



Fair Work
OMBUDSMAN

Pay Guide - Airport Employees Award

[MA000049]

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When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

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	\$23.82	\$47.64	\$59.55	\$27.39	\$30.97
Technical services officer level 1	\$24.76	\$49.52	\$61.90	\$28.47	\$32.19
Technical services officer level 2	\$25.62	\$51.24	\$64.05	\$29.46	\$33.31
Technical services officer level 3	\$27.29	\$54.58	\$68.23	\$31.38	\$35.48
Technical services officer level 4	\$28.91	\$57.82	\$72.28	\$33.25	\$37.58
Technical services officer level 5	\$29.57	\$59.14	\$73.93	\$34.01	\$38.44
Technical services officer level 6	\$30.44	\$60.88	\$76.10	\$35.01	\$39.57
Technical services officer level 7	\$32.11	\$64.22	\$80.28	\$36.93	\$41.74
Technical services officer level 8	\$32.97	\$65.94	\$82.43	\$37.92	\$42.86
Technical services officer level 9	\$35.58	\$71.16	\$88.95	\$40.92	\$46.25
Technical services officer level 10	\$38.18	\$76.36	\$95.45	\$43.91	\$49.63
Administrative services officer level 1	\$23.32	\$46.64	\$58.30	\$26.82	\$30.32
Administrative services officer level 2	\$26.33	\$52.66	\$65.83	\$30.28	\$34.23
Administrative services officer level 3	\$28.73	\$57.46	\$71.83	\$33.04	\$37.35
Administrative services officer level 4	\$30.91	\$61.82	\$77.28	\$35.55	\$40.18
Administrative services officer level 5	\$33.70	\$67.40	\$84.25	\$38.76	\$43.81
Administrative services officer level 6	\$37.37	\$74.74	\$93.43	\$42.98	\$48.58
Administrative services officer level 7	\$40.28	\$80.56	\$100.70	\$46.32	\$52.36
Ground services officer level 1	\$22.16	\$44.32	\$55.40	\$25.48	\$28.81
Ground services officer level 2	\$22.66	\$45.32	\$56.65	\$26.06	\$29.46
Ground services officer level 3	\$23.15	\$46.30	\$57.88	\$26.62	\$30.10
Ground services officer level 4	\$23.82	\$47.64	\$59.55	\$27.39	\$30.97
Ground services officer level 5	\$24.76	\$49.52	\$61.90	\$28.47	\$32.19
Ground services officer level 6	\$25.62	\$51.24	\$64.05	\$29.46	\$33.31

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
Ground services officer level 7	\$26.42	\$52.84	\$66.05	\$30.38	\$34.35
Ground services officer level 8	\$26.94	\$53.88	\$67.35	\$30.98	\$35.02
Ground services officer level 9	\$27.29	\$54.58	\$68.23	\$31.38	\$35.48
Ground services officer level 10	\$27.63	\$55.26	\$69.08	\$31.77	\$35.92
Ground services officer level 11	\$28.15	\$56.30	\$70.38	\$32.37	\$36.60
Professional engineer level 1 - pay point 1	\$30.71	\$61.42	\$76.78	\$35.32	\$39.92
Professional engineer level 1 - pay point 2	\$31.90	\$63.80	\$79.75	\$36.69	\$41.47
Professional engineer level 1 - pay point 3	\$33.06	\$66.12	\$82.65	\$38.02	\$42.98
Professional engineer level 2	\$34.71	\$69.42	\$86.78	\$39.92	\$45.12
Professional engineer level 3	\$38.18	\$76.36	\$95.45	\$43.91	\$49.63
Professional engineer level 4	\$41.65	\$83.30	\$104.13	\$47.90	\$54.15
Professional engineer level 5	\$46.58	\$93.16	\$116.45	\$53.57	\$60.55

Table 2 of 5

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	Overtime - Monday to Saturday - first 3 hours - day worker (full-time employees)
Technical services assistant	\$35.73	\$47.64	\$47.64	\$59.55	\$59.55	\$35.73
Technical services officer level 1	\$37.14	\$49.52	\$49.52	\$61.90	\$61.90	\$37.14
Technical services officer level 2	\$38.43	\$51.24	\$51.24	\$64.05	\$64.05	\$38.43
Technical services officer level 3	\$40.94	\$54.58	\$54.58	\$68.23	\$68.23	\$40.94
Technical services officer level 4	\$43.37	\$57.82	\$57.82	\$72.28	\$72.28	\$43.37
Technical services officer level 5	\$44.36	\$59.14	\$59.14	\$73.93	\$73.93	\$44.36
Technical services officer level 6	\$45.66	\$60.88	\$60.88	\$76.10	\$76.10	\$45.66
Technical services officer level 7	\$48.17	\$64.22	\$64.22	\$80.28	\$80.28	\$48.17
Technical services officer level 8	\$49.46	\$65.94	\$65.94	\$82.43	\$82.43	\$49.46
Technical services officer level 9	\$53.37	\$71.16	\$71.16	\$88.95	\$88.95	\$53.37
Technical services officer level 10	\$57.27	\$76.36	\$76.36	\$95.45	\$95.45	N/A

