrative services officer level 6	\$51.39	N/A	\$68.52	N/A	\$68.52
Administrative services officer level 7	\$55.40	N/A	\$73.86	N/A	\$73.86
Ground services officer level 1	\$30.36	\$40.48	\$40.48	\$40.48	\$40.48
Ground services officer level 2	\$31.08	\$41.44	\$41.44	\$41.44	\$41.44
Ground services officer level 3	\$31.79	\$42.38	\$42.38	\$42.38	\$42.38
Ground services officer level 4	\$32.75	\$43.66	\$43.66	\$43.66	\$43.66
Ground services officer level 5	\$34.04	\$45.38	\$45.38	\$45.38	\$45.38
Ground services officer level 6	\$35.24	\$46.98	\$46.98	\$46.98	\$46.98
Ground services officer level 7	\$36.33	\$48.44	\$48.44	\$48.44	\$48.44
Ground services officer level 8	\$37.04	\$49.38	\$49.38	\$49.38	\$49.38
Ground services officer level 9	\$37.52	\$50.02	\$50.02	\$50.02	\$50.02
Ground services officer level 10	\$38.00	\$50.66	\$50.66	\$50.66	\$50.66
Ground services officer level 11	\$38.72	\$51.62	\$51.62	\$51.62	\$51.62
Professional engineer level 1 - pay point 1	\$42.23	\$56.30	\$56.30	\$56.30	\$56.30
Professional engineer level 1 - pay point 2	\$43.86	\$58.48	\$58.48	\$58.48	\$58.48
Professional engineer level 1 - pay point 3	\$45.45	\$60.60	\$60.60	\$60.60	\$60.60
Professional engineer level 2	\$47.73	\$63.64	\$63.64	\$63.64	\$63.64

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker (part-time employees)</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker (full-time employees)</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker (part-time employees)</b>	<b>Overtime - Sunday - day worker (full-time employees)</b>	<b>Overtime - Sunday - day worker (part-time employees)</b>
Professional engineer level 3	\$52.50	N/A	\$70.00	N/A	\$70.00
Professional engineer level 4	\$57.27	N/A	\$76.36	N/A	\$76.36
Professional engineer level 5	\$64.05	N/A	\$85.40	N/A	\$85.40

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker (full-time employees)</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker (part-time employees)</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker (full-time employees)</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker (part-time employees)</b>	<b>Overtime - Saturday and Sunday - shiftworker (full-time employees)</b>
Technical services assistant	\$32.75	\$32.75	\$43.66	\$43.66	\$43.66
Technical services officer level 1	\$34.04	\$34.04	\$45.38	\$45.38	\$45.38
Technical services officer level 2	\$35.24	\$35.24	\$46.98	\$46.98	\$46.98
Technical services officer level 3	\$37.52	\$37.52	\$50.02	\$50.02	\$50.02
Technical services officer level 4	\$39.75	\$39.75	\$53.00	\$53.00	\$53.00
Technical services officer level 5	\$40.67	\$40.67	\$54.22	\$54.22	\$54.22
Technical services officer level 6	\$41.85	\$41.85	\$55.80	\$55.80	\$55.80
Technical services officer level 7	\$44.15	\$44.15	\$58.86	\$58.86	\$58.86
Technical services officer level 8	\$45.33	\$45.33	\$60.44	\$60.44	\$60.44
Technical services officer level 9	\$48.92	\$48.92	\$65.22	\$65.22	\$65.22
Technical services officer level 10	N/A	\$52.50	N/A	\$70.00	N/A
Administrative services officer level 1	\$32.03	\$32.03	\$42.70	\$42.70	\$42.70
Administrative services officer level 2	\$36.20	\$36.20	\$48.26	\$48.26	\$48.26
Administrative services officer level 3	\$39.51	\$39.51	\$52.68	\$52.68	\$52.68
Administrative services officer level 4	\$42.51	\$42.51	\$56.68	\$56.68	\$56.68
Administrative services officer level 5	\$46.34	\$46.34	\$61.78	\$61.78	\$61.78
Administrative services officer level 6	N/A	\$51.39	N/A	\$68.52	N/A
Administrative services officer level 7	N/A	\$55.40	N/A	\$73.86	N/A
Ground services officer level 1	\$30.36	\$30.36	\$40.48	\$40.48	\$40.48
Ground services officer level 2	\$31.08	\$31.08	\$41.44	\$41.44	\$41.44
Ground services officer level 3	\$31.79	\$31.79	\$42.38	\$42.38	\$42.38

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker (full-time employees)</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker (part-time employees)</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker (full-time employees)</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker (part-time employees)</b>	<b>Overtime - Saturday and Sunday - shiftworker (full-time employees)</b>
Ground services officer level 4	\$32.75	\$32.75	\$43.66	\$43.66	\$43.66
Ground services officer level 5	\$34.04	\$34.04	\$45.38	\$45.38	\$45.38
Ground services officer level 6	\$35.24	\$35.24	\$46.98	\$46.98	\$46.98
Ground services officer level 7	\$36.33	\$36.33	\$48.44	\$48.44	\$48.44
Ground services officer level 8	\$37.04	\$37.04	\$49.38	\$49.38	\$49.38
Ground services officer level 9	\$37.52	\$37.52	\$50.02	\$50.02	\$50.02
Ground services officer level 10	\$38.00	\$38.00	\$50.66	\$50.66	\$50.66
Ground services officer level 11	\$38.72	\$38.72	\$51.62	\$51.62	\$51.62
Professional engineer level 1 - pay point 1	\$42.23	\$42.23	\$56.30	\$56.30	\$56.30
Professional engineer level 1 - pay point 2	\$43.86	\$43.86	\$58.48	\$58.48	\$58.48
Professional engineer level 1 - pay point 3	\$45.45	\$45.45	\$60.60	\$60.60	\$60.60
Professional engineer level 2	\$47.73	\$47.73	\$63.64	\$63.64	\$63.64
Professional engineer level 3	N/A	\$52.50	N/A	\$70.00	N/A
Professional engineer level 4	N/A	\$57.27	N/A	\$76.36	N/A
Professional engineer level 5	N/A	\$64.05	N/A	\$85.40	N/A

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker (part-time employees)</b>	<b>Less than 8 hour break after overtime (full-time employees)</b>	<b>Less than 8 hour break after overtime (part-time employees)</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services assistant	\$43.66	\$43.66	\$43.66	\$43.66	\$54.58	\$32.75
Technical services officer level 1	\$45.38	\$45.38	\$45.38	\$45.38	\$56.73	\$34.04
Technical services officer level 2	\$46.98	\$46.98	\$46.98	\$46.98	\$58.73	\$35.24
Technical services officer level 3	\$50.02	\$50.02	\$50.02	\$50.02	\$62.53	\$37.52
Technical services officer level 4	\$53.00	\$53.00	\$53.00	\$53.00	\$66.25	\$39.75
Technical services officer level 5	\$54.22	\$54.22	\$54.22	\$54.22	\$67.78	\$40.67
Technical services officer level 6	\$55.80	\$55.80	\$55.80	\$55.80	\$69.75	\$41.85
Technical services officer level 7	\$58.86	\$58.86	\$58.86	\$58.86	\$73.58	\$44.15
Technical services officer level 8	\$60.44	\$60.44	\$60.44	\$60.44	\$75.55	\$45.33

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker (part-time employees)</b>	<b>Less than 8 hour break after overtime (full-time employees)</b>	<b>Less than 8 hour break after overtime (part-time employees)</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services officer level 9	\$65.22	\$65.22	\$65.22	\$65.22	\$81.53	\$48.92
Technical services officer level 10	\$70.00	N/A	\$70.00	\$70.00	\$87.50	\$52.50
Administrative services officer level 1	\$42.70	\$42.70	\$42.70	\$42.70	\$53.38	\$32.03
Administrative services officer level 2	\$48.26	\$48.26	\$48.26	\$48.26	\$60.33	\$36.20
Administrative services officer level 3	\$52.68	\$52.68	\$52.68	\$52.68	\$65.85	\$39.51
Administrative services officer level 4	\$56.68	\$56.68	\$56.68	\$56.68	\$70.85	\$42.51
Administrative services officer level 5	\$61.78	\$61.78	\$61.78	\$61.78	\$77.23	\$46.34
Administrative services officer level 6	\$68.52	N/A	\$68.52	\$68.52	\$85.65	\$51.39
Administrative services officer level 7	\$73.86	N/A	\$73.86	\$73.86	\$92.33	\$55.40
Ground services officer level 1	\$40.48	\$40.48	\$40.48	\$40.48	\$50.60	\$30.36
Ground services officer level 2	\$41.44	\$41.44	\$41.44	\$41.44	\$51.80	\$31.08
Ground services officer level 3	\$42.38	\$42.38	\$42.38	\$42.38	\$52.98	\$31.79
Ground services officer level 4	\$43.66	\$43.66	\$43.66	\$43.66	\$54.58	\$32.75
Ground services officer level 5	\$45.38	\$45.38	\$45.38	\$45.38	\$56.73	\$34.04
Ground services officer level 6	\$46.98	\$46.98	\$46.98	\$46.98	\$58.73	\$35.24
Ground services officer level 7	\$48.44	\$48.44	\$48.44	\$48.44	\$60.55	\$36.33
Ground services officer level 8	\$49.38	\$49.38	\$49.38	\$49.38	\$61.73	\$37.04
Ground services officer level 9	\$50.02	\$50.02	\$50.02	\$50.02	\$62.53	\$37.52
Ground services officer level 10	\$50.66	\$50.66	\$50.66	\$50.66	\$63.33	\$38.00
Ground services officer level 11	\$51.62	\$51.62	\$51.62	\$51.62	\$64.53	\$38.72
Professional engineer level 1 - pay point 1	\$56.30	\$56.30	\$56.30	\$56.30	\$70.38	\$42.23
Professional engineer level 1 - pay point 2	\$58.48	\$58.48	\$58.48	\$58.48	\$73.10	\$43.86
Professional engineer level 1 - pay point 3	\$60.60	\$60.60	\$60.60	\$60.60	\$75.75	\$45.45
Professional engineer level 2	\$63.64	\$63.64	\$63.64	\$63.64	\$79.55	\$47.73
Professional engineer level 3	\$70.00	N/A	\$70.00	\$70.00	\$87.50	\$52.50
Professional engineer level 4	\$76.36	N/A	\$76.36	\$76.36	\$95.45	\$57.27
Professional engineer level 5	\$85.40	N/A	\$85.40	\$85.40	\$106.75	\$64.05



## Casual

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday (ordinary hours) - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$27.29	\$49.12	\$60.03	\$30.56	\$33.84
Technical services officer level 1	\$28.36	\$51.05	\$62.40	\$31.77	\$35.17
Technical services officer level 2	\$29.36	\$52.85	\$64.60	\$32.89	\$36.41
Technical services officer level 3	\$31.26	\$56.27	\$68.78	\$35.01	\$38.77
Technical services officer level 4	\$33.13	\$59.63	\$72.88	\$37.10	\$41.08
Technical services officer level 5	\$33.89	\$61.00	\$74.55	\$37.95	\$42.02
Technical services officer level 6	\$34.88	\$62.78	\$76.73	\$39.06	\$43.25
Technical services officer level 7	\$36.79	\$66.22	\$80.93	\$41.20	\$45.62
Technical services officer level 8	\$37.78	\$68.00	\$83.11	\$42.31	\$46.84
Technical services officer level 9	\$40.76	\$73.37	\$89.68	\$45.65	\$50.55
Technical services officer level 10	\$43.75	\$78.75	\$96.25	\$49.00	\$54.25
Administrative services officer level 1	\$26.69	\$48.04	\$58.71	\$29.89	\$33.09
Administrative services officer level 2	\$30.16	\$54.29	\$66.36	\$33.78	\$37.40
Administrative services officer level 3	\$32.93	\$59.27	\$72.44	\$36.88	\$40.83
Administrative services officer level 4	\$35.43	\$63.77	\$77.94	\$39.68	\$43.93
Administrative services officer level 5	\$38.61	\$69.50	\$84.95	\$43.25	\$47.88
Administrative services officer level 6	\$42.83	\$77.09	\$94.22	\$47.96	\$53.10
Administrative services officer level 7	\$46.16	\$83.09	\$101.56	\$51.70	\$57.24
Ground services officer level 1	\$25.30	\$45.54	\$55.66	\$28.34	\$31.37
Ground services officer level 2	\$25.90	\$46.62	\$56.98	\$29.01	\$32.12
Ground services officer level 3	\$26.49	\$47.68	\$58.27	\$29.67	\$32.84
Ground services officer level 4	\$27.29	\$49.12	\$60.03	\$30.56	\$33.84
Ground services officer level 5	\$28.36	\$51.05	\$62.40	\$31.77	\$35.17
Ground services officer level 6	\$29.36	\$52.85	\$64.60	\$32.89	\$36.41
Ground services officer level 7	\$30.28	\$54.50	\$66.61	\$33.91	\$37.54
Ground services officer level 8	\$30.86	\$55.55	\$67.90	\$34.57	\$38.27
Ground services officer level 9	\$31.26	\$56.27	\$68.78	\$35.01	\$38.77
Ground services officer level 10	\$31.66	\$56.99	\$69.66	\$35.46	\$39.26
Ground services officer level 11	\$32.26	\$58.07	\$70.98	\$36.13	\$40.01
Professional engineer level 1 - pay point 1	\$35.19	\$63.34	\$77.41	\$39.41	\$43.63
Professional engineer level 1 - pay point 2	\$36.55	\$65.79	\$80.41	\$40.94	\$45.32

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Sunday - day workers</b>	<b>Public holiday (ordinary hours) - day workers</b>	<b>Shiftwork - work between 6pm to 6.30am</b>	<b>Permanent shiftwork - work between 6pm to 8am</b>
Professional engineer level 1 - pay point 3	\$37.88	\$68.18	\$83.33	\$42.42	\$46.97
Professional engineer level 2	\$39.78	\$71.60	\$87.51	\$44.55	\$49.32
Professional engineer level 3	\$43.75	\$78.75	\$96.25	\$49.00	\$54.25
Professional engineer level 4	\$47.73	\$85.91	\$105.00	\$53.45	\$59.18
Professional engineer level 5	\$53.38	\$96.08	\$117.43	\$59.78	\$66.19

**Table 2 of 4**

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday (ordinary hours) - shiftworker</b>
Technical services assistant	\$38.20	\$49.12	\$49.12	\$60.03	\$60.03
Technical services officer level 1	\$39.71	\$51.05	\$51.05	\$62.40	\$62.40
Technical services officer level 2	\$41.11	\$52.85	\$52.85	\$64.60	\$64.60
Technical services officer level 3	\$43.77	\$56.27	\$56.27	\$68.78	\$68.78
Technical services officer level 4	\$46.38	\$59.63	\$59.63	\$72.88	\$72.88
Technical services officer level 5	\$47.44	\$61.00	\$61.00	\$74.55	\$74.55
Technical services officer level 6	\$48.83	\$62.78	\$62.78	\$76.73	\$76.73
Technical services officer level 7	\$51.50	\$66.22	\$66.22	\$80.93	\$80.93
Technical services officer level 8	\$52.89	\$68.00	\$68.00	\$83.11	\$83.11
Technical services officer level 9	\$57.07	\$73.37	\$73.37	\$89.68	\$89.68
Technical services officer level 10	\$61.25	\$78.75	\$78.75	\$96.25	\$96.25
Administrative services officer level 1	\$37.36	\$48.04	\$48.04	\$58.71	\$58.71
Administrative services officer level 2	\$42.23	\$54.29	\$54.29	\$66.36	\$66.36
Administrative services officer level 3	\$46.10	\$59.27	\$59.27	\$72.44	\$72.44
Administrative services officer level 4	\$49.60	\$63.77	\$63.77	\$77.94	\$77.94
Administrative services officer level 5	\$54.06	\$69.50	\$69.50	\$84.95	\$84.95
Administrative services officer level 6	\$59.96	\$77.09	\$77.09	\$94.22	\$94.22
Administrative services officer level 7	\$64.63	\$83.09	\$83.09	\$101.56	\$101.56
Ground services officer level 1	\$35.42	\$45.54	\$45.54	\$55.66	\$55.66
Ground services officer level 2	\$36.26	\$46.62	\$46.62	\$56.98	\$56.98
Ground services officer level 3	\$37.08	\$47.68	\$47.68	\$58.27	\$58.27
Ground services officer level 4	\$38.20	\$49.12	\$49.12	\$60.03	\$60.03
Ground services officer level 5	\$39.71	\$51.05	\$51.05	\$62.40	\$62.40
Ground services officer level 6	\$41.11	\$52.85	\$52.85	\$64.60	\$64.60