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	Overtime - Monday to Saturday - first 3 hours - day worker (full-time employees)
Administrative services officer level 1	\$34.98	\$46.64	\$46.64	\$58.30	\$58.30	\$34.98
Administrative services officer level 2	\$39.50	\$52.66	\$52.66	\$65.83	\$65.83	\$39.50
Administrative services officer level 3	\$43.10	\$57.46	\$57.46	\$71.83	\$71.83	\$43.10
Administrative services officer level 4	\$46.37	\$61.82	\$61.82	\$77.28	\$77.28	\$46.37
Administrative services officer level 5	\$50.55	\$67.40	\$67.40	\$84.25	\$84.25	\$50.55
Administrative services officer level 6	\$56.06	\$74.74	\$74.74	\$93.43	\$93.43	N/A
Administrative services officer level 7	\$60.42	\$80.56	\$80.56	\$100.70	\$100.70	N/A
Ground services officer level 1	\$33.24	\$44.32	\$44.32	\$55.40	\$55.40	\$33.24
Ground services officer level 2	\$33.99	\$45.32	\$45.32	\$56.65	\$56.65	\$33.99
Ground services officer level 3	\$34.73	\$46.30	\$46.30	\$57.88	\$57.88	\$34.73
Ground services officer level 4	\$35.73	\$47.64	\$47.64	\$59.55	\$59.55	\$35.73
Ground services officer level 5	\$37.14	\$49.52	\$49.52	\$61.90	\$61.90	\$37.14
Ground services officer level 6	\$38.43	\$51.24	\$51.24	\$64.05	\$64.05	\$38.43
Ground services officer level 7	\$39.63	\$52.84	\$52.84	\$66.05	\$66.05	\$39.63
Ground services officer level 8	\$40.41	\$53.88	\$53.88	\$67.35	\$67.35	\$40.41
Ground services officer level 9	\$40.94	\$54.58	\$54.58	\$68.23	\$68.23	\$40.94
Ground services officer level 10	\$41.45	\$55.26	\$55.26	\$69.08	\$69.08	\$41.45
Ground services officer level 11	\$42.23	\$56.30	\$56.30	\$70.38	\$70.38	\$42.23
Professional engineer level 1 - pay point 1	\$46.07	\$61.42	\$61.42	\$76.78	\$76.78	\$46.07
Professional engineer level 1 - pay point 2	\$47.85	\$63.80	\$63.80	\$79.75	\$79.75	\$47.85
Professional engineer level 1 - pay point 3	\$49.59	\$66.12	\$66.12	\$82.65	\$82.65	\$49.59
Professional engineer level 2	\$52.07	\$69.42	\$69.42	\$86.78	\$86.78	\$52.07
Professional engineer level 3	\$57.27	\$76.36	\$76.36	\$95.45	\$95.45	N/A
Professional engineer level 4	\$62.48	\$83.30	\$83.30	\$104.13	\$104.13	N/A
Professional engineer level 5	\$69.87	\$93.16	\$93.16	\$116.45	\$116.45	N/A

Table 3 of 5

Classification	Overtime - Monday to Saturday - first 3 hours - day worker (part-time employees)	Overtime - Monday to Saturday - after the first 3 hours - day worker (full-time employees)	Overtime - Monday to Saturday - after the first 3 hours - day worker (part-time employees)	Overtime - Sunday - day worker (full-time employees)	Overtime - Sunday - day worker (part-time employees)
Technical services assistant	\$35.73	\$47.64	\$47.64	\$47.64	\$47.64
Technical services officer level 1	\$37.14	\$49.52	\$49.52	\$49.52	\$49.52
Technical services officer level 2	\$38.43	\$51.24	\$51.24	\$51.24	\$51.24
Technical services officer level 3	\$40.94	\$54.58	\$54.58	\$54.58	\$54.58
Technical services officer level 4	\$43.37	\$57.82	\$57.82	\$57.82	\$57.82
Technical services officer level 5	\$44.36	\$59.14	\$59.14	\$59.14	\$59.14
Technical services officer level 6	\$45.66	\$60.88	\$60.88	\$60.88	\$60.88
Technical services officer level 7	\$48.17	\$64.22	\$64.22	\$64.22	\$64.22
Technical services officer level 8	\$49.46	\$65.94	\$65.94	\$65.94	\$65.94
Technical services officer level 9	\$53.37	\$71.16	\$71.16	\$71.16	\$71.16
Technical services officer level 10	\$57.27	N/A	\$76.36	N/A	\$76.36
Administrative services officer level 1	\$34.98	\$46.64	\$46.64	\$46.64	\$46.64
Administrative services officer level 2	\$39.50	\$52.66	\$52.66	\$52.66	\$52.66
Administrative services officer level 3	\$43.10	\$57.46	\$57.46	\$57.46	\$57.46
Administrative services officer level 4	\$46.37	\$61.82	\$61.82	\$61.82	\$61.82
Administrative services officer level 5	\$50.55	\$67.40	\$67.40	\$67.40	\$67.40
Administrative services officer level 6	\$56.06	N/A	\$74.74	N/A	\$74.74
Administrative services officer level 7	\$60.42	N/A	\$80.56	N/A	\$80.56
Ground services officer level 1	\$33.24	\$44.32	\$44.32	\$44.32	\$44.32
Ground services officer level 2	\$33.99	\$45.32	\$45.32	\$45.32	\$45.32
Ground services officer level 3	\$34.73	\$46.30	\$46.30	\$46.30	\$46.30
Ground services officer level 4	\$35.73	\$47.64	\$47.64	\$47.64	\$47.64
Ground services officer level 5	\$37.14	\$49.52	\$49.52	\$49.52	\$49.52
Ground services officer level 6	\$38.43	\$51.24	\$51.24	\$51.24	\$51.24
Ground services officer level 7	\$39.63	\$52.84	\$52.84	\$52.84	\$52.84
Ground services officer level 8	\$40.41	\$53.88	\$53.88	\$53.88	\$53.88
Ground services officer level 9	\$40.94	\$54.58	\$54.58	\$54.58	\$54.58
Ground services officer level 10	\$41.45	\$55.26	\$55.26	\$55.26	\$55.26
Ground services officer level 11	\$42.23	\$56.30	\$56.30	\$56.30	\$56.30

Classification	Overtime - Monday to Saturday - first 3 hours - day worker (part-time employees)	Overtime - Monday to Saturday - after the first 3 hours - day worker (full-time employees)	Overtime - Monday to Saturday - after the first 3 hours - day worker (part-time employees)	Overtime - Sunday - day worker (full-time employees)	Overtime - Sunday - day worker (part-time employees)
Professional engineer level 1 - pay point 1	\$46.07	\$61.42	\$61.42	\$61.42	\$61.42
Professional engineer level 1 - pay point 2	\$47.85	\$63.80	\$63.80	\$63.80	\$63.80
Professional engineer level 1 - pay point 3	\$49.59	\$66.12	\$66.12	\$66.12	\$66.12
Professional engineer level 2	\$52.07	\$69.42	\$69.42	\$69.42	\$69.42
Professional engineer level 3	\$57.27	N/A	\$76.36	N/A	\$76.36
Professional engineer level 4	\$62.48	N/A	\$83.30	N/A	\$83.30
Professional engineer level 5	\$69.87	N/A	\$93.16	N/A	\$93.16

Table 4 of 5

Classification	Overtime - Monday to Friday - first 3 hours - shiftworker (full-time employees)	Overtime - Monday to Friday - first 3 hours - shiftworker (part-time employees)	Overtime - Monday to Friday - after the first 3 hours - shiftworker (full-time employees)	Overtime - Monday to Friday - after the first 3 hours - shiftworker (part-time employees)	Overtime - Saturday and Sunday - shiftworker (full-time employees)
Technical services assistant	\$35.73	\$35.73	\$47.64	\$47.64	\$47.64
Technical services officer level 1	\$37.14	\$37.14	\$49.52	\$49.52	\$49.52
Technical services officer level 2	\$38.43	\$38.43	\$51.24	\$51.24	\$51.24
Technical services officer level 3	\$40.94	\$40.94	\$54.58	\$54.58	\$54.58
Technical services officer level 4	\$43.37	\$43.37	\$57.82	\$57.82	\$57.82
Technical services officer level 5	\$44.36	\$44.36	\$59.14	\$59.14	\$59.14
Technical services officer level 6	\$45.66	\$45.66	\$60.88	\$60.88	\$60.88
Technical services officer level 7	\$48.17	\$48.17	\$64.22	\$64.22	\$64.22
Technical services officer level 8	\$49.46	\$49.46	\$65.94	\$65.94	\$65.94
Technical services officer level 9	\$53.37	\$53.37	\$71.16	\$71.16	\$71.16
Technical services officer level 10	N/A	\$57.27	N/A	\$76.36	N/A
Administrative services officer level 1	\$34.98	\$34.98	\$46.64	\$46.64	\$46.64
Administrative services officer level 2	\$39.50	\$39.50	\$52.66	\$52.66	\$52.66
Administrative services officer level 3	\$43.10	\$43.10	\$57.46	\$57.46	\$57.46