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday (ordinary hours) - shiftworker</b>
Ground services officer level 7	\$42.39	\$54.50	\$54.50	\$66.61	\$66.61
Ground services officer level 8	\$43.21	\$55.55	\$55.55	\$67.90	\$67.90
Ground services officer level 9	\$43.77	\$56.27	\$56.27	\$68.78	\$68.78
Ground services officer level 10	\$44.33	\$56.99	\$56.99	\$69.66	\$69.66
Ground services officer level 11	\$45.17	\$58.07	\$58.07	\$70.98	\$70.98
Professional engineer level 1 - pay point 1	\$49.26	\$63.34	\$63.34	\$77.41	\$77.41
Professional engineer level 1 - pay point 2	\$51.17	\$65.79	\$65.79	\$80.41	\$80.41
Professional engineer level 1 - pay point 3	\$53.03	\$68.18	\$68.18	\$83.33	\$83.33
Professional engineer level 2	\$55.69	\$71.60	\$71.60	\$87.51	\$87.51
Professional engineer level 3	\$61.25	\$78.75	\$78.75	\$96.25	\$96.25
Professional engineer level 4	\$66.82	\$85.91	\$85.91	\$105.00	\$105.00
Professional engineer level 5	\$74.73	\$96.08	\$96.08	\$117.43	\$117.43

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - public holiday - day workers</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker</b>
Technical services assistant	\$32.75	\$43.66	\$43.66	\$54.58	\$32.75	\$43.66
Technical services officer level 1	\$34.04	\$45.38	\$45.38	\$56.73	\$34.04	\$45.38
Technical services officer level 2	\$35.24	\$46.98	\$46.98	\$58.73	\$35.24	\$46.98
Technical services officer level 3	\$37.52	\$50.02	\$50.02	\$62.53	\$37.52	\$50.02
Technical services officer level 4	\$39.75	\$53.00	\$53.00	\$66.25	\$39.75	\$53.00
Technical services officer level 5	\$40.67	\$54.22	\$54.22	\$67.78	\$40.67	\$54.22
Technical services officer level 6	\$41.85	\$55.80	\$55.80	\$69.75	\$41.85	\$55.80
Technical services officer level 7	\$44.15	\$58.86	\$58.86	\$73.58	\$44.15	\$58.86
Technical services officer level 8	\$45.33	\$60.44	\$60.44	\$75.55	\$45.33	\$60.44
Technical services officer level 9	\$48.92	\$65.22	\$65.22	\$81.53	\$48.92	\$65.22
Technical services officer level 10	\$52.50	\$70.00	\$70.00	\$87.50	\$52.50	\$70.00
Administrative services officer level 1	\$32.03	\$42.70	\$42.70	\$53.38	\$32.03	\$42.70
Administrative services officer level 2	\$36.20	\$48.26	\$48.26	\$60.33	\$36.20	\$48.26
Administrative services officer level 3	\$39.51	\$52.68	\$52.68	\$65.85	\$39.51	\$52.68
Administrative services officer level 4	\$42.51	\$56.68	\$56.68	\$70.85	\$42.51	\$56.68

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - public holiday - day workers</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker</b>
Administrative services officer level 5	\$46.34	\$61.78	\$61.78	\$77.23	\$46.34	\$61.78
Administrative services officer level 6	\$51.39	\$68.52	\$68.52	\$85.65	\$51.39	\$68.52
Administrative services officer level 7	\$55.40	\$73.86	\$73.86	\$92.33	\$55.40	\$73.86
Ground services officer level 1	\$30.36	\$40.48	\$40.48	\$50.60	\$30.36	\$40.48
Ground services officer level 2	\$31.08	\$41.44	\$41.44	\$51.80	\$31.08	\$41.44
Ground services officer level 3	\$31.79	\$42.38	\$42.38	\$52.98	\$31.79	\$42.38
Ground services officer level 4	\$32.75	\$43.66	\$43.66	\$54.58	\$32.75	\$43.66
Ground services officer level 5	\$34.04	\$45.38	\$45.38	\$56.73	\$34.04	\$45.38
Ground services officer level 6	\$35.24	\$46.98	\$46.98	\$58.73	\$35.24	\$46.98
Ground services officer level 7	\$36.33	\$48.44	\$48.44	\$60.55	\$36.33	\$48.44
Ground services officer level 8	\$37.04	\$49.38	\$49.38	\$61.73	\$37.04	\$49.38
Ground services officer level 9	\$37.52	\$50.02	\$50.02	\$62.53	\$37.52	\$50.02
Ground services officer level 10	\$38.00	\$50.66	\$50.66	\$63.33	\$38.00	\$50.66
Ground services officer level 11	\$38.72	\$51.62	\$51.62	\$64.53	\$38.72	\$51.62
Professional engineer level 1 - pay point 1	\$42.23	\$56.30	\$56.30	\$70.38	\$42.23	\$56.30
Professional engineer level 1 - pay point 2	\$43.86	\$58.48	\$58.48	\$73.10	\$43.86	\$58.48
Professional engineer level 1 - pay point 3	\$45.45	\$60.60	\$60.60	\$75.75	\$45.45	\$60.60
Professional engineer level 2	\$47.73	\$63.64	\$63.64	\$79.55	\$47.73	\$63.64
Professional engineer level 3	\$52.50	\$70.00	\$70.00	\$87.50	\$52.50	\$70.00
Professional engineer level 4	\$57.27	\$76.36	\$76.36	\$95.45	\$57.27	\$76.36
Professional engineer level 5	\$64.05	\$85.40	\$85.40	\$106.75	\$64.05	\$85.40

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker</b>	<b>Overtime - public holiday - shiftworker</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services assistant	\$43.66	\$54.58	\$43.66	\$54.58	\$38.20
Technical services officer level 1	\$45.38	\$56.73	\$45.38	\$56.73	\$39.71
Technical services officer level 2	\$46.98	\$58.73	\$46.98	\$58.73	\$41.11
Technical services officer level 3	\$50.02	\$62.53	\$50.02	\$62.53	\$43.77
Technical services officer level 4	\$53.00	\$66.25	\$53.00	\$66.25	\$46.38

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker</b>	<b>Overtime - public holiday - shiftworker</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services officer level 5	\$54.22	\$67.78	\$54.22	\$67.78	\$47.44
Technical services officer level 6	\$55.80	\$69.75	\$55.80	\$69.75	\$48.83
Technical services officer level 7	\$58.86	\$73.58	\$58.86	\$73.58	\$51.50
Technical services officer level 8	\$60.44	\$75.55	\$60.44	\$75.55	\$52.89
Technical services officer level 9	\$65.22	\$81.53	\$65.22	\$81.53	\$57.07
Technical services officer level 10	\$70.00	\$87.50	\$70.00	\$87.50	\$61.25
Administrative services officer level 1	\$42.70	\$53.38	\$42.70	\$53.38	\$37.36
Administrative services officer level 2	\$48.26	\$60.33	\$48.26	\$60.33	\$42.23
Administrative services officer level 3	\$52.68	\$65.85	\$52.68	\$65.85	\$46.10
Administrative services officer level 4	\$56.68	\$70.85	\$56.68	\$70.85	\$49.60
Administrative services officer level 5	\$61.78	\$77.23	\$61.78	\$77.23	\$54.06
Administrative services officer level 6	\$68.52	\$85.65	\$68.52	\$85.65	\$59.96
Administrative services officer level 7	\$73.86	\$92.33	\$73.86	\$92.33	\$64.63
Ground services officer level 1	\$40.48	\$50.60	\$40.48	\$50.60	\$35.42
Ground services officer level 2	\$41.44	\$51.80	\$41.44	\$51.80	\$36.26
Ground services officer level 3	\$42.38	\$52.98	\$42.38	\$52.98	\$37.08
Ground services officer level 4	\$43.66	\$54.58	\$43.66	\$54.58	\$38.20
Ground services officer level 5	\$45.38	\$56.73	\$45.38	\$56.73	\$39.71
Ground services officer level 6	\$46.98	\$58.73	\$46.98	\$58.73	\$41.11
Ground services officer level 7	\$48.44	\$60.55	\$48.44	\$60.55	\$42.39
Ground services officer level 8	\$49.38	\$61.73	\$49.38	\$61.73	\$43.21
Ground services officer level 9	\$50.02	\$62.53	\$50.02	\$62.53	\$43.77
Ground services officer level 10	\$50.66	\$63.33	\$50.66	\$63.33	\$44.33
Ground services officer level 11	\$51.62	\$64.53	\$51.62	\$64.53	\$45.17
Professional engineer level 1 - pay point 1	\$56.30	\$70.38	\$56.30	\$70.38	\$49.26
Professional engineer level 1 - pay point 2	\$58.48	\$73.10	\$58.48	\$73.10	\$51.17
Professional engineer level 1 - pay point 3	\$60.60	\$75.75	\$60.60	\$75.75	\$53.03
Professional engineer level 2	\$63.64	\$79.55	\$63.64	\$79.55	\$55.69
Professional engineer level 3	\$70.00	\$87.50	\$70.00	\$87.50	\$61.25
Professional engineer level 4	\$76.36	\$95.45	\$76.36	\$95.45	\$66.82
Professional engineer level 5	\$85.40	\$106.75	\$85.40	\$106.75	\$74.73

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

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$13.10	\$26.20	\$32.75	\$15.07	\$17.03
Administrative services officer level 1	\$12.81	\$25.62	\$32.03	\$14.73	\$16.65
Administrative services officer level 2	\$14.48	\$28.96	\$36.20	\$16.65	\$18.82
Administrative services officer level 3	\$15.80	\$31.60	\$39.50	\$18.17	\$20.54
Administrative services officer level 4	\$17.00	\$34.00	\$42.50	\$19.55	\$22.10
Administrative services officer level 5	\$18.54	\$37.08	\$46.35	\$21.32	\$24.10
Administrative services officer level 6	\$20.56	\$41.12	\$51.40	\$23.64	\$26.73
Administrative services officer level 7	\$22.16	\$44.32	\$55.40	\$25.48	\$28.81
Ground services officer level 1	\$12.14	\$24.28	\$30.35	\$13.96	\$15.78
Ground services officer level 2	\$12.43	\$24.86	\$31.08	\$14.29	\$16.16
Ground services officer level 3	\$12.71	\$25.42	\$31.78	\$14.62	\$16.52
Ground services officer level 4	\$13.10	\$26.20	\$32.75	\$15.07	\$17.03
Ground services officer level 5	\$13.62	\$27.24	\$34.05	\$15.66	\$17.71
Ground services officer level 6	\$14.09	\$28.18	\$35.23	\$16.20	\$18.32
Ground services officer level 7	\$14.53	\$29.06	\$36.33	\$16.71	\$18.89
Ground services officer level 8	\$14.82	\$29.64	\$37.05	\$17.04	\$19.27
Ground services officer level 9	\$15.01	\$30.02	\$37.53	\$17.26	\$19.51
Ground services officer level 10	\$15.20	\$30.40	\$38.00	\$17.48	\$19.76
Ground services officer level 11	\$15.49	\$30.98	\$38.73	\$17.81	\$20.14
Professional engineer level 1 - pay point 1	\$16.89	\$33.78	\$42.23	\$19.42	\$21.96
Professional engineer level 1 - pay point 2	\$17.54	\$35.08	\$43.85	\$20.17	\$22.80
Professional engineer level 1 - pay point 3	\$18.18	\$36.36	\$45.45	\$20.91	\$23.63
Professional engineer level 2	\$19.09	\$38.18	\$47.73	\$21.95	\$24.82
Professional engineer level 3	\$21.00	\$42.00	\$52.50	\$24.15	\$27.30
Professional engineer level 4	\$22.91	\$45.82	\$57.28	\$26.35	\$29.78
Professional engineer level 5	\$25.62	\$51.24	\$64.05	\$29.46	\$33.31

**Table 2 of 4**

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday - shiftworker</b>
Technical services assistant	\$19.65	\$26.20	\$26.20	\$32.75	\$32.75
Administrative services officer level 1	\$19.22	\$25.62	\$25.62	\$32.03	\$32.03
Administrative services officer level 2	\$21.72	\$28.96	\$28.96	\$36.20	\$36.20
Administrative services officer level 3	\$23.70	\$31.60	\$31.60	\$39.50	\$39.50
Administrative services officer level 4	\$25.50	\$34.00	\$34.00	\$42.50	\$42.50
Administrative services officer level 5	\$27.81	\$37.08	\$37.08	\$46.35	\$46.35
Administrative services officer level 6	\$30.84	\$41.12	\$41.12	\$51.40	\$51.40
Administrative services officer level 7	\$33.24	\$44.32	\$44.32	\$55.40	\$55.40
Ground services officer level 1	\$18.21	\$24.28	\$24.28	\$30.35	\$30.35
Ground services officer level 2	\$18.65	\$24.86	\$24.86	\$31.08	\$31.08
Ground services officer level 3	\$19.07	\$25.42	\$25.42	\$31.78	\$31.78
Ground services officer level 4	\$19.65	\$26.20	\$26.20	\$32.75	\$32.75
Ground services officer level 5	\$20.43	\$27.24	\$27.24	\$34.05	\$34.05
Ground services officer level 6	\$21.14	\$28.18	\$28.18	\$35.23	\$35.23
Ground services officer level 7	\$21.80	\$29.06	\$29.06	\$36.33	\$36.33
Ground services officer level 8	\$22.23	\$29.64	\$29.64	\$37.05	\$37.05
Ground services officer level 9	\$22.52	\$30.02	\$30.02	\$37.53	\$37.53
Ground services officer level 10	\$22.80	\$30.40	\$30.40	\$38.00	\$38.00
Ground services officer level 11	\$23.24	\$30.98	\$30.98	\$38.73	\$38.73
Professional engineer level 1 - pay point 1	\$25.34	\$33.78	\$33.78	\$42.23	\$42.23
Professional engineer level 1 - pay point 2	\$26.31	\$35.08	\$35.08	\$43.85	\$43.85
Professional engineer level 1 - pay point 3	\$27.27	\$36.36	\$36.36	\$45.45	\$45.45
Professional engineer level 2	\$28.64	\$38.18	\$38.18	\$47.73	\$47.73
Professional engineer level 3	\$31.50	\$42.00	\$42.00	\$52.50	\$52.50
Professional engineer level 4	\$34.37	\$45.82	\$45.82	\$57.28	\$57.28
Professional engineer level 5	\$38.43	\$51.24	\$51.24	\$64.05	\$64.05

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker</b>
Technical services assistant	\$19.65	\$26.20	\$26.20	\$19.65	\$26.20
Administrative services officer level 1	\$19.22	\$25.62	\$25.62	\$19.22	\$25.62
Administrative services officer level 2	\$21.72	\$28.96	\$28.96	\$21.72	\$28.96
Administrative services officer level 3	\$23.70	\$31.60	\$31.60	\$23.70	\$31.60
Administrative services officer level 4	\$25.50	\$34.00	\$34.00	\$25.50	\$34.00
Administrative services officer level 5	\$27.81	\$37.08	\$37.08	\$27.81	\$37.08
Administrative services officer level 6	\$30.84	\$41.12	\$41.12	\$30.84	\$41.12
Administrative services officer level 7	\$33.24	\$44.32	\$44.32	\$33.24	\$44.32
Ground services officer level 1	\$18.21	\$24.28	\$24.28	\$18.21	\$24.28
Ground services officer level 2	\$18.65	\$24.86	\$24.86	\$18.65	\$24.86
Ground services officer level 3	\$19.07	\$25.42	\$25.42	\$19.07	\$25.42
Ground services officer level 4	\$19.65	\$26.20	\$26.20	\$19.65	\$26.20
Ground services officer level 5	\$20.43	\$27.24	\$27.24	\$20.43	\$27.24
Ground services officer level 6	\$21.14	\$28.18	\$28.18	\$21.14	\$28.18
Ground services officer level 7	\$21.80	\$29.06	\$29.06	\$21.80	\$29.06
Ground services officer level 8	\$22.23	\$29.64	\$29.64	\$22.23	\$29.64
Ground services officer level 9	\$22.52	\$30.02	\$30.02	\$22.52	\$30.02
Ground services officer level 10	\$22.80	\$30.40	\$30.40	\$22.80	\$30.40
Ground services officer level 11	\$23.24	\$30.98	\$30.98	\$23.24	\$30.98
Professional engineer level 1 - pay point 1	\$25.34	\$33.78	\$33.78	\$25.34	\$33.78
Professional engineer level 1 - pay point 2	\$26.31	\$35.08	\$35.08	\$26.31	\$35.08
Professional engineer level 1 - pay point 3	\$27.27	\$36.36	\$36.36	\$27.27	\$36.36
Professional engineer level 2	\$28.64	\$38.18	\$38.18	\$28.64	\$38.18
Professional engineer level 3	\$31.50	\$42.00	\$42.00	\$31.50	\$42.00
Professional engineer level 4	\$34.37	\$45.82	\$45.82	\$34.37	\$45.82
Professional engineer level 5	\$38.43	\$51.24	\$51.24	\$38.43	\$51.24



**Table 4 of 4**

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker</b>	<b>Less than 8 hour break after overtime</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services assistant	\$26.20	\$26.20	\$26.20	\$32.75	\$19.65
Administrative services officer level 1	\$25.62	\$25.62	\$25.62	\$32.03	\$19.22
Administrative services officer level 2	\$28.96	\$28.96	\$28.96	\$36.20	\$21.72
Administrative services officer level 3	\$31.60	\$31.60	\$31.60	\$39.50	\$23.70
Administrative services officer level 4	\$34.00	\$34.00	\$34.00	\$42.50	\$25.50
Administrative services officer level 5	\$37.08	\$37.08	\$37.08	\$46.35	\$27.81
Administrative services officer level 6	\$41.12	\$41.12	\$41.12	\$51.40	\$30.84
Administrative services officer level 7	\$44.32	\$44.32	\$44.32	\$55.40	\$33.24
Ground services officer level 1	\$24.28	\$24.28	\$24.28	\$30.35	\$18.21
Ground services officer level 2	\$24.86	\$24.86	\$24.86	\$31.08	\$18.65
Ground services officer level 3	\$25.42	\$25.42	\$25.42	\$31.78	\$19.07
Ground services officer level 4	\$26.20	\$26.20	\$26.20	\$32.75	\$19.65
Ground services officer level 5	\$27.24	\$27.24	\$27.24	\$34.05	\$20.43
Ground services officer level 6	\$28.18	\$28.18	\$28.18	\$35.23	\$21.14
Ground services officer level 7	\$29.06	\$29.06	\$29.06	\$36.33	\$21.80
Ground services officer level 8	\$29.64	\$29.64	\$29.64	\$37.05	\$22.23
Ground services officer level 9	\$30.02	\$30.02	\$30.02	\$37.53	\$22.52
Ground services officer level 10	\$30.40	\$30.40	\$30.40	\$38.00	\$22.80
Ground services officer level 11	\$30.98	\$30.98	\$30.98	\$38.73	\$23.24
Professional engineer level 1 - pay point 1	\$33.78	\$33.78	\$33.78	\$42.23	\$25.34
Professional engineer level 1 - pay point 2	\$35.08	\$35.08	\$35.08	\$43.85	\$26.31
Professional engineer level 1 - pay point 3	\$36.36	\$36.36	\$36.36	\$45.45	\$27.27
Professional engineer level 2	\$38.18	\$38.18	\$38.18	\$47.73	\$28.64
Professional engineer level 3	\$42.00	\$42.00	\$42.00	\$52.50	\$31.50
Professional engineer level 4	\$45.82	\$45.82	\$45.82	\$57.28	\$34.37
Professional engineer level 5	\$51.24	\$51.24	\$51.24	\$64.05	\$38.43

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

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$15.28	\$30.56	\$38.20	\$17.57	\$19.86
Administrative services officer level 1	\$14.95	\$29.90	\$37.38	\$17.19	\$19.44
Administrative services officer level 2	\$16.89	\$33.78	\$42.23	\$19.42	\$21.96
Administrative services officer level 3	\$18.43	\$36.86	\$46.08	\$21.19	\$23.96
Administrative services officer level 4	\$19.84	\$39.68	\$49.60	\$22.82	\$25.79
Administrative services officer level 5	\$21.63	\$43.26	\$54.08	\$24.87	\$28.12
Administrative services officer level 6	\$23.98	\$47.96	\$59.95	\$27.58	\$31.17
Administrative services officer level 7	\$25.85	\$51.70	\$64.63	\$29.73	\$33.61
Ground services officer level 1	\$14.17	\$28.34	\$35.43	\$16.30	\$18.42
Ground services officer level 2	\$14.50	\$29.00	\$36.25	\$16.68	\$18.85
Ground services officer level 3	\$14.83	\$29.66	\$37.08	\$17.05	\$19.28
Ground services officer level 4	\$15.28	\$30.56	\$38.20	\$17.57	\$19.86
Ground services officer level 5	\$15.89	\$31.78	\$39.73	\$18.27	\$20.66
Ground services officer level 6	\$16.44	\$32.88	\$41.10	\$18.91	\$21.37
Ground services officer level 7	\$16.95	\$33.90	\$42.38	\$19.49	\$22.04
Ground services officer level 8	\$17.29	\$34.58	\$43.23	\$19.88	\$22.48
Ground services officer level 9	\$17.51	\$35.02	\$43.78	\$20.14	\$22.76
Ground services officer level 10	\$17.73	\$35.46	\$44.33	\$20.39	\$23.05
Ground services officer level 11	\$18.07	\$36.14	\$45.18	\$20.78	\$23.49
Professional engineer level 1 - pay point 1	\$19.70	\$39.40	\$49.25	\$22.66	\$25.61
Professional engineer level 1 - pay point 2	\$20.47	\$40.94	\$51.18	\$23.54	\$26.61
Professional engineer level 1 - pay point 3	\$21.21	\$42.42	\$53.03	\$24.39	\$27.57
Professional engineer level 2	\$22.27	\$44.54	\$55.68	\$25.61	\$28.95
Professional engineer level 3	\$24.50	\$49.00	\$61.25	\$28.18	\$31.85
Professional engineer level 4	\$26.73	\$53.46	\$66.83	\$30.74	\$34.75
Professional engineer level 5	\$29.89	\$59.78	\$74.73	\$34.37	\$38.86

**Table 2 of 4**

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday - shiftworker</b>
Technical services assistant	\$22.92	\$30.56	\$30.56	\$38.20	\$38.20
Administrative services officer level 1	\$22.43	\$29.90	\$29.90	\$37.38	\$37.38
Administrative services officer level 2	\$25.34	\$33.78	\$33.78	\$42.23	\$42.23
Administrative services officer level 3	\$27.65	\$36.86	\$36.86	\$46.08	\$46.08
Administrative services officer level 4	\$29.76	\$39.68	\$39.68	\$49.60	\$49.60
Administrative services officer level 5	\$32.45	\$43.26	\$43.26	\$54.08	\$54.08
Administrative services officer level 6	\$35.97	\$47.96	\$47.96	\$59.95	\$59.95
Administrative services officer level 7	\$38.78	\$51.70	\$51.70	\$64.63	\$64.63
Ground services officer level 1	\$21.26	\$28.34	\$28.34	\$35.43	\$35.43
Ground services officer level 2	\$21.75	\$29.00	\$29.00	\$36.25	\$36.25
Ground services officer level 3	\$22.25	\$29.66	\$29.66	\$37.08	\$37.08
Ground services officer level 4	\$22.92	\$30.56	\$30.56	\$38.20	\$38.20
Ground services officer level 5	\$23.84	\$31.78	\$31.78	\$39.73	\$39.73
Ground services officer level 6	\$24.66	\$32.88	\$32.88	\$41.10	\$41.10
Ground services officer level 7	\$25.43	\$33.90	\$33.90	\$42.38	\$42.38
Ground services officer level 8	\$25.94	\$34.58	\$34.58	\$43.23	\$43.23
Ground services officer level 9	\$26.27	\$35.02	\$35.02	\$43.78	\$43.78
Ground services officer level 10	\$26.60	\$35.46	\$35.46	\$44.33	\$44.33
Ground services officer level 11	\$27.11	\$36.14	\$36.14	\$45.18	\$45.18
Professional engineer level 1 - pay point 1	\$29.55	\$39.40	\$39.40	\$49.25	\$49.25
Professional engineer level 1 - pay point 2	\$30.71	\$40.94	\$40.94	\$51.18	\$51.18
Professional engineer level 1 - pay point 3	\$31.82	\$42.42	\$42.42	\$53.03	\$53.03
Professional engineer level 2	\$33.41	\$44.54	\$44.54	\$55.68	\$55.68
Professional engineer level 3	\$36.75	\$49.00	\$49.00	\$61.25	\$61.25
Professional engineer level 4	\$40.10	\$53.46	\$53.46	\$66.83	\$66.83
Professional engineer level 5	\$44.84	\$59.78	\$59.78	\$74.73	\$74.73

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker</b>
Technical services assistant	\$22.92	\$30.56	\$30.56	\$22.92	\$30.56
Administrative services officer level 1	\$22.43	\$29.90	\$29.90	\$22.43	\$29.90
Administrative services officer level 2	\$25.34	\$33.78	\$33.78	\$25.34	\$33.78
Administrative services officer level 3	\$27.65	\$36.86	\$36.86	\$27.65	\$36.86
Administrative services officer level 4	\$29.76	\$39.68	\$39.68	\$29.76	\$39.68
Administrative services officer level 5	\$32.45	\$43.26	\$43.26	\$32.45	\$43.26
Administrative services officer level 6	\$35.97	\$47.96	\$47.96	\$35.97	\$47.96
Administrative services officer level 7	\$38.78	\$51.70	\$51.70	\$38.78	\$51.70
Ground services officer level 1	\$21.26	\$28.34	\$28.34	\$21.26	\$28.34
Ground services officer level 2	\$21.75	\$29.00	\$29.00	\$21.75	\$29.00
Ground services officer level 3	\$22.25	\$29.66	\$29.66	\$22.25	\$29.66
Ground services officer level 4	\$22.92	\$30.56	\$30.56	\$22.92	\$30.56
Ground services officer level 5	\$23.84	\$31.78	\$31.78	\$23.84	\$31.78
Ground services officer level 6	\$24.66	\$32.88	\$32.88	\$24.66	\$32.88
Ground services officer level 7	\$25.43	\$33.90	\$33.90	\$25.43	\$33.90
Ground services officer level 8	\$25.94	\$34.58	\$34.58	\$25.94	\$34.58
Ground services officer level 9	\$26.27	\$35.02	\$35.02	\$26.27	\$35.02
Ground services officer level 10	\$26.60	\$35.46	\$35.46	\$26.60	\$35.46
Ground services officer level 11	\$27.11	\$36.14	\$36.14	\$27.11	\$36.14
Professional engineer level 1 - pay point 1	\$29.55	\$39.40	\$39.40	\$29.55	\$39.40
Professional engineer level 1 - pay point 2	\$30.71	\$40.94	\$40.94	\$30.71	\$40.94
Professional engineer level 1 - pay point 3	\$31.82	\$42.42	\$42.42	\$31.82	\$42.42
Professional engineer level 2	\$33.41	\$44.54	\$44.54	\$33.41	\$44.54
Professional engineer level 3	\$36.75	\$49.00	\$49.00	\$36.75	\$49.00
Professional engineer level 4	\$40.10	\$53.46	\$53.46	\$40.10	\$53.46
Professional engineer level 5	\$44.84	\$59.78	\$59.78	\$44.84	\$59.78

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker</b>	<b>Less than 8 hour break after overtime</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services assistant	\$30.56	\$30.56	\$30.56	\$38.20	\$22.92
Administrative services officer level 1	\$29.90	\$29.90	\$29.90	\$37.38	\$22.43
Administrative services officer level 2	\$33.78	\$33.78	\$33.78	\$42.23	\$25.34
Administrative services officer level 3	\$36.86	\$36.86	\$36.86	\$46.08	\$27.65
Administrative services officer level 4	\$39.68	\$39.68	\$39.68	\$49.60	\$29.76
Administrative services officer level 5	\$43.26	\$43.26	\$43.26	\$54.08	\$32.45
Administrative services officer level 6	\$47.96	\$47.96	\$47.96	\$59.95	\$35.97
Administrative services officer level 7	\$51.70	\$51.70	\$51.70	\$64.63	\$38.78
Ground services officer level 1	\$28.34	\$28.34	\$28.34	\$35.43	\$21.26
Ground services officer level 2	\$29.00	\$29.00	\$29.00	\$36.25	\$21.75
Ground services officer level 3	\$29.66	\$29.66	\$29.66	\$37.08	\$22.25
Ground services officer level 4	\$30.56	\$30.56	\$30.56	\$38.20	\$22.92
Ground services officer level 5	\$31.78	\$31.78	\$31.78	\$39.73	\$23.84
Ground services officer level 6	\$32.88	\$32.88	\$32.88	\$41.10	\$24.66
Ground services officer level 7	\$33.90	\$33.90	\$33.90	\$42.38	\$25.43
Ground services officer level 8	\$34.58	\$34.58	\$34.58	\$43.23	\$25.94
Ground services officer level 9	\$35.02	\$35.02	\$35.02	\$43.78	\$26.27
Ground services officer level 10	\$35.46	\$35.46	\$35.46	\$44.33	\$26.60
Ground services officer level 11	\$36.14	\$36.14	\$36.14	\$45.18	\$27.11
Professional engineer level 1 - pay point 1	\$39.40	\$39.40	\$39.40	\$49.25	\$29.55
Professional engineer level 1 - pay point 2	\$40.94	\$40.94	\$40.94	\$51.18	\$30.71
Professional engineer level 1 - pay point 3	\$42.42	\$42.42	\$42.42	\$53.03	\$31.82
Professional engineer level 2	\$44.54	\$44.54	\$44.54	\$55.68	\$33.41
Professional engineer level 3	\$49.00	\$49.00	\$49.00	\$61.25	\$36.75
Professional engineer level 4	\$53.46	\$53.46	\$53.46	\$66.83	\$40.10
Professional engineer level 5	\$59.78	\$59.78	\$59.78	\$74.73	\$44.84