Classification	Overtime - Monday to Friday - first 3 hours - shiftworker (full-time employees)	Overtime - Monday to Friday - first 3 hours - shiftworker (part-time employees)	Overtime - Monday to Friday - after the first 3 hours - shiftworker (full-time employees)	Overtime - Monday to Friday - after the first 3 hours - shiftworker (part-time employees)	Overtime - Saturday and Sunday - shiftworker (full-time employees)
Administrative services officer level 4	\$46.37	\$46.37	\$61.82	\$61.82	\$61.82
Administrative services officer level 5	\$50.55	\$50.55	\$67.40	\$67.40	\$67.40
Administrative services officer level 6	N/A	\$56.06	N/A	\$74.74	N/A
Administrative services officer level 7	N/A	\$60.42	N/A	\$80.56	N/A
Ground services officer level 1	\$33.24	\$33.24	\$44.32	\$44.32	\$44.32
Ground services officer level 2	\$33.99	\$33.99	\$45.32	\$45.32	\$45.32
Ground services officer level 3	\$34.73	\$34.73	\$46.30	\$46.30	\$46.30
Ground services officer level 4	\$35.73	\$35.73	\$47.64	\$47.64	\$47.64
Ground services officer level 5	\$37.14	\$37.14	\$49.52	\$49.52	\$49.52
Ground services officer level 6	\$38.43	\$38.43	\$51.24	\$51.24	\$51.24
Ground services officer level 7	\$39.63	\$39.63	\$52.84	\$52.84	\$52.84
Ground services officer level 8	\$40.41	\$40.41	\$53.88	\$53.88	\$53.88
Ground services officer level 9	\$40.94	\$40.94	\$54.58	\$54.58	\$54.58
Ground services officer level 10	\$41.45	\$41.45	\$55.26	\$55.26	\$55.26
Ground services officer level 11	\$42.23	\$42.23	\$56.30	\$56.30	\$56.30
Professional engineer level 1 - pay point 1	\$46.07	\$46.07	\$61.42	\$61.42	\$61.42
Professional engineer level 1 - pay point 2	\$47.85	\$47.85	\$63.80	\$63.80	\$63.80
Professional engineer level 1 - pay point 3	\$49.59	\$49.59	\$66.12	\$66.12	\$66.12
Professional engineer level 2	\$52.07	\$52.07	\$69.42	\$69.42	\$69.42
Professional engineer level 3	N/A	\$57.27	N/A	\$76.36	N/A
Professional engineer level 4	N/A	\$62.48	N/A	\$83.30	N/A
Professional engineer level 5	N/A	\$69.87	N/A	\$93.16	N/A