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

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$17.68	\$35.36	\$44.20	\$20.33	\$22.98
Administrative services officer level 1	\$17.30	\$34.60	\$43.25	\$19.90	\$22.49
Administrative services officer level 2	\$19.55	\$39.10	\$48.88	\$22.48	\$25.42
Administrative services officer level 3	\$21.33	\$42.66	\$53.33	\$24.53	\$27.73
Administrative services officer level 4	\$22.95	\$45.90	\$57.38	\$26.39	\$29.84
Administrative services officer level 5	\$25.02	\$50.04	\$62.55	\$28.77	\$32.53
Administrative services officer level 6	\$27.75	\$55.50	\$69.38	\$31.91	\$36.08
Administrative services officer level 7	\$29.91	\$59.82	\$74.78	\$34.40	\$38.88
Ground services officer level 1	\$16.39	\$32.78	\$40.98	\$18.85	\$21.31
Ground services officer level 2	\$16.78	\$33.56	\$41.95	\$19.30	\$21.81
Ground services officer level 3	\$17.17	\$34.34	\$42.93	\$19.75	\$22.32
Ground services officer level 4	\$17.68	\$35.36	\$44.20	\$20.33	\$22.98
Ground services officer level 5	\$18.38	\$36.76	\$45.95	\$21.14	\$23.89
Ground services officer level 6	\$19.03	\$38.06	\$47.58	\$21.88	\$24.74
Ground services officer level 7	\$19.62	\$39.24	\$49.05	\$22.56	\$25.51
Ground services officer level 8	\$20.00	\$40.00	\$50.00	\$23.00	\$26.00
Ground services officer level 9	\$20.26	\$40.52	\$50.65	\$23.30	\$26.34
Ground services officer level 10	\$20.52	\$41.04	\$51.30	\$23.60	\$26.68
Ground services officer level 11	\$20.90	\$41.80	\$52.25	\$24.04	\$27.17
Professional engineer level 1 - pay point 1	\$22.80	\$45.60	\$57.00	\$26.22	\$29.64
Professional engineer level 1 - pay point 2	\$23.68	\$47.36	\$59.20	\$27.23	\$30.78
Professional engineer level 1 - pay point 3	\$24.54	\$49.08	\$61.35	\$28.22	\$31.90
Professional engineer level 2	\$25.77	\$51.54	\$64.43	\$29.64	\$33.50
Professional engineer level 3	\$28.35	\$56.70	\$70.88	\$32.60	\$36.86
Professional engineer level 4	\$30.93	\$61.86	\$77.33	\$35.57	\$40.21
Professional engineer level 5	\$34.58	\$69.16	\$86.45	\$39.77	\$44.95

**Table 2 of 4**

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday - shiftworker</b>
Technical services assistant	\$26.52	\$35.36	\$35.36	\$44.20	\$44.20
Administrative services officer level 1	\$25.95	\$34.60	\$34.60	\$43.25	\$43.25
Administrative services officer level 2	\$29.33	\$39.10	\$39.10	\$48.88	\$48.88
Administrative services officer level 3	\$32.00	\$42.66	\$42.66	\$53.33	\$53.33
Administrative services officer level 4	\$34.43	\$45.90	\$45.90	\$57.38	\$57.38
Administrative services officer level 5	\$37.53	\$50.04	\$50.04	\$62.55	\$62.55
Administrative services officer level 6	\$41.63	\$55.50	\$55.50	\$69.38	\$69.38
Administrative services officer level 7	\$44.87	\$59.82	\$59.82	\$74.78	\$74.78
Ground services officer level 1	\$24.59	\$32.78	\$32.78	\$40.98	\$40.98
Ground services officer level 2	\$25.17	\$33.56	\$33.56	\$41.95	\$41.95
Ground services officer level 3	\$25.76	\$34.34	\$34.34	\$42.93	\$42.93
Ground services officer level 4	\$26.52	\$35.36	\$35.36	\$44.20	\$44.20
Ground services officer level 5	\$27.57	\$36.76	\$36.76	\$45.95	\$45.95
Ground services officer level 6	\$28.55	\$38.06	\$38.06	\$47.58	\$47.58
Ground services officer level 7	\$29.43	\$39.24	\$39.24	\$49.05	\$49.05
Ground services officer level 8	\$30.00	\$40.00	\$40.00	\$50.00	\$50.00
Ground services officer level 9	\$30.39	\$40.52	\$40.52	\$50.65	\$50.65
Ground services officer level 10	\$30.78	\$41.04	\$41.04	\$51.30	\$51.30
Ground services officer level 11	\$31.35	\$41.80	\$41.80	\$52.25	\$52.25
Professional engineer level 1 - pay point 1	\$34.20	\$45.60	\$45.60	\$57.00	\$57.00
Professional engineer level 1 - pay point 2	\$35.52	\$47.36	\$47.36	\$59.20	\$59.20
Professional engineer level 1 - pay point 3	\$36.81	\$49.08	\$49.08	\$61.35	\$61.35
Professional engineer level 2	\$38.66	\$51.54	\$51.54	\$64.43	\$64.43
Professional engineer level 3	\$42.53	\$56.70	\$56.70	\$70.88	\$70.88
Professional engineer level 4	\$46.40	\$61.86	\$61.86	\$77.33	\$77.33
Professional engineer level 5	\$51.87	\$69.16	\$69.16	\$86.45	\$86.45

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker</b>
Technical services assistant	\$26.52	\$35.36	\$35.36	\$26.52	\$35.36
Administrative services officer level 1	\$25.95	\$34.60	\$34.60	\$25.95	\$34.60
Administrative services officer level 2	\$29.33	\$39.10	\$39.10	\$29.33	\$39.10
Administrative services officer level 3	\$32.00	\$42.66	\$42.66	\$32.00	\$42.66
Administrative services officer level 4	\$34.43	\$45.90	\$45.90	\$34.43	\$45.90
Administrative services officer level 5	\$37.53	\$50.04	\$50.04	\$37.53	\$50.04
Administrative services officer level 6	\$41.63	\$55.50	\$55.50	\$41.63	\$55.50
Administrative services officer level 7	\$44.87	\$59.82	\$59.82	\$44.87	\$59.82
Ground services officer level 1	\$24.59	\$32.78	\$32.78	\$24.59	\$32.78
Ground services officer level 2	\$25.17	\$33.56	\$33.56	\$25.17	\$33.56
Ground services officer level 3	\$25.76	\$34.34	\$34.34	\$25.76	\$34.34
Ground services officer level 4	\$26.52	\$35.36	\$35.36	\$26.52	\$35.36
Ground services officer level 5	\$27.57	\$36.76	\$36.76	\$27.57	\$36.76
Ground services officer level 6	\$28.55	\$38.06	\$38.06	\$28.55	\$38.06
Ground services officer level 7	\$29.43	\$39.24	\$39.24	\$29.43	\$39.24
Ground services officer level 8	\$30.00	\$40.00	\$40.00	\$30.00	\$40.00
Ground services officer level 9	\$30.39	\$40.52	\$40.52	\$30.39	\$40.52
Ground services officer level 10	\$30.78	\$41.04	\$41.04	\$30.78	\$41.04
Ground services officer level 11	\$31.35	\$41.80	\$41.80	\$31.35	\$41.80
Professional engineer level 1 - pay point 1	\$34.20	\$45.60	\$45.60	\$34.20	\$45.60
Professional engineer level 1 - pay point 2	\$35.52	\$47.36	\$47.36	\$35.52	\$47.36
Professional engineer level 1 - pay point 3	\$36.81	\$49.08	\$49.08	\$36.81	\$49.08
Professional engineer level 2	\$38.66	\$51.54	\$51.54	\$38.66	\$51.54
Professional engineer level 3	\$42.53	\$56.70	\$56.70	\$42.53	\$56.70
Professional engineer level 4	\$46.40	\$61.86	\$61.86	\$46.40	\$61.86
Professional engineer level 5	\$51.87	\$69.16	\$69.16	\$51.87	\$69.16



**Table 4 of 4**

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker</b>	<b>Less than 8 hour break after overtime</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services assistant	\$35.36	\$35.36	\$35.36	\$44.20	\$26.52
Administrative services officer level 1	\$34.60	\$34.60	\$34.60	\$43.25	\$25.95
Administrative services officer level 2	\$39.10	\$39.10	\$39.10	\$48.88	\$29.33
Administrative services officer level 3	\$42.66	\$42.66	\$42.66	\$53.33	\$32.00
Administrative services officer level 4	\$45.90	\$45.90	\$45.90	\$57.38	\$34.43
Administrative services officer level 5	\$50.04	\$50.04	\$50.04	\$62.55	\$37.53
Administrative services officer level 6	\$55.50	\$55.50	\$55.50	\$69.38	\$41.63
Administrative services officer level 7	\$59.82	\$59.82	\$59.82	\$74.78	\$44.87
Ground services officer level 1	\$32.78	\$32.78	\$32.78	\$40.98	\$24.59
Ground services officer level 2	\$33.56	\$33.56	\$33.56	\$41.95	\$25.17
Ground services officer level 3	\$34.34	\$34.34	\$34.34	\$42.93	\$25.76
Ground services officer level 4	\$35.36	\$35.36	\$35.36	\$44.20	\$26.52
Ground services officer level 5	\$36.76	\$36.76	\$36.76	\$45.95	\$27.57
Ground services officer level 6	\$38.06	\$38.06	\$38.06	\$47.58	\$28.55
Ground services officer level 7	\$39.24	\$39.24	\$39.24	\$49.05	\$29.43
Ground services officer level 8	\$40.00	\$40.00	\$40.00	\$50.00	\$30.00
Ground services officer level 9	\$40.52	\$40.52	\$40.52	\$50.65	\$30.39
Ground services officer level 10	\$41.04	\$41.04	\$41.04	\$51.30	\$30.78
Ground services officer level 11	\$41.80	\$41.80	\$41.80	\$52.25	\$31.35
Professional engineer level 1 - pay point 1	\$45.60	\$45.60	\$45.60	\$57.00	\$34.20
Professional engineer level 1 - pay point 2	\$47.36	\$47.36	\$47.36	\$59.20	\$35.52
Professional engineer level 1 - pay point 3	\$49.08	\$49.08	\$49.08	\$61.35	\$36.81
Professional engineer level 2	\$51.54	\$51.54	\$51.54	\$64.43	\$38.66
Professional engineer level 3	\$56.70	\$56.70	\$56.70	\$70.88	\$42.53
Professional engineer level 4	\$61.86	\$61.86	\$61.86	\$77.33	\$46.40
Professional engineer level 5	\$69.16	\$69.16	\$69.16	\$86.45	\$51.87

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

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$19.87	\$39.74	\$49.68	\$22.85	\$25.83
Administrative services officer level 1	\$19.43	\$38.86	\$48.58	\$22.34	\$25.26
Administrative services officer level 2	\$21.96	\$43.92	\$54.90	\$25.25	\$28.55
Administrative services officer level 3	\$23.97	\$47.94	\$59.93	\$27.57	\$31.16
Administrative services officer level 4	\$25.79	\$51.58	\$64.48	\$29.66	\$33.53
Administrative services officer level 5	\$28.11	\$56.22	\$70.28	\$32.33	\$36.54
Administrative services officer level 6	\$31.18	\$62.36	\$77.95	\$35.86	\$40.53
Administrative services officer level 7	\$33.60	\$67.20	\$84.00	\$38.64	\$43.68
Ground services officer level 1	\$18.42	\$36.84	\$46.05	\$21.18	\$23.95
Ground services officer level 2	\$18.85	\$37.70	\$47.13	\$21.68	\$24.51
Ground services officer level 3	\$19.28	\$38.56	\$48.20	\$22.17	\$25.06
Ground services officer level 4	\$19.87	\$39.74	\$49.68	\$22.85	\$25.83
Ground services officer level 5	\$20.65	\$41.30	\$51.63	\$23.75	\$26.85
Ground services officer level 6	\$21.37	\$42.74	\$53.43	\$24.58	\$27.78
Ground services officer level 7	\$22.04	\$44.08	\$55.10	\$25.35	\$28.65
Ground services officer level 8	\$22.47	\$44.94	\$56.18	\$25.84	\$29.21
Ground services officer level 9	\$22.76	\$45.52	\$56.90	\$26.17	\$29.59
Ground services officer level 10	\$23.05	\$46.10	\$57.63	\$26.51	\$29.97
Ground services officer level 11	\$23.49	\$46.98	\$58.73	\$27.01	\$30.54
Professional engineer level 1 - pay point 1	\$25.61	\$51.22	\$64.03	\$29.45	\$33.29
Professional engineer level 1 - pay point 2	\$26.61	\$53.22	\$66.53	\$30.60	\$34.59
Professional engineer level 1 - pay point 3	\$27.57	\$55.14	\$68.93	\$31.71	\$35.84
Professional engineer level 2	\$28.95	\$57.90	\$72.38	\$33.29	\$37.64
Professional engineer level 3	\$31.85	\$63.70	\$79.63	\$36.63	\$41.41
Professional engineer level 4	\$34.74	\$69.48	\$86.85	\$39.95	\$45.16
Professional engineer level 5	\$38.85	\$77.70	\$97.13	\$44.68	\$50.51

**Table 2 of 4**

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday - shiftworker</b>
Technical services assistant	\$29.81	\$39.74	\$39.74	\$49.68	\$49.68
Administrative services officer level 1	\$29.15	\$38.86	\$38.86	\$48.58	\$48.58
Administrative services officer level 2	\$32.94	\$43.92	\$43.92	\$54.90	\$54.90
Administrative services officer level 3	\$35.96	\$47.94	\$47.94	\$59.93	\$59.93
Administrative services officer level 4	\$38.69	\$51.58	\$51.58	\$64.48	\$64.48
Administrative services officer level 5	\$42.17	\$56.22	\$56.22	\$70.28	\$70.28
Administrative services officer level 6	\$46.77	\$62.36	\$62.36	\$77.95	\$77.95
Administrative services officer level 7	\$50.40	\$67.20	\$67.20	\$84.00	\$84.00
Ground services officer level 1	\$27.63	\$36.84	\$36.84	\$46.05	\$46.05
Ground services officer level 2	\$28.28	\$37.70	\$37.70	\$47.13	\$47.13
Ground services officer level 3	\$28.92	\$38.56	\$38.56	\$48.20	\$48.20
Ground services officer level 4	\$29.81	\$39.74	\$39.74	\$49.68	\$49.68
Ground services officer level 5	\$30.98	\$41.30	\$41.30	\$51.63	\$51.63
Ground services officer level 6	\$32.06	\$42.74	\$42.74	\$53.43	\$53.43
Ground services officer level 7	\$33.06	\$44.08	\$44.08	\$55.10	\$55.10
Ground services officer level 8	\$33.71	\$44.94	\$44.94	\$56.18	\$56.18
Ground services officer level 9	\$34.14	\$45.52	\$45.52	\$56.90	\$56.90
Ground services officer level 10	\$34.58	\$46.10	\$46.10	\$57.63	\$57.63
Ground services officer level 11	\$35.24	\$46.98	\$46.98	\$58.73	\$58.73
Professional engineer level 1 - pay point 1	\$38.42	\$51.22	\$51.22	\$64.03	\$64.03
Professional engineer level 1 - pay point 2	\$39.92	\$53.22	\$53.22	\$66.53	\$66.53
Professional engineer level 1 - pay point 3	\$41.36	\$55.14	\$55.14	\$68.93	\$68.93
Professional engineer level 2	\$43.43	\$57.90	\$57.90	\$72.38	\$72.38
Professional engineer level 3	\$47.78	\$63.70	\$63.70	\$79.63	\$79.63
Professional engineer level 4	\$52.11	\$69.48	\$69.48	\$86.85	\$86.85
Professional engineer level 5	\$58.28	\$77.70	\$77.70	\$97.13	\$97.13

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker</b>
Technical services assistant	\$29.81	\$39.74	\$39.74	\$29.81	\$39.74
Administrative services officer level 1	\$29.15	\$38.86	\$38.86	\$29.15	\$38.86
Administrative services officer level 2	\$32.94	\$43.92	\$43.92	\$32.94	\$43.92
Administrative services officer level 3	\$35.96	\$47.94	\$47.94	\$35.96	\$47.94
Administrative services officer level 4	\$38.69	\$51.58	\$51.58	\$38.69	\$51.58
Administrative services officer level 5	\$42.17	\$56.22	\$56.22	\$42.17	\$56.22
Administrative services officer level 6	\$46.77	\$62.36	\$62.36	\$46.77	\$62.36
Administrative services officer level 7	\$50.40	\$67.20	\$67.20	\$50.40	\$67.20
Ground services officer level 1	\$27.63	\$36.84	\$36.84	\$27.63	\$36.84
Ground services officer level 2	\$28.28	\$37.70	\$37.70	\$28.28	\$37.70
Ground services officer level 3	\$28.92	\$38.56	\$38.56	\$28.92	\$38.56
Ground services officer level 4	\$29.81	\$39.74	\$39.74	\$29.81	\$39.74
Ground services officer level 5	\$30.98	\$41.30	\$41.30	\$30.98	\$41.30
Ground services officer level 6	\$32.06	\$42.74	\$42.74	\$32.06	\$42.74
Ground services officer level 7	\$33.06	\$44.08	\$44.08	\$33.06	\$44.08
Ground services officer level 8	\$33.71	\$44.94	\$44.94	\$33.71	\$44.94
Ground services officer level 9	\$34.14	\$45.52	\$45.52	\$34.14	\$45.52
Ground services officer level 10	\$34.58	\$46.10	\$46.10	\$34.58	\$46.10
Ground services officer level 11	\$35.24	\$46.98	\$46.98	\$35.24	\$46.98
Professional engineer level 1 - pay point 1	\$38.42	\$51.22	\$51.22	\$38.42	\$51.22
Professional engineer level 1 - pay point 2	\$39.92	\$53.22	\$53.22	\$39.92	\$53.22
Professional engineer level 1 - pay point 3	\$41.36	\$55.14	\$55.14	\$41.36	\$55.14
Professional engineer level 2	\$43.43	\$57.90	\$57.90	\$43.43	\$57.90
Professional engineer level 3	\$47.78	\$63.70	\$63.70	\$47.78	\$63.70
Professional engineer level 4	\$52.11	\$69.48	\$69.48	\$52.11	\$69.48
Professional engineer level 5	\$58.28	\$77.70	\$77.70	\$58.28	\$77.70

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker</b>	<b>Less than 8 hour break after overtime</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services assistant	\$39.74	\$39.74	\$39.74	\$49.68	\$29.81
Administrative services officer level 1	\$38.86	\$38.86	\$38.86	\$48.58	\$29.15
Administrative services officer level 2	\$43.92	\$43.92	\$43.92	\$54.90	\$32.94
Administrative services officer level 3	\$47.94	\$47.94	\$47.94	\$59.93	\$35.96
Administrative services officer level 4	\$51.58	\$51.58	\$51.58	\$64.48	\$38.69
Administrative services officer level 5	\$56.22	\$56.22	\$56.22	\$70.28	\$42.17
Administrative services officer level 6	\$62.36	\$62.36	\$62.36	\$77.95	\$46.77
Administrative services officer level 7	\$67.20	\$67.20	\$67.20	\$84.00	\$50.40
Ground services officer level 1	\$36.84	\$36.84	\$36.84	\$46.05	\$27.63
Ground services officer level 2	\$37.70	\$37.70	\$37.70	\$47.13	\$28.28
Ground services officer level 3	\$38.56	\$38.56	\$38.56	\$48.20	\$28.92
Ground services officer level 4	\$39.74	\$39.74	\$39.74	\$49.68	\$29.81
Ground services officer level 5	\$41.30	\$41.30	\$41.30	\$51.63	\$30.98
Ground services officer level 6	\$42.74	\$42.74	\$42.74	\$53.43	\$32.06
Ground services officer level 7	\$44.08	\$44.08	\$44.08	\$55.10	\$33.06
Ground services officer level 8	\$44.94	\$44.94	\$44.94	\$56.18	\$33.71
Ground services officer level 9	\$45.52	\$45.52	\$45.52	\$56.90	\$34.14
Ground services officer level 10	\$46.10	\$46.10	\$46.10	\$57.63	\$34.58
Ground services officer level 11	\$46.98	\$46.98	\$46.98	\$58.73	\$35.24
Professional engineer level 1 - pay point 1	\$51.22	\$51.22	\$51.22	\$64.03	\$38.42
Professional engineer level 1 - pay point 2	\$53.22	\$53.22	\$53.22	\$66.53	\$39.92
Professional engineer level 1 - pay point 3	\$55.14	\$55.14	\$55.14	\$68.93	\$41.36
Professional engineer level 2	\$57.90	\$57.90	\$57.90	\$72.38	\$43.43
Professional engineer level 3	\$63.70	\$63.70	\$63.70	\$79.63	\$47.78
Professional engineer level 4	\$69.48	\$69.48	\$69.48	\$86.85	\$52.11
Professional engineer level 5	\$77.70	\$77.70	\$77.70	\$97.13	\$58.28

## Junior - Casual - Under 18 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday (ordinary hours) - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$16.38	\$29.48	\$36.03	\$18.34	\$20.31
Administrative services officer level 1	\$16.01	\$28.82	\$35.23	\$17.93	\$19.86
Administrative services officer level 2	\$18.10	\$32.58	\$39.82	\$20.27	\$22.44
Administrative services officer level 3	\$19.75	\$35.55	\$43.45	\$22.12	\$24.49
Administrative services officer level 4	\$21.25	\$38.25	\$46.75	\$23.80	\$26.35
Administrative services officer level 5	\$23.18	\$41.72	\$50.99	\$25.96	\$28.74
Administrative services officer level 6	\$25.70	\$46.26	\$56.54	\$28.78	\$31.87
Administrative services officer level 7	\$27.70	\$49.86	\$60.94	\$31.02	\$34.35
Ground services officer level 1	\$15.18	\$27.32	\$33.39	\$17.00	\$18.82
Ground services officer level 2	\$15.54	\$27.97	\$34.18	\$17.40	\$19.27
Ground services officer level 3	\$15.89	\$28.60	\$34.95	\$17.79	\$19.70
Ground services officer level 4	\$16.38	\$29.48	\$36.03	\$18.34	\$20.31
Ground services officer level 5	\$17.03	\$30.65	\$37.46	\$19.07	\$21.11
Ground services officer level 6	\$17.61	\$31.70	\$38.75	\$19.73	\$21.84
Ground services officer level 7	\$18.16	\$32.69	\$39.96	\$20.34	\$22.52
Ground services officer level 8	\$18.53	\$33.35	\$40.76	\$20.75	\$22.97
Ground services officer level 9	\$18.76	\$33.77	\$41.28	\$21.01	\$23.27
Ground services officer level 10	\$19.00	\$34.20	\$41.80	\$21.28	\$23.56
Ground services officer level 11	\$19.36	\$34.85	\$42.60	\$21.69	\$24.01
Professional engineer level 1 - pay point 1	\$21.11	\$38.00	\$46.45	\$23.65	\$26.18
Professional engineer level 1 - pay point 2	\$21.93	\$39.47	\$48.24	\$24.56	\$27.19
Professional engineer level 1 - pay point 3	\$22.73	\$40.91	\$50.00	\$25.45	\$28.18
Professional engineer level 2	\$23.86	\$42.95	\$52.50	\$26.73	\$29.59
Professional engineer level 3	\$26.25	\$47.25	\$57.75	\$29.40	\$32.55
Professional engineer level 4	\$28.64	\$51.55	\$63.00	\$32.07	\$35.51
Professional engineer level 5	\$32.03	\$57.65	\$70.46	\$35.87	\$39.71

**Table 2 of 4**

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday (ordinary hours) - shiftworker</b>
Technical services assistant	\$22.93	\$29.48	\$29.48	\$36.03	\$36.03
Administrative services officer level 1	\$22.42	\$28.82	\$28.82	\$35.23	\$35.23
Administrative services officer level 2	\$25.34	\$32.58	\$32.58	\$39.82	\$39.82
Administrative services officer level 3	\$27.65	\$35.55	\$35.55	\$43.45	\$43.45
Administrative services officer level 4	\$29.75	\$38.25	\$38.25	\$46.75	\$46.75
Administrative services officer level 5	\$32.45	\$41.72	\$41.72	\$50.99	\$50.99
Administrative services officer level 6	\$35.98	\$46.26	\$46.26	\$56.54	\$56.54
Administrative services officer level 7	\$38.78	\$49.86	\$49.86	\$60.94	\$60.94
Ground services officer level 1	\$21.25	\$27.32	\$27.32	\$33.39	\$33.39
Ground services officer level 2	\$21.75	\$27.97	\$27.97	\$34.18	\$34.18
Ground services officer level 3	\$22.24	\$28.60	\$28.60	\$34.95	\$34.95
Ground services officer level 4	\$22.93	\$29.48	\$29.48	\$36.03	\$36.03
Ground services officer level 5	\$23.84	\$30.65	\$30.65	\$37.46	\$37.46
Ground services officer level 6	\$24.66	\$31.70	\$31.70	\$38.75	\$38.75
Ground services officer level 7	\$25.43	\$32.69	\$32.69	\$39.96	\$39.96
Ground services officer level 8	\$25.94	\$33.35	\$33.35	\$40.76	\$40.76
Ground services officer level 9	\$26.27	\$33.77	\$33.77	\$41.28	\$41.28
Ground services officer level 10	\$26.60	\$34.20	\$34.20	\$41.80	\$41.80
Ground services officer level 11	\$27.11	\$34.85	\$34.85	\$42.60	\$42.60
Professional engineer level 1 - pay point 1	\$29.56	\$38.00	\$38.00	\$46.45	\$46.45
Professional engineer level 1 - pay point 2	\$30.70	\$39.47	\$39.47	\$48.24	\$48.24
Professional engineer level 1 - pay point 3	\$31.82	\$40.91	\$40.91	\$50.00	\$50.00
Professional engineer level 2	\$33.41	\$42.95	\$42.95	\$52.50	\$52.50
Professional engineer level 3	\$36.75	\$47.25	\$47.25	\$57.75	\$57.75
Professional engineer level 4	\$40.09	\$51.55	\$51.55	\$63.00	\$63.00
Professional engineer level 5	\$44.84	\$57.65	\$57.65	\$70.46	\$70.46

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - public holiday - day workers</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker</b>
Technical services assistant	\$19.65	\$26.20	\$26.20	\$32.75	\$19.65	\$26.20
Administrative services officer level 1	\$19.22	\$25.62	\$25.62	\$32.03	\$19.22	\$25.62
Administrative services officer level 2	\$21.72	\$28.96	\$28.96	\$36.20	\$21.72	\$28.96
Administrative services officer level 3	\$23.70	\$31.60	\$31.60	\$39.50	\$23.70	\$31.60
Administrative services officer level 4	\$25.50	\$34.00	\$34.00	\$42.50	\$25.50	\$34.00
Administrative services officer level 5	\$27.81	\$37.08	\$37.08	\$46.35	\$27.81	\$37.08
Administrative services officer level 6	\$30.84	\$41.12	\$41.12	\$51.40	\$30.84	\$41.12
Administrative services officer level 7	\$33.24	\$44.32	\$44.32	\$55.40	\$33.24	\$44.32
Ground services officer level 1	\$18.21	\$24.28	\$24.28	\$30.35	\$18.21	\$24.28
Ground services officer level 2	\$18.65	\$24.86	\$24.86	\$31.08	\$18.65	\$24.86
Ground services officer level 3	\$19.07	\$25.42	\$25.42	\$31.78	\$19.07	\$25.42
Ground services officer level 4	\$19.65	\$26.20	\$26.20	\$32.75	\$19.65	\$26.20
Ground services officer level 5	\$20.43	\$27.24	\$27.24	\$34.05	\$20.43	\$27.24
Ground services officer level 6	\$21.14	\$28.18	\$28.18	\$35.23	\$21.14	\$28.18
Ground services officer level 7	\$21.80	\$29.06	\$29.06	\$36.33	\$21.80	\$29.06
Ground services officer level 8	\$22.23	\$29.64	\$29.64	\$37.05	\$22.23	\$29.64
Ground services officer level 9	\$22.52	\$30.02	\$30.02	\$37.53	\$22.52	\$30.02
Ground services officer level 10	\$22.80	\$30.40	\$30.40	\$38.00	\$22.80	\$30.40
Ground services officer level 11	\$23.24	\$30.98	\$30.98	\$38.73	\$23.24	\$30.98
Professional engineer level 1 - pay point 1	\$25.34	\$33.78	\$33.78	\$42.23	\$25.34	\$33.78
Professional engineer level 1 - pay point 2	\$26.31	\$35.08	\$35.08	\$43.85	\$26.31	\$35.08
Professional engineer level 1 - pay point 3	\$27.27	\$36.36	\$36.36	\$45.45	\$27.27	\$36.36
Professional engineer level 2	\$28.64	\$38.18	\$38.18	\$47.73	\$28.64	\$38.18
Professional engineer level 3	\$31.50	\$42.00	\$42.00	\$52.50	\$31.50	\$42.00
Professional engineer level 4	\$34.37	\$45.82	\$45.82	\$57.28	\$34.37	\$45.82
Professional engineer level 5	\$38.43	\$51.24	\$51.24	\$64.05	\$38.43	\$51.24