Table 5 of 5

Classification	Overtime - Saturday and Sunday - shiftworker (part-time employees)	Less than 8 hour break after overtime (full-time employees)	Less than 8 hour break after overtime (part-time employees)	Immediate callback	Public holiday callback	Working through a meal break
Technical services assistant	\$47.64	\$47.64	\$47.64	\$47.64	\$59.55	\$35.73
Technical services officer level 1	\$49.52	\$49.52	\$49.52	\$49.52	\$61.90	\$37.14
Technical services officer level 2	\$51.24	\$51.24	\$51.24	\$51.24	\$64.05	\$38.43
Technical services officer level 3	\$54.58	\$54.58	\$54.58	\$54.58	\$68.23	\$40.94
Technical services officer level 4	\$57.82	\$57.82	\$57.82	\$57.82	\$72.28	\$43.37
Technical services officer level 5	\$59.14	\$59.14	\$59.14	\$59.14	\$73.93	\$44.36
Technical services officer level 6	\$60.88	\$60.88	\$60.88	\$60.88	\$76.10	\$45.66
Technical services officer level 7	\$64.22	\$64.22	\$64.22	\$64.22	\$80.28	\$48.17
Technical services officer level 8	\$65.94	\$65.94	\$65.94	\$65.94	\$82.43	\$49.46
Technical services officer level 9	\$71.16	\$71.16	\$71.16	\$71.16	\$88.95	\$53.37
Technical services officer level 10	\$76.36	N/A	\$76.36	\$76.36	\$95.45	\$57.27
Administrative services officer level 1	\$46.64	\$46.64	\$46.64	\$46.64	\$58.30	\$34.98
Administrative services officer level 2	\$52.66	\$52.66	\$52.66	\$52.66	\$65.83	\$39.50
Administrative services officer level 3	\$57.46	\$57.46	\$57.46	\$57.46	\$71.83	\$43.10
Administrative services officer level 4	\$61.82	\$61.82	\$61.82	\$61.82	\$77.28	\$46.37
Administrative services officer level 5	\$67.40	\$67.40	\$67.40	\$67.40	\$84.25	\$50.55
Administrative services officer level 6	\$74.74	N/A	\$74.74	\$74.74	\$93.43	\$56.06
Administrative services officer level 7	\$80.56	N/A	\$80.56	\$80.56	\$100.70	\$60.42
Ground services officer level 1	\$44.32	\$44.32	\$44.32	\$44.32	\$55.40	\$33.24
Ground services officer level 2	\$45.32	\$45.32	\$45.32	\$45.32	\$56.65	\$33.99
Ground services officer level 3	\$46.30	\$46.30	\$46.30	\$46.30	\$57.88	\$34.73
Ground services officer level 4	\$47.64	\$47.64	\$47.64	\$47.64	\$59.55	\$35.73
Ground services officer level 5	\$49.52	\$49.52	\$49.52	\$49.52	\$61.90	\$37.14
Ground services officer level 6	\$51.24	\$51.24	\$51.24	\$51.24	\$64.05	\$38.43
Ground services officer level 7	\$52.84	\$52.84	\$52.84	\$52.84	\$66.05	\$39.63
Ground services officer level 8	\$53.88	\$53.88	\$53.88	\$53.88	\$67.35	\$40.41
Ground services officer level 9	\$54.58	\$54.58	\$54.58	\$54.58	\$68.23	\$40.94
Ground services officer level 10	\$55.26	\$55.26	\$55.26	\$55.26	\$69.08	\$41.45
Ground services officer level 11	\$56.30	\$56.30	\$56.30	\$56.30	\$70.38	\$42.23

Classification	Overtime - Saturday and Sunday - shiftworker (part-time employees)	Less than 8 hour break after overtime (full-time employees)	Less than 8 hour break after overtime (part-time employees)	Immediate callback	Public holiday callback	Working through a meal break
Professional engineer level 1 - pay point 1	\$61.42	\$61.42	\$61.42	\$61.42	\$76.78	\$46.07
Professional engineer level 1 - pay point 2	\$63.80	\$63.80	\$63.80	\$63.80	\$79.75	\$47.85
Professional engineer level 1 - pay point 3	\$66.12	\$66.12	\$66.12	\$66.12	\$82.65	\$49.59
Professional engineer level 2	\$69.42	\$69.42	\$69.42	\$69.42	\$86.78	\$52.07
Professional engineer level 3	\$76.36	N/A	\$76.36	\$76.36	\$95.45	\$57.27
Professional engineer level 4	\$83.30	N/A	\$83.30	\$83.30	\$104.13	\$62.48
Professional engineer level 5	\$93.16	N/A	\$93.16	\$93.16	\$116.45	\$69.87