**Table 4 of 4**

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker</b>	<b>Overtime - public holiday - shiftworker</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services assistant	\$26.20	\$32.75	\$26.20	\$32.75	\$22.93
Administrative services officer level 1	\$25.62	\$32.03	\$25.62	\$32.03	\$22.42
Administrative services officer level 2	\$28.96	\$36.20	\$28.96	\$36.20	\$25.34
Administrative services officer level 3	\$31.60	\$39.50	\$31.60	\$39.50	\$27.65
Administrative services officer level 4	\$34.00	\$42.50	\$34.00	\$42.50	\$29.75
Administrative services officer level 5	\$37.08	\$46.35	\$37.08	\$46.35	\$32.45
Administrative services officer level 6	\$41.12	\$51.40	\$41.12	\$51.40	\$35.98
Administrative services officer level 7	\$44.32	\$55.40	\$44.32	\$55.40	\$38.78
Ground services officer level 1	\$24.28	\$30.35	\$24.28	\$30.35	\$21.25
Ground services officer level 2	\$24.86	\$31.08	\$24.86	\$31.08	\$21.75
Ground services officer level 3	\$25.42	\$31.78	\$25.42	\$31.78	\$22.24
Ground services officer level 4	\$26.20	\$32.75	\$26.20	\$32.75	\$22.93
Ground services officer level 5	\$27.24	\$34.05	\$27.24	\$34.05	\$23.84
Ground services officer level 6	\$28.18	\$35.23	\$28.18	\$35.23	\$24.66
Ground services officer level 7	\$29.06	\$36.33	\$29.06	\$36.33	\$25.43
Ground services officer level 8	\$29.64	\$37.05	\$29.64	\$37.05	\$25.94
Ground services officer level 9	\$30.02	\$37.53	\$30.02	\$37.53	\$26.27
Ground services officer level 10	\$30.40	\$38.00	\$30.40	\$38.00	\$26.60
Ground services officer level 11	\$30.98	\$38.73	\$30.98	\$38.73	\$27.11
Professional engineer level 1 - pay point 1	\$33.78	\$42.23	\$33.78	\$42.23	\$29.56
Professional engineer level 1 - pay point 2	\$35.08	\$43.85	\$35.08	\$43.85	\$30.70
Professional engineer level 1 - pay point 3	\$36.36	\$45.45	\$36.36	\$45.45	\$31.82
Professional engineer level 2	\$38.18	\$47.73	\$38.18	\$47.73	\$33.41
Professional engineer level 3	\$42.00	\$52.50	\$42.00	\$52.50	\$36.75
Professional engineer level 4	\$45.82	\$57.28	\$45.82	\$57.28	\$40.09
Professional engineer level 5	\$51.24	\$64.05	\$51.24	\$64.05	\$44.84

## Junior - Casual - 18 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday (ordinary hours) - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$19.10	\$34.38	\$42.02	\$21.39	\$23.68
Administrative services officer level 1	\$18.69	\$33.64	\$41.11	\$20.93	\$23.17
Administrative services officer level 2	\$21.11	\$38.00	\$46.45	\$23.65	\$26.18
Administrative services officer level 3	\$23.04	\$41.47	\$50.68	\$25.80	\$28.57
Administrative services officer level 4	\$24.80	\$44.64	\$54.56	\$27.78	\$30.75
Administrative services officer level 5	\$27.04	\$48.67	\$59.48	\$30.28	\$33.53
Administrative services officer level 6	\$29.98	\$53.96	\$65.95	\$33.57	\$37.17
Administrative services officer level 7	\$32.31	\$58.16	\$71.09	\$36.19	\$40.07
Ground services officer level 1	\$17.71	\$31.88	\$38.97	\$19.84	\$21.96
Ground services officer level 2	\$18.13	\$32.63	\$39.88	\$20.30	\$22.48
Ground services officer level 3	\$18.54	\$33.37	\$40.78	\$20.76	\$22.99
Ground services officer level 4	\$19.10	\$34.38	\$42.02	\$21.39	\$23.68
Ground services officer level 5	\$19.86	\$35.75	\$43.70	\$22.25	\$24.63
Ground services officer level 6	\$20.55	\$36.99	\$45.21	\$23.02	\$25.48
Ground services officer level 7	\$21.19	\$38.14	\$46.61	\$23.73	\$26.27
Ground services officer level 8	\$21.61	\$38.90	\$47.55	\$24.21	\$26.80
Ground services officer level 9	\$21.89	\$39.40	\$48.15	\$24.51	\$27.14
Ground services officer level 10	\$22.16	\$39.89	\$48.76	\$24.82	\$27.48
Ground services officer level 11	\$22.59	\$40.66	\$49.69	\$25.30	\$28.01
Professional engineer level 1 - pay point 1	\$24.63	\$44.33	\$54.18	\$27.58	\$30.54
Professional engineer level 1 - pay point 2	\$25.59	\$46.06	\$56.29	\$28.66	\$31.73
Professional engineer level 1 - pay point 3	\$26.51	\$47.72	\$58.33	\$29.69	\$32.88
Professional engineer level 2	\$27.84	\$50.11	\$61.24	\$31.18	\$34.52
Professional engineer level 3	\$30.63	\$55.13	\$67.38	\$34.30	\$37.98
Professional engineer level 4	\$33.41	\$60.14	\$73.51	\$37.42	\$41.43
Professional engineer level 5	\$37.36	\$67.25	\$82.20	\$41.85	\$46.33

**Table 2 of 4**

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday (ordinary hours) - shiftworker</b>
Technical services assistant	\$26.74	\$34.38	\$34.38	\$42.02	\$42.02
Administrative services officer level 1	\$26.16	\$33.64	\$33.64	\$41.11	\$41.11
Administrative services officer level 2	\$29.56	\$38.00	\$38.00	\$46.45	\$46.45
Administrative services officer level 3	\$32.25	\$41.47	\$41.47	\$50.68	\$50.68
Administrative services officer level 4	\$34.72	\$44.64	\$44.64	\$54.56	\$54.56
Administrative services officer level 5	\$37.85	\$48.67	\$48.67	\$59.48	\$59.48
Administrative services officer level 6	\$41.97	\$53.96	\$53.96	\$65.95	\$65.95
Administrative services officer level 7	\$45.24	\$58.16	\$58.16	\$71.09	\$71.09
Ground services officer level 1	\$24.80	\$31.88	\$31.88	\$38.97	\$38.97
Ground services officer level 2	\$25.38	\$32.63	\$32.63	\$39.88	\$39.88
Ground services officer level 3	\$25.95	\$33.37	\$33.37	\$40.78	\$40.78
Ground services officer level 4	\$26.74	\$34.38	\$34.38	\$42.02	\$42.02
Ground services officer level 5	\$27.81	\$35.75	\$35.75	\$43.70	\$43.70
Ground services officer level 6	\$28.77	\$36.99	\$36.99	\$45.21	\$45.21
Ground services officer level 7	\$29.66	\$38.14	\$38.14	\$46.61	\$46.61
Ground services officer level 8	\$30.26	\$38.90	\$38.90	\$47.55	\$47.55
Ground services officer level 9	\$30.64	\$39.40	\$39.40	\$48.15	\$48.15
Ground services officer level 10	\$31.03	\$39.89	\$39.89	\$48.76	\$48.76
Ground services officer level 11	\$31.62	\$40.66	\$40.66	\$49.69	\$49.69
Professional engineer level 1 - pay point 1	\$34.48	\$44.33	\$44.33	\$54.18	\$54.18
Professional engineer level 1 - pay point 2	\$35.82	\$46.06	\$46.06	\$56.29	\$56.29
Professional engineer level 1 - pay point 3	\$37.12	\$47.72	\$47.72	\$58.33	\$58.33
Professional engineer level 2	\$38.97	\$50.11	\$50.11	\$61.24	\$61.24
Professional engineer level 3	\$42.88	\$55.13	\$55.13	\$67.38	\$67.38
Professional engineer level 4	\$46.78	\$60.14	\$60.14	\$73.51	\$73.51
Professional engineer level 5	\$52.31	\$67.25	\$67.25	\$82.20	\$82.20

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - public holiday - day workers</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker</b>
Technical services assistant	\$22.92	\$30.56	\$30.56	\$38.20	\$22.92	\$30.56
Administrative services officer level 1	\$22.43	\$29.90	\$29.90	\$37.38	\$22.43	\$29.90
Administrative services officer level 2	\$25.34	\$33.78	\$33.78	\$42.23	\$25.34	\$33.78
Administrative services officer level 3	\$27.65	\$36.86	\$36.86	\$46.08	\$27.65	\$36.86
Administrative services officer level 4	\$29.76	\$39.68	\$39.68	\$49.60	\$29.76	\$39.68
Administrative services officer level 5	\$32.45	\$43.26	\$43.26	\$54.08	\$32.45	\$43.26
Administrative services officer level 6	\$35.97	\$47.96	\$47.96	\$59.95	\$35.97	\$47.96
Administrative services officer level 7	\$38.78	\$51.70	\$51.70	\$64.63	\$38.78	\$51.70
Ground services officer level 1	\$21.26	\$28.34	\$28.34	\$35.43	\$21.26	\$28.34
Ground services officer level 2	\$21.75	\$29.00	\$29.00	\$36.25	\$21.75	\$29.00
Ground services officer level 3	\$22.25	\$29.66	\$29.66	\$37.08	\$22.25	\$29.66
Ground services officer level 4	\$22.92	\$30.56	\$30.56	\$38.20	\$22.92	\$30.56
Ground services officer level 5	\$23.84	\$31.78	\$31.78	\$39.73	\$23.84	\$31.78
Ground services officer level 6	\$24.66	\$32.88	\$32.88	\$41.10	\$24.66	\$32.88
Ground services officer level 7	\$25.43	\$33.90	\$33.90	\$42.38	\$25.43	\$33.90
Ground services officer level 8	\$25.94	\$34.58	\$34.58	\$43.23	\$25.94	\$34.58
Ground services officer level 9	\$26.27	\$35.02	\$35.02	\$43.78	\$26.27	\$35.02
Ground services officer level 10	\$26.60	\$35.46	\$35.46	\$44.33	\$26.60	\$35.46
Ground services officer level 11	\$27.11	\$36.14	\$36.14	\$45.18	\$27.11	\$36.14
Professional engineer level 1 - pay point 1	\$29.55	\$39.40	\$39.40	\$49.25	\$29.55	\$39.40
Professional engineer level 1 - pay point 2	\$30.71	\$40.94	\$40.94	\$51.18	\$30.71	\$40.94
Professional engineer level 1 - pay point 3	\$31.82	\$42.42	\$42.42	\$53.03	\$31.82	\$42.42
Professional engineer level 2	\$33.41	\$44.54	\$44.54	\$55.68	\$33.41	\$44.54
Professional engineer level 3	\$36.75	\$49.00	\$49.00	\$61.25	\$36.75	\$49.00
Professional engineer level 4	\$40.10	\$53.46	\$53.46	\$66.83	\$40.10	\$53.46
Professional engineer level 5	\$44.84	\$59.78	\$59.78	\$74.73	\$44.84	\$59.78

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker</b>	<b>Overtime - public holiday - shiftworker</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services assistant	\$30.56	\$38.20	\$30.56	\$38.20	\$26.74
Administrative services officer level 1	\$29.90	\$37.38	\$29.90	\$37.38	\$26.16
Administrative services officer level 2	\$33.78	\$42.23	\$33.78	\$42.23	\$29.56
Administrative services officer level 3	\$36.86	\$46.08	\$36.86	\$46.08	\$32.25
Administrative services officer level 4	\$39.68	\$49.60	\$39.68	\$49.60	\$34.72
Administrative services officer level 5	\$43.26	\$54.08	\$43.26	\$54.08	\$37.85
Administrative services officer level 6	\$47.96	\$59.95	\$47.96	\$59.95	\$41.97
Administrative services officer level 7	\$51.70	\$64.63	\$51.70	\$64.63	\$45.24
Ground services officer level 1	\$28.34	\$35.43	\$28.34	\$35.43	\$24.80
Ground services officer level 2	\$29.00	\$36.25	\$29.00	\$36.25	\$25.38
Ground services officer level 3	\$29.66	\$37.08	\$29.66	\$37.08	\$25.95
Ground services officer level 4	\$30.56	\$38.20	\$30.56	\$38.20	\$26.74
Ground services officer level 5	\$31.78	\$39.73	\$31.78	\$39.73	\$27.81
Ground services officer level 6	\$32.88	\$41.10	\$32.88	\$41.10	\$28.77
Ground services officer level 7	\$33.90	\$42.38	\$33.90	\$42.38	\$29.66
Ground services officer level 8	\$34.58	\$43.23	\$34.58	\$43.23	\$30.26
Ground services officer level 9	\$35.02	\$43.78	\$35.02	\$43.78	\$30.64
Ground services officer level 10	\$35.46	\$44.33	\$35.46	\$44.33	\$31.03
Ground services officer level 11	\$36.14	\$45.18	\$36.14	\$45.18	\$31.62
Professional engineer level 1 - pay point 1	\$39.40	\$49.25	\$39.40	\$49.25	\$34.48
Professional engineer level 1 - pay point 2	\$40.94	\$51.18	\$40.94	\$51.18	\$35.82
Professional engineer level 1 - pay point 3	\$42.42	\$53.03	\$42.42	\$53.03	\$37.12
Professional engineer level 2	\$44.54	\$55.68	\$44.54	\$55.68	\$38.97
Professional engineer level 3	\$49.00	\$61.25	\$49.00	\$61.25	\$42.88
Professional engineer level 4	\$53.46	\$66.83	\$53.46	\$66.83	\$46.78
Professional engineer level 5	\$59.78	\$74.73	\$59.78	\$74.73	\$52.31

## Junior - Casual - 19 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday (ordinary hours) - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$22.10	\$39.78	\$48.62	\$24.75	\$27.40
Administrative services officer level 1	\$21.63	\$38.93	\$47.58	\$24.22	\$26.82
Administrative services officer level 2	\$24.44	\$43.99	\$53.76	\$27.37	\$30.30
Administrative services officer level 3	\$26.66	\$47.99	\$58.66	\$29.86	\$33.06
Administrative services officer level 4	\$28.69	\$51.64	\$63.11	\$32.13	\$35.57
Administrative services officer level 5	\$31.28	\$56.30	\$68.81	\$35.03	\$38.78
Administrative services officer level 6	\$34.69	\$62.44	\$76.31	\$38.85	\$43.01
Administrative services officer level 7	\$37.39	\$67.30	\$82.25	\$41.87	\$46.36
Ground services officer level 1	\$20.49	\$36.88	\$45.07	\$22.95	\$25.40
Ground services officer level 2	\$20.98	\$37.76	\$46.15	\$23.49	\$26.01
Ground services officer level 3	\$21.46	\$38.63	\$47.22	\$24.04	\$26.61
Ground services officer level 4	\$22.10	\$39.78	\$48.62	\$24.75	\$27.40
Ground services officer level 5	\$22.98	\$41.36	\$50.55	\$25.73	\$28.49
Ground services officer level 6	\$23.79	\$42.82	\$52.33	\$26.64	\$29.50
Ground services officer level 7	\$24.53	\$44.15	\$53.96	\$27.47	\$30.41
Ground services officer level 8	\$25.00	\$45.00	\$55.00	\$28.00	\$31.00
Ground services officer level 9	\$25.33	\$45.59	\$55.72	\$28.36	\$31.40
Ground services officer level 10	\$25.65	\$46.17	\$56.43	\$28.73	\$31.81
Ground services officer level 11	\$26.13	\$47.03	\$57.48	\$29.26	\$32.40
Professional engineer level 1 - pay point 1	\$28.50	\$51.30	\$62.70	\$31.92	\$35.34
Professional engineer level 1 - pay point 2	\$29.60	\$53.28	\$65.12	\$33.15	\$36.70
Professional engineer level 1 - pay point 3	\$30.68	\$55.22	\$67.49	\$34.36	\$38.04
Professional engineer level 2	\$32.21	\$57.98	\$70.87	\$36.08	\$39.94
Professional engineer level 3	\$35.44	\$63.79	\$77.96	\$39.69	\$43.94
Professional engineer level 4	\$38.66	\$69.59	\$85.06	\$43.30	\$47.94
Professional engineer level 5	\$43.23	\$77.81	\$95.10	\$48.41	\$53.60

**Table 2 of 4**

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday (ordinary hours) - shiftworker</b>
Technical services assistant	\$30.94	\$39.78	\$39.78	\$48.62	\$48.62
Administrative services officer level 1	\$30.28	\$38.93	\$38.93	\$47.58	\$47.58
Administrative services officer level 2	\$34.21	\$43.99	\$43.99	\$53.76	\$53.76
Administrative services officer level 3	\$37.33	\$47.99	\$47.99	\$58.66	\$58.66
Administrative services officer level 4	\$40.16	\$51.64	\$51.64	\$63.11	\$63.11
Administrative services officer level 5	\$43.79	\$56.30	\$56.30	\$68.81	\$68.81
Administrative services officer level 6	\$48.56	\$62.44	\$62.44	\$76.31	\$76.31
Administrative services officer level 7	\$52.34	\$67.30	\$67.30	\$82.25	\$82.25
Ground services officer level 1	\$28.68	\$36.88	\$36.88	\$45.07	\$45.07
Ground services officer level 2	\$29.37	\$37.76	\$37.76	\$46.15	\$46.15
Ground services officer level 3	\$30.05	\$38.63	\$38.63	\$47.22	\$47.22
Ground services officer level 4	\$30.94	\$39.78	\$39.78	\$48.62	\$48.62
Ground services officer level 5	\$32.17	\$41.36	\$41.36	\$50.55	\$50.55
Ground services officer level 6	\$33.30	\$42.82	\$42.82	\$52.33	\$52.33
Ground services officer level 7	\$34.34	\$44.15	\$44.15	\$53.96	\$53.96
Ground services officer level 8	\$35.00	\$45.00	\$45.00	\$55.00	\$55.00
Ground services officer level 9	\$35.46	\$45.59	\$45.59	\$55.72	\$55.72
Ground services officer level 10	\$35.91	\$46.17	\$46.17	\$56.43	\$56.43
Ground services officer level 11	\$36.58	\$47.03	\$47.03	\$57.48	\$57.48
Professional engineer level 1 - pay point 1	\$39.90	\$51.30	\$51.30	\$62.70	\$62.70
Professional engineer level 1 - pay point 2	\$41.44	\$53.28	\$53.28	\$65.12	\$65.12
Professional engineer level 1 - pay point 3	\$42.95	\$55.22	\$55.22	\$67.49	\$67.49
Professional engineer level 2	\$45.10	\$57.98	\$57.98	\$70.87	\$70.87
Professional engineer level 3	\$49.61	\$63.79	\$63.79	\$77.96	\$77.96
Professional engineer level 4	\$54.13	\$69.59	\$69.59	\$85.06	\$85.06
Professional engineer level 5	\$60.52	\$77.81	\$77.81	\$95.10	\$95.10

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - public holiday - day workers</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker</b>
Technical services assistant	\$26.52	\$35.36	\$35.36	\$44.20	\$26.52	\$35.36
Administrative services officer level 1	\$25.95	\$34.60	\$34.60	\$43.25	\$25.95	\$34.60
Administrative services officer level 2	\$29.33	\$39.10	\$39.10	\$48.88	\$29.33	\$39.10
Administrative services officer level 3	\$32.00	\$42.66	\$42.66	\$53.33	\$32.00	\$42.66
Administrative services officer level 4	\$34.43	\$45.90	\$45.90	\$57.38	\$34.43	\$45.90
Administrative services officer level 5	\$37.53	\$50.04	\$50.04	\$62.55	\$37.53	\$50.04
Administrative services officer level 6	\$41.63	\$55.50	\$55.50	\$69.38	\$41.63	\$55.50
Administrative services officer level 7	\$44.87	\$59.82	\$59.82	\$74.78	\$44.87	\$59.82
Ground services officer level 1	\$24.59	\$32.78	\$32.78	\$40.98	\$24.59	\$32.78
Ground services officer level 2	\$25.17	\$33.56	\$33.56	\$41.95	\$25.17	\$33.56
Ground services officer level 3	\$25.76	\$34.34	\$34.34	\$42.93	\$25.76	\$34.34
Ground services officer level 4	\$26.52	\$35.36	\$35.36	\$44.20	\$26.52	\$35.36
Ground services officer level 5	\$27.57	\$36.76	\$36.76	\$45.95	\$27.57	\$36.76
Ground services officer level 6	\$28.55	\$38.06	\$38.06	\$47.58	\$28.55	\$38.06
Ground services officer level 7	\$29.43	\$39.24	\$39.24	\$49.05	\$29.43	\$39.24
Ground services officer level 8	\$30.00	\$40.00	\$40.00	\$50.00	\$30.00	\$40.00
Ground services officer level 9	\$30.39	\$40.52	\$40.52	\$50.65	\$30.39	\$40.52
Ground services officer level 10	\$30.78	\$41.04	\$41.04	\$51.30	\$30.78	\$41.04
Ground services officer level 11	\$31.35	\$41.80	\$41.80	\$52.25	\$31.35	\$41.80
Professional engineer level 1 - pay point 1	\$34.20	\$45.60	\$45.60	\$57.00	\$34.20	\$45.60
Professional engineer level 1 - pay point 2	\$35.52	\$47.36	\$47.36	\$59.20	\$35.52	\$47.36
Professional engineer level 1 - pay point 3	\$36.81	\$49.08	\$49.08	\$61.35	\$36.81	\$49.08
Professional engineer level 2	\$38.66	\$51.54	\$51.54	\$64.43	\$38.66	\$51.54
Professional engineer level 3	\$42.53	\$56.70	\$56.70	\$70.88	\$42.53	\$56.70
Professional engineer level 4	\$46.40	\$61.86	\$61.86	\$77.33	\$46.40	\$61.86
Professional engineer level 5	\$51.87	\$69.16	\$69.16	\$86.45	\$51.87	\$69.16



**Table 4 of 4**

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker</b>	<b>Overtime - public holiday - shiftworker</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services assistant	\$35.36	\$44.20	\$35.36	\$44.20	\$30.94
Administrative services officer level 1	\$34.60	\$43.25	\$34.60	\$43.25	\$30.28
Administrative services officer level 2	\$39.10	\$48.88	\$39.10	\$48.88	\$34.21
Administrative services officer level 3	\$42.66	\$53.33	\$42.66	\$53.33	\$37.33
Administrative services officer level 4	\$45.90	\$57.38	\$45.90	\$57.38	\$40.16
Administrative services officer level 5	\$50.04	\$62.55	\$50.04	\$62.55	\$43.79
Administrative services officer level 6	\$55.50	\$69.38	\$55.50	\$69.38	\$48.56
Administrative services officer level 7	\$59.82	\$74.78	\$59.82	\$74.78	\$52.34
Ground services officer level 1	\$32.78	\$40.98	\$32.78	\$40.98	\$28.68
Ground services officer level 2	\$33.56	\$41.95	\$33.56	\$41.95	\$29.37
Ground services officer level 3	\$34.34	\$42.93	\$34.34	\$42.93	\$30.05
Ground services officer level 4	\$35.36	\$44.20	\$35.36	\$44.20	\$30.94
Ground services officer level 5	\$36.76	\$45.95	\$36.76	\$45.95	\$32.17
Ground services officer level 6	\$38.06	\$47.58	\$38.06	\$47.58	\$33.30
Ground services officer level 7	\$39.24	\$49.05	\$39.24	\$49.05	\$34.34
Ground services officer level 8	\$40.00	\$50.00	\$40.00	\$50.00	\$35.00
Ground services officer level 9	\$40.52	\$50.65	\$40.52	\$50.65	\$35.46
Ground services officer level 10	\$41.04	\$51.30	\$41.04	\$51.30	\$35.91
Ground services officer level 11	\$41.80	\$52.25	\$41.80	\$52.25	\$36.58
Professional engineer level 1 - pay point 1	\$45.60	\$57.00	\$45.60	\$57.00	\$39.90
Professional engineer level 1 - pay point 2	\$47.36	\$59.20	\$47.36	\$59.20	\$41.44
Professional engineer level 1 - pay point 3	\$49.08	\$61.35	\$49.08	\$61.35	\$42.95
Professional engineer level 2	\$51.54	\$64.43	\$51.54	\$64.43	\$45.10
Professional engineer level 3	\$56.70	\$70.88	\$56.70	\$70.88	\$49.61
Professional engineer level 4	\$61.86	\$77.33	\$61.86	\$77.33	\$54.13
Professional engineer level 5	\$69.16	\$86.45	\$69.16	\$86.45	\$60.52

## Junior - Casual - 20 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday (ordinary hours) - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$24.84	\$44.71	\$54.64	\$27.82	\$30.80
Administrative services officer level 1	\$24.29	\$43.72	\$53.43	\$27.20	\$30.12
Administrative services officer level 2	\$27.45	\$49.41	\$60.39	\$30.74	\$34.04
Administrative services officer level 3	\$29.96	\$53.93	\$65.92	\$33.56	\$37.15
Administrative services officer level 4	\$32.24	\$58.03	\$70.92	\$36.11	\$39.97
Administrative services officer level 5	\$35.14	\$63.25	\$77.30	\$39.35	\$43.57
Administrative services officer level 6	\$38.98	\$70.16	\$85.75	\$43.65	\$48.33
Administrative services officer level 7	\$42.00	\$75.60	\$92.40	\$47.04	\$52.08
Ground services officer level 1	\$23.03	\$41.45	\$50.66	\$25.79	\$28.55
Ground services officer level 2	\$23.56	\$42.41	\$51.84	\$26.39	\$29.22
Ground services officer level 3	\$24.10	\$43.38	\$53.02	\$26.99	\$29.88
Ground services officer level 4	\$24.84	\$44.71	\$54.64	\$27.82	\$30.80
Ground services officer level 5	\$25.81	\$46.46	\$56.79	\$28.91	\$32.01
Ground services officer level 6	\$26.71	\$48.08	\$58.77	\$29.92	\$33.12
Ground services officer level 7	\$27.55	\$49.59	\$60.61	\$30.86	\$34.16
Ground services officer level 8	\$28.09	\$50.56	\$61.79	\$31.46	\$34.83
Ground services officer level 9	\$28.45	\$51.21	\$62.59	\$31.86	\$35.28
Ground services officer level 10	\$28.81	\$51.86	\$63.39	\$32.27	\$35.73
Ground services officer level 11	\$29.36	\$52.85	\$64.60	\$32.89	\$36.41
Professional engineer level 1 - pay point 1	\$32.01	\$57.62	\$70.43	\$35.85	\$39.70
Professional engineer level 1 - pay point 2	\$33.26	\$59.87	\$73.18	\$37.25	\$41.25
Professional engineer level 1 - pay point 3	\$34.46	\$62.03	\$75.82	\$38.60	\$42.73
Professional engineer level 2	\$36.19	\$65.14	\$79.61	\$40.53	\$44.87
Professional engineer level 3	\$39.81	\$71.66	\$87.59	\$44.59	\$49.37
Professional engineer level 4	\$43.43	\$78.17	\$95.54	\$48.64	\$53.85
Professional engineer level 5	\$48.56	\$87.41	\$106.84	\$54.39	\$60.22

**Table 2 of 4**

<b>Classification</b>	<b>Saturday - shiftworker</b>	<b>Saturday (25th December) - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Sunday (25th December) - shiftworker</b>	<b>Public holiday (ordinary hours) - shiftworker</b>
Technical services assistant	\$34.77	\$44.71	\$44.71	\$54.64	\$54.64
Administrative services officer level 1	\$34.00	\$43.72	\$43.72	\$53.43	\$53.43
Administrative services officer level 2	\$38.43	\$49.41	\$49.41	\$60.39	\$60.39
Administrative services officer level 3	\$41.95	\$53.93	\$53.93	\$65.92	\$65.92
Administrative services officer level 4	\$45.13	\$58.03	\$58.03	\$70.92	\$70.92
Administrative services officer level 5	\$49.19	\$63.25	\$63.25	\$77.30	\$77.30
Administrative services officer level 6	\$54.57	\$70.16	\$70.16	\$85.75	\$85.75
Administrative services officer level 7	\$58.80	\$75.60	\$75.60	\$92.40	\$92.40
Ground services officer level 1	\$32.24	\$41.45	\$41.45	\$50.66	\$50.66
Ground services officer level 2	\$32.99	\$42.41	\$42.41	\$51.84	\$51.84
Ground services officer level 3	\$33.74	\$43.38	\$43.38	\$53.02	\$53.02
Ground services officer level 4	\$34.77	\$44.71	\$44.71	\$54.64	\$54.64
Ground services officer level 5	\$36.14	\$46.46	\$46.46	\$56.79	\$56.79
Ground services officer level 6	\$37.40	\$48.08	\$48.08	\$58.77	\$58.77
Ground services officer level 7	\$38.57	\$49.59	\$49.59	\$60.61	\$60.61
Ground services officer level 8	\$39.32	\$50.56	\$50.56	\$61.79	\$61.79
Ground services officer level 9	\$39.83	\$51.21	\$51.21	\$62.59	\$62.59
Ground services officer level 10	\$40.34	\$51.86	\$51.86	\$63.39	\$63.39
Ground services officer level 11	\$41.11	\$52.85	\$52.85	\$64.60	\$64.60
Professional engineer level 1 - pay point 1	\$44.82	\$57.62	\$57.62	\$70.43	\$70.43
Professional engineer level 1 - pay point 2	\$46.57	\$59.87	\$59.87	\$73.18	\$73.18
Professional engineer level 1 - pay point 3	\$48.25	\$62.03	\$62.03	\$75.82	\$75.82
Professional engineer level 2	\$50.66	\$65.14	\$65.14	\$79.61	\$79.61
Professional engineer level 3	\$55.74	\$71.66	\$71.66	\$87.59	\$87.59
Professional engineer level 4	\$60.80	\$78.17	\$78.17	\$95.54	\$95.54
Professional engineer level 5	\$67.99	\$87.41	\$87.41	\$106.84	\$106.84

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 3 hours - day worker</b>	<b>Overtime - Monday to Saturday - after the first 3 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - public holiday - day workers</b>	<b>Overtime - Monday to Friday - first 3 hours - shiftworker</b>	<b>Overtime - Monday to Friday - after the first 3 hours - shiftworker</b>
Technical services assistant	\$29.81	\$39.74	\$39.74	\$49.68	\$29.81	\$39.74
Administrative services officer level 1	\$29.15	\$38.86	\$38.86	\$48.58	\$29.15	\$38.86
Administrative services officer level 2	\$32.94	\$43.92	\$43.92	\$54.90	\$32.94	\$43.92
Administrative services officer level 3	\$35.96	\$47.94	\$47.94	\$59.93	\$35.96	\$47.94
Administrative services officer level 4	\$38.69	\$51.58	\$51.58	\$64.48	\$38.69	\$51.58
Administrative services officer level 5	\$42.17	\$56.22	\$56.22	\$70.28	\$42.17	\$56.22
Administrative services officer level 6	\$46.77	\$62.36	\$62.36	\$77.95	\$46.77	\$62.36
Administrative services officer level 7	\$50.40	\$67.20	\$67.20	\$84.00	\$50.40	\$67.20
Ground services officer level 1	\$27.63	\$36.84	\$36.84	\$46.05	\$27.63	\$36.84
Ground services officer level 2	\$28.28	\$37.70	\$37.70	\$47.13	\$28.28	\$37.70
Ground services officer level 3	\$28.92	\$38.56	\$38.56	\$48.20	\$28.92	\$38.56
Ground services officer level 4	\$29.81	\$39.74	\$39.74	\$49.68	\$29.81	\$39.74
Ground services officer level 5	\$30.98	\$41.30	\$41.30	\$51.63	\$30.98	\$41.30
Ground services officer level 6	\$32.06	\$42.74	\$42.74	\$53.43	\$32.06	\$42.74
Ground services officer level 7	\$33.06	\$44.08	\$44.08	\$55.10	\$33.06	\$44.08
Ground services officer level 8	\$33.71	\$44.94	\$44.94	\$56.18	\$33.71	\$44.94
Ground services officer level 9	\$34.14	\$45.52	\$45.52	\$56.90	\$34.14	\$45.52
Ground services officer level 10	\$34.58	\$46.10	\$46.10	\$57.63	\$34.58	\$46.10
Ground services officer level 11	\$35.24	\$46.98	\$46.98	\$58.73	\$35.24	\$46.98
Professional engineer level 1 - pay point 1	\$38.42	\$51.22	\$51.22	\$64.03	\$38.42	\$51.22
Professional engineer level 1 - pay point 2	\$39.92	\$53.22	\$53.22	\$66.53	\$39.92	\$53.22
Professional engineer level 1 - pay point 3	\$41.36	\$55.14	\$55.14	\$68.93	\$41.36	\$55.14
Professional engineer level 2	\$43.43	\$57.90	\$57.90	\$72.38	\$43.43	\$57.90
Professional engineer level 3	\$47.78	\$63.70	\$63.70	\$79.63	\$47.78	\$63.70
Professional engineer level 4	\$52.11	\$69.48	\$69.48	\$86.85	\$52.11	\$69.48
Professional engineer level 5	\$58.28	\$77.70	\$77.70	\$97.13	\$58.28	\$77.70