Casual

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday (ordinary hours) - day worker	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$29.78	\$53.60	\$65.51	\$33.35	\$36.92
Technical services officer level 1	\$30.95	\$55.71	\$68.09	\$34.66	\$38.38
Technical services officer level 2	\$32.03	\$57.65	\$70.46	\$35.87	\$39.71
Technical services officer level 3	\$34.11	\$61.40	\$75.05	\$38.21	\$42.30
Technical services officer level 4	\$36.14	\$65.05	\$79.50	\$40.47	\$44.81
Technical services officer level 5	\$36.96	\$66.53	\$81.32	\$41.40	\$45.83
Technical services officer level 6	\$38.05	\$68.49	\$83.71	\$42.62	\$47.18
Technical services officer level 7	\$40.14	\$72.25	\$88.30	\$44.95	\$49.77
Technical services officer level 8	\$41.21	\$74.18	\$90.67	\$46.16	\$51.10
Technical services officer level 9	\$44.48	\$80.06	\$97.85	\$49.81	\$55.15
Technical services officer level 10	\$47.73	\$85.91	\$105.00	\$53.45	\$59.18
Administrative services officer level 1	\$29.15	\$52.47	\$64.13	\$32.65	\$36.15
Administrative services officer level 2	\$32.91	\$59.24	\$72.41	\$36.86	\$40.81
Administrative services officer level 3	\$35.91	\$64.64	\$79.01	\$40.22	\$44.53
Administrative services officer level 4	\$38.64	\$69.55	\$85.00	\$43.27	\$47.91
Administrative services officer level 5	\$42.13	\$75.83	\$92.68	\$47.18	\$52.24
Administrative services officer level 6	\$46.71	\$84.08	\$102.77	\$52.32	\$57.92
Administrative services officer level 7	\$50.35	\$90.63	\$110.77	\$56.39	\$62.43
Ground services officer level 1	\$27.70	\$49.86	\$60.94	\$31.02	\$34.35
Ground services officer level 2	\$28.33	\$50.99	\$62.32	\$31.72	\$35.12
Ground services officer level 3	\$28.94	\$52.09	\$63.66	\$32.41	\$35.88
Ground services officer level 4	\$29.78	\$53.60	\$65.51	\$33.35	\$36.92
Ground services officer level 5	\$30.95	\$55.71	\$68.09	\$34.66	\$38.38
Ground services officer level 6	\$32.03	\$57.65	\$70.46	\$35.87	\$39.71
Ground services officer level 7	\$33.03	\$59.45	\$72.66	\$36.99	\$40.95
Ground services officer level 8	\$33.68	\$60.62	\$74.09	\$37.72	\$41.76
Ground services officer level 9	\$34.11	\$61.40	\$75.05	\$38.21	\$42.30
Ground services officer level 10	\$34.54	\$62.17	\$75.98	\$38.68	\$42.83
Ground services officer level 11	\$35.19	\$63.34	\$77.41	\$39.41	\$43.63
Professional engineer level 1 - pay point 1	\$38.39	\$69.10	\$84.45	\$42.99	\$47.60

Classification	Hourly pay rate	Sunday - day workers	Public holiday (ordinary hours) - day worker	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Professional engineer level 1 - pay point 2	\$39.88	\$71.78	\$87.73	\$44.66	\$49.45
Professional engineer level 1 - pay point 3	\$41.33	\$74.39	\$90.92	\$46.28	\$51.24
Professional engineer level 2	\$43.39	\$78.10	\$95.45	\$48.59	\$53.80
Professional engineer level 3	\$47.73	\$85.91	\$105.00	\$53.45	\$59.18
Professional engineer level 4	\$52.06	\$93.71	\$114.54	\$58.31	\$64.56
Professional engineer level 5	\$58.23	\$104.81	\$128.10	\$65.21	\$72.20

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday (ordinary hours) - shiftworker
Technical services assistant	\$41.69	\$53.60	\$53.60	\$65.51	\$65.51
Technical services officer level 1	\$43.33	\$55.71	\$55.71	\$68.09	\$68.09
Technical services officer level 2	\$44.84	\$57.65	\$57.65	\$70.46	\$70.46
Technical services officer level 3	\$47.76	\$61.40	\$61.40	\$75.05	\$75.05
Technical services officer level 4	\$50.59	\$65.05	\$65.05	\$79.50	\$79.50
Technical services officer level 5	\$51.75	\$66.53	\$66.53	\$81.32	\$81.32
Technical services officer level 6	\$53.27	\$68.49	\$68.49	\$83.71	\$83.71
Technical services officer level 7	\$56.19	\$72.25	\$72.25	\$88.30	\$88.30
Technical services officer level 8	\$57.70	\$74.18	\$74.18	\$90.67	\$90.67
Technical services officer level 9	\$62.27	\$80.06	\$80.06	\$97.85	\$97.85
Technical services officer level 10	\$66.82	\$85.91	\$85.91	\$105.00	\$105.00
Administrative services officer level 1	\$40.81	\$52.47	\$52.47	\$64.13	\$64.13
Administrative services officer level 2	\$46.08	\$59.24	\$59.24	\$72.41	\$72.41
Administrative services officer level 3	\$50.28	\$64.64	\$64.64	\$79.01	\$79.01
Administrative services officer level 4	\$54.09	\$69.55	\$69.55	\$85.00	\$85.00
Administrative services officer level 5	\$58.98	\$75.83	\$75.83	\$92.68	\$92.68
Administrative services officer level 6	\$65.40	\$84.08	\$84.08	\$102.77	\$102.77
Administrative services officer level 7	\$70.49	\$90.63	\$90.63	\$110.77	\$110.77
Ground services officer level 1	\$38.78	\$49.86	\$49.86	\$60.94	\$60.94
Ground services officer level 2	\$39.66	\$50.99	\$50.99	\$62.32	\$62.32
Ground services officer level 3	\$40.51	\$52.09	\$52.09	\$63.66	\$63.66