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - Saturday and Sunday - shiftworker</b>	<b>Overtime - public holiday - shiftworker</b>	<b>Immediate callback</b>	<b>Public holiday callback</b>	<b>Working through a meal break</b>
Technical services assistant	\$39.74	\$49.68	\$39.74	\$49.68	\$34.77
Administrative services officer level 1	\$38.86	\$48.58	\$38.86	\$48.58	\$34.00
Administrative services officer level 2	\$43.92	\$54.90	\$43.92	\$54.90	\$38.43
Administrative services officer level 3	\$47.94	\$59.93	\$47.94	\$59.93	\$41.95
Administrative services officer level 4	\$51.58	\$64.48	\$51.58	\$64.48	\$45.13
Administrative services officer level 5	\$56.22	\$70.28	\$56.22	\$70.28	\$49.19
Administrative services officer level 6	\$62.36	\$77.95	\$62.36	\$77.95	\$54.57
Administrative services officer level 7	\$67.20	\$84.00	\$67.20	\$84.00	\$58.80
Ground services officer level 1	\$36.84	\$46.05	\$36.84	\$46.05	\$32.24
Ground services officer level 2	\$37.70	\$47.13	\$37.70	\$47.13	\$32.99
Ground services officer level 3	\$38.56	\$48.20	\$38.56	\$48.20	\$33.74
Ground services officer level 4	\$39.74	\$49.68	\$39.74	\$49.68	\$34.77
Ground services officer level 5	\$41.30	\$51.63	\$41.30	\$51.63	\$36.14
Ground services officer level 6	\$42.74	\$53.43	\$42.74	\$53.43	\$37.40
Ground services officer level 7	\$44.08	\$55.10	\$44.08	\$55.10	\$38.57
Ground services officer level 8	\$44.94	\$56.18	\$44.94	\$56.18	\$39.32
Ground services officer level 9	\$45.52	\$56.90	\$45.52	\$56.90	\$39.83
Ground services officer level 10	\$46.10	\$57.63	\$46.10	\$57.63	\$40.34
Ground services officer level 11	\$46.98	\$58.73	\$46.98	\$58.73	\$41.11
Professional engineer level 1 - pay point 1	\$51.22	\$64.03	\$51.22	\$64.03	\$44.82
Professional engineer level 1 - pay point 2	\$53.22	\$66.53	\$53.22	\$66.53	\$46.57
Professional engineer level 1 - pay point 3	\$55.14	\$68.93	\$55.14	\$68.93	\$48.25
Professional engineer level 2	\$57.90	\$72.38	\$57.90	\$72.38	\$50.66
Professional engineer level 3	\$63.70	\$79.63	\$63.70	\$79.63	\$55.74
Professional engineer level 4	\$69.48	\$86.85	\$69.48	\$86.85	\$60.80
Professional engineer level 5	\$77.70	\$97.13	\$77.70	\$97.13	\$67.99

## Junior - Apprentice - Started before 1 Jan 2014 - Under 18 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$9.53	\$19.06	\$23.83	\$10.96	\$12.39
Apprentice 2nd year	\$12.48	\$24.96	\$31.20	\$14.35	\$16.22
Apprentice 3rd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$14.30	\$19.06	\$19.06	\$23.83	\$23.83
Apprentice 2nd year	\$18.72	\$24.96	\$24.96	\$31.20	\$31.20
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$14.30	\$19.06	\$19.06	\$14.30	\$19.06
Apprentice 2nd year	\$18.72	\$24.96	\$24.96	\$18.72	\$24.96
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$19.06	\$19.06	\$19.06	\$23.83	\$14.30
Apprentice 2nd year	\$24.96	\$24.96	\$24.96	\$31.20	\$18.72
Apprentice 3rd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94

## Junior - Apprentice - Started before 1 Jan 2014 - 18 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$12.48	\$24.96	\$31.20	\$14.35	\$16.22
Apprentice 2nd year	\$12.48	\$24.96	\$31.20	\$14.35	\$16.22
Apprentice 3rd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$18.72	\$24.96	\$24.96	\$31.20	\$31.20
Apprentice 2nd year	\$18.72	\$24.96	\$24.96	\$31.20	\$31.20
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$18.72	\$24.96	\$24.96	\$18.72	\$24.96
Apprentice 2nd year	\$18.72	\$24.96	\$24.96	\$18.72	\$24.96
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$24.96	\$24.96	\$24.96	\$31.20	\$18.72
Apprentice 2nd year	\$24.96	\$24.96	\$24.96	\$31.20	\$18.72
Apprentice 3rd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94

## Junior - Apprentice - Started before 1 Jan 2014 - 19 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 2nd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 3rd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 2nd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 2nd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 2nd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 3rd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94



## Junior - Apprentice - Started before 1 Jan 2014 - 20 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 2nd year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 3rd year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 2nd year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 3rd year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 2nd year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 3rd year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 2nd year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 3rd year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94

## Junior - Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Under 18 years

**Table 1 of 4**

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$11.34	\$22.68	\$28.35	\$13.04	\$14.74
Apprentice 2nd year	\$13.61	\$27.22	\$34.03	\$15.65	\$17.69
Apprentice 3rd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

**Table 2 of 4**

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$17.01	\$22.68	\$22.68	\$28.35	\$28.35
Apprentice 2nd year	\$20.42	\$27.22	\$27.22	\$34.03	\$34.03
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

**Table 3 of 4**

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$17.01	\$22.68	\$22.68	\$17.01	\$22.68
Apprentice 2nd year	\$20.42	\$27.22	\$27.22	\$20.42	\$27.22
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

**Table 4 of 4**

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$22.68	\$22.68	\$22.68	\$28.35	\$17.01
Apprentice 2nd year	\$27.22	\$27.22	\$27.22	\$34.03	\$20.42
Apprentice 3rd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94

## Junior - Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - 18 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$13.61	\$27.22	\$34.03	\$15.65	\$17.69
Apprentice 2nd year	\$13.61	\$27.22	\$34.03	\$15.65	\$17.69
Apprentice 3rd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$20.42	\$27.22	\$27.22	\$34.03	\$34.03
Apprentice 2nd year	\$20.42	\$27.22	\$27.22	\$34.03	\$34.03
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$20.42	\$27.22	\$27.22	\$20.42	\$27.22
Apprentice 2nd year	\$20.42	\$27.22	\$27.22	\$20.42	\$27.22
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$27.22	\$27.22	\$27.22	\$34.03	\$20.42
Apprentice 2nd year	\$27.22	\$27.22	\$27.22	\$34.03	\$20.42
Apprentice 3rd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94

## Junior - Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - 19 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 2nd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 3rd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 2nd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 2nd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 2nd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 3rd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94

## Junior - Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - 20 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 2nd year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 3rd year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 2nd year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 3rd year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 2nd year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 3rd year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 2nd year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 3rd year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94

## Junior - Apprentice - Started after 1 Jan 2014 - Completed year 12 - Under 18 years

**Table 1 of 4**

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$12.48	\$24.96	\$31.20	\$14.35	\$16.22
Apprentice 2nd year	\$14.74	\$29.48	\$36.85	\$16.95	\$19.16
Apprentice 3rd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

**Table 2 of 4**

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$18.72	\$24.96	\$24.96	\$31.20	\$31.20
Apprentice 2nd year	\$22.11	\$29.48	\$29.48	\$36.85	\$36.85
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

**Table 3 of 4**

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$18.72	\$24.96	\$24.96	\$18.72	\$24.96
Apprentice 2nd year	\$22.11	\$29.48	\$29.48	\$22.11	\$29.48
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

**Table 4 of 4**

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$24.96	\$24.96	\$24.96	\$31.20	\$18.72
Apprentice 2nd year	\$29.48	\$29.48	\$29.48	\$36.85	\$22.11
Apprentice 3rd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94

## Junior - Apprentice - Started after 1 Jan 2014 - Completed year 12 - 18 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$14.74	\$29.48	\$36.85	\$16.95	\$19.16
Apprentice 2nd year	\$14.74	\$29.48	\$36.85	\$16.95	\$19.16
Apprentice 3rd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$22.11	\$29.48	\$29.48	\$36.85	\$36.85
Apprentice 2nd year	\$22.11	\$29.48	\$29.48	\$36.85	\$36.85
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$22.11	\$29.48	\$29.48	\$22.11	\$29.48
Apprentice 2nd year	\$22.11	\$29.48	\$29.48	\$22.11	\$29.48
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$29.48	\$29.48	\$29.48	\$36.85	\$22.11
Apprentice 2nd year	\$29.48	\$29.48	\$29.48	\$36.85	\$22.11
Apprentice 3rd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94

## Junior - Apprentice - Started after 1 Jan 2014 - Completed year 12 - 19 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 2nd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 3rd year	\$17.01	\$34.02	\$42.53	\$19.56	\$22.11
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 2nd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$42.53	\$42.53
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 2nd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 3rd year	\$25.52	\$34.02	\$34.02	\$25.52	\$34.02
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 2nd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 3rd year	\$34.02	\$34.02	\$34.02	\$42.53	\$25.52
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94



## Junior - Apprentice - Started after 1 Jan 2014 - Completed year 12 - 20 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 2nd year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 3rd year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 2nd year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 3rd year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 2nd year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 3rd year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 2nd year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 3rd year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94

## Adult apprentice - Started before 1 Jan 2014

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 2nd year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 3rd year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 4th year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 2nd year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 3rd year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 2nd year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 3rd year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 4th year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 2nd year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 3rd year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 4th year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94

## Adult apprentice - Started after 1 Jan 2014

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday - day workers	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Apprentice 1st year	\$19.96	\$39.92	\$49.90	\$22.95	\$25.95
Apprentice 2nd year	\$20.24	\$40.48	\$50.60	\$23.28	\$26.31
Apprentice 3rd year	\$20.24	\$40.48	\$50.60	\$23.28	\$26.31
Apprentice 4th year	\$20.24	\$40.48	\$50.60	\$23.28	\$26.31

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Apprentice 1st year	\$29.94	\$39.92	\$39.92	\$49.90	\$49.90
Apprentice 2nd year	\$30.36	\$40.48	\$40.48	\$50.60	\$50.60
Apprentice 3rd year	\$30.36	\$40.48	\$40.48	\$50.60	\$50.60
Apprentice 4th year	\$30.36	\$40.48	\$40.48	\$50.60	\$50.60

Table 3 of 4

Classification	Overtime - Monday to Saturday - first 3 hours - day worker	Overtime - Monday to Saturday - after the first 3 hours - day worker	Overtime - Sunday - day worker	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Apprentice 1st year	\$29.94	\$39.92	\$39.92	\$29.94	\$39.92
Apprentice 2nd year	\$30.36	\$40.48	\$40.48	\$30.36	\$40.48
Apprentice 3rd year	\$30.36	\$40.48	\$40.48	\$30.36	\$40.48
Apprentice 4th year	\$30.36	\$40.48	\$40.48	\$30.36	\$40.48

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Less than 8 hour break after overtime	Immediate callback	Public holiday callback	Working through a meal break
Apprentice 1st year	\$39.92	\$39.92	\$39.92	\$49.90	\$29.94
Apprentice 2nd year	\$40.48	\$40.48	\$40.48	\$50.60	\$30.36
Apprentice 3rd year	\$40.48	\$40.48	\$40.48	\$50.60	\$30.36
Apprentice 4th year	\$40.48	\$40.48	\$40.48	\$50.60	\$30.36

## Allowances

Allowances	Rate
Air conditioning expenses reimbursement - Tennant Creek Airport - separate metre recording the electricity consumption of the air conditioning system	reimbursement of 85% of the total charges made from 1 November to 31 March inclusive
Air conditioning expenses reimbursement - Tennant Creek Airport - 1 room air conditioner	reimbursement of 50% of the total charges made from 1 November to 31 March inclusive
Air conditioning expenses reimbursement - Tennant Creek Airport - 2 room air conditioners	reimbursement of 65% of the total charges made from 1 November to 31 March inclusive
Air conditioning expenses reimbursement - Tennant Creek Airport - 3 room air conditioners	reimbursement of 70% of the total charges made from 1 November to 31 March inclusive
Airfare reimbursement	reimbursement of the cost of one return airfare reasonably incurred by the employee and/or an eligible dependant
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
Confined space allowance	\$1.99 per hour
Disability allowance - Technical service officers & Ground service officers	\$0.87 per hour for each unpleasant condition experienced up to a maximum of \$1.30 per hour
Disability allowance - Technical service officers & Ground service officers - claimed chokage	\$0.87 per hour for each unpleasant condition experienced up to a maximum of \$1.30 per hour for the remainder of the day
District airport allowance - without dependants - Alice Springs, Darwin, Mt Isa & Yulara	\$32.61 per week and a maximum of \$1,695.60 per annum
District airport allowance - with dependants - Alice Springs, Darwin, Mt Isa & Yulara	\$59.73 per week and a maximum of \$3,105.71 per annum
District airport allowance - without dependants - Tennant Creek	\$73.53 per week and a maximum of \$3,823.74 per annum
District airport allowance - with dependants - Tennant Creek	\$118.95 per week and a maximum of \$6,185.47 per annum
District airport allowance - without dependants - Townsville	\$12.48 per week and a maximum of \$648.83 per annum
District airport allowance - with dependants - Townsville	\$24.79 per week and a maximum of \$1,289.00 per annum
First aid allowance	\$0.46 per hour and a maximum of \$17.30 per week
Meal allowance - overtime	\$15.29 for the first meal and \$15.29 for an extra meal after every 5 hours
Medical, specialist medical or emergency dental treatment fare reimbursement	reimbursement for the reasonable cost of fares
On call allowance - Monday to Friday	7.5% of the minimum hourly rate of pay

<b>Allowances</b>	<b>Rate</b>
On call allowance - Saturday and Sunday	10% of the minimum hourly rate of pay
On call allowance - public holiday and RDO	15% of the minimum hourly rate of pay
Plumbers registration allowance	\$33.74 per week
Tool allowance - Carpenter/Plumber	\$20.95 per week
Tool allowance - Electrician/Mechanic	\$15.17 per week
Tool allowance - Painter	\$5.17 per week
Travel allowance	\$5.53 per event
Uniform and protective clothing reimbursement	reimbursement for the cost of purchasing such special clothing

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.