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday (ordinary hours) - shiftworker
Ground services officer level 4	\$41.69	\$53.60	\$53.60	\$65.51	\$65.51
Ground services officer level 5	\$43.33	\$55.71	\$55.71	\$68.09	\$68.09
Ground services officer level 6	\$44.84	\$57.65	\$57.65	\$70.46	\$70.46
Ground services officer level 7	\$46.24	\$59.45	\$59.45	\$72.66	\$72.66
Ground services officer level 8	\$47.15	\$60.62	\$60.62	\$74.09	\$74.09
Ground services officer level 9	\$47.76	\$61.40	\$61.40	\$75.05	\$75.05
Ground services officer level 10	\$48.35	\$62.17	\$62.17	\$75.98	\$75.98
Ground services officer level 11	\$49.26	\$63.34	\$63.34	\$77.41	\$77.41
Professional engineer level 1 - pay point 1	\$53.74	\$69.10	\$69.10	\$84.45	\$84.45
Professional engineer level 1 - pay point 2	\$55.83	\$71.78	\$71.78	\$87.73	\$87.73
Professional engineer level 1 - pay point 3	\$57.86	\$74.39	\$74.39	\$90.92	\$90.92
Professional engineer level 2	\$60.74	\$78.10	\$78.10	\$95.45	\$95.45
Professional engineer level 3	\$66.82	\$85.91	\$85.91	\$105.00	\$105.00
Professional engineer level 4	\$72.89	\$93.71	\$93.71	\$114.54	\$114.54
Professional engineer level 5	\$81.52	\$104.81	\$104.81	\$128.10	\$128.10

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 - public holiday - day workers	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Technical services assistant	\$35.73	\$47.64	\$47.64	\$59.55	\$35.73	\$47.64
Technical services officer level 1	\$37.14	\$49.52	\$49.52	\$61.90	\$37.14	\$49.52
Technical services officer level 2	\$38.43	\$51.24	\$51.24	\$64.05	\$38.43	\$51.24
Technical services officer level 3	\$40.94	\$54.58	\$54.58	\$68.23	\$40.94	\$54.58
Technical services officer level 4	\$43.37	\$57.82	\$57.82	\$72.28	\$43.37	\$57.82
Technical services officer level 5	\$44.36	\$59.14	\$59.14	\$73.93	\$44.36	\$59.14
Technical services officer level 6	\$45.66	\$60.88	\$60.88	\$76.10	\$45.66	\$60.88
Technical services officer level 7	\$48.17	\$64.22	\$64.22	\$80.28	\$48.17	\$64.22
Technical services officer level 8	\$49.46	\$65.94	\$65.94	\$82.43	\$49.46	\$65.94

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 - public holiday - day workers	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Technical services officer level 9	\$53.37	\$71.16	\$71.16	\$88.95	\$53.37	\$71.16
Technical services officer level 10	\$57.27	\$76.36	\$76.36	\$95.45	\$57.27	\$76.36
Administrative services officer level 1	\$34.98	\$46.64	\$46.64	\$58.30	\$34.98	\$46.64
Administrative services officer level 2	\$39.50	\$52.66	\$52.66	\$65.83	\$39.50	\$52.66
Administrative services officer level 3	\$43.10	\$57.46	\$57.46	\$71.83	\$43.10	\$57.46
Administrative services officer level 4	\$46.37	\$61.82	\$61.82	\$77.28	\$46.37	\$61.82
Administrative services officer level 5	\$50.55	\$67.40	\$67.40	\$84.25	\$50.55	\$67.40
Administrative services officer level 6	\$56.06	\$74.74	\$74.74	\$93.43	\$56.06	\$74.74
Administrative services officer level 7	\$60.42	\$80.56	\$80.56	\$100.70	\$60.42	\$80.56
Ground services officer level 1	\$33.24	\$44.32	\$44.32	\$55.40	\$33.24	\$44.32
Ground services officer level 2	\$33.99	\$45.32	\$45.32	\$56.65	\$33.99	\$45.32
Ground services officer level 3	\$34.73	\$46.30	\$46.30	\$57.88	\$34.73	\$46.30
Ground services officer level 4	\$35.73	\$47.64	\$47.64	\$59.55	\$35.73	\$47.64
Ground services officer level 5	\$37.14	\$49.52	\$49.52	\$61.90	\$37.14	\$49.52
Ground services officer level 6	\$38.43	\$51.24	\$51.24	\$64.05	\$38.43	\$51.24
Ground services officer level 7	\$39.63	\$52.84	\$52.84	\$66.05	\$39.63	\$52.84
Ground services officer level 8	\$40.41	\$53.88	\$53.88	\$67.35	\$40.41	\$53.88
Ground services officer level 9	\$40.94	\$54.58	\$54.58	\$68.23	\$40.94	\$54.58
Ground services officer level 10	\$41.45	\$55.26	\$55.26	\$69.08	\$41.45	\$55.26
Ground services officer level 11	\$42.23	\$56.30	\$56.30	\$70.38	\$42.23	\$56.30
Professional engineer level 1 - pay point 1	\$46.07	\$61.42	\$61.42	\$76.78	\$46.07	\$61.42
Professional engineer level 1 - pay point 2	\$47.85	\$63.80	\$63.80	\$79.75	\$47.85	\$63.80
Professional engineer level 1 - pay point 3	\$49.59	\$66.12	\$66.12	\$82.65	\$49.59	\$66.12
Professional engineer level 2	\$52.07	\$69.42	\$69.42	\$86.78	\$52.07	\$69.42
Professional engineer level 3	\$57.27	\$76.36	\$76.36	\$95.45	\$57.27	\$76.36
Professional engineer level 4	\$62.48	\$83.30	\$83.30	\$104.13	\$62.48	\$83.30
Professional engineer level 5	\$69.87	\$93.16	\$93.16	\$116.45	\$69.87	\$93.16

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Overtime - public holiday - shiftworker	Immediate callback	Public holiday callback	Working through a meal break
Technical services assistant	\$47.64	\$59.55	\$47.64	\$59.55	\$41.69
Technical services officer level 1	\$49.52	\$61.90	\$49.52	\$61.90	\$43.33
Technical services officer level 2	\$51.24	\$64.05	\$51.24	\$64.05	\$44.84
Technical services officer level 3	\$54.58	\$68.23	\$54.58	\$68.23	\$47.76
Technical services officer level 4	\$57.82	\$72.28	\$57.82	\$72.28	\$50.59
Technical services officer level 5	\$59.14	\$73.93	\$59.14	\$73.93	\$51.75
Technical services officer level 6	\$60.88	\$76.10	\$60.88	\$76.10	\$53.27
Technical services officer level 7	\$64.22	\$80.28	\$64.22	\$80.28	\$56.19
Technical services officer level 8	\$65.94	\$82.43	\$65.94	\$82.43	\$57.70
Technical services officer level 9	\$71.16	\$88.95	\$71.16	\$88.95	\$62.27
Technical services officer level 10	\$76.36	\$95.45	\$76.36	\$95.45	\$66.82
Administrative services officer level 1	\$46.64	\$58.30	\$46.64	\$58.30	\$40.81
Administrative services officer level 2	\$52.66	\$65.83	\$52.66	\$65.83	\$46.08
Administrative services officer level 3	\$57.46	\$71.83	\$57.46	\$71.83	\$50.28
Administrative services officer level 4	\$61.82	\$77.28	\$61.82	\$77.28	\$54.09
Administrative services officer level 5	\$67.40	\$84.25	\$67.40	\$84.25	\$58.98
Administrative services officer level 6	\$74.74	\$93.43	\$74.74	\$93.43	\$65.40
Administrative services officer level 7	\$80.56	\$100.70	\$80.56	\$100.70	\$70.49
Ground services officer level 1	\$44.32	\$55.40	\$44.32	\$55.40	\$38.78
Ground services officer level 2	\$45.32	\$56.65	\$45.32	\$56.65	\$39.66
Ground services officer level 3	\$46.30	\$57.88	\$46.30	\$57.88	\$40.51
Ground services officer level 4	\$47.64	\$59.55	\$47.64	\$59.55	\$41.69
Ground services officer level 5	\$49.52	\$61.90	\$49.52	\$61.90	\$43.33
Ground services officer level 6	\$51.24	\$64.05	\$51.24	\$64.05	\$44.84
Ground services officer level 7	\$52.84	\$66.05	\$52.84	\$66.05	\$46.24
Ground services officer level 8	\$53.88	\$67.35	\$53.88	\$67.35	\$47.15
Ground services officer level 9	\$54.58	\$68.23	\$54.58	\$68.23	\$47.76
Ground services officer level 10	\$55.26	\$69.08	\$55.26	\$69.08	\$48.35
Ground services officer level 11	\$56.30	\$70.38	\$56.30	\$70.38	\$49.26
Professional engineer level 1 - pay point 1	\$61.42	\$76.78	\$61.42	\$76.78	\$53.74
Professional engineer level 1 - pay point 2	\$63.80	\$79.75	\$63.80	\$79.75	\$55.83

Classification	Overtime - Saturday and Sunday - shiftworker	Overtime - public holiday - shiftworker	Immediate callback	Public holiday callback	Working through a meal break
Professional engineer level 1 - pay point 3	\$66.12	\$82.65	\$66.12	\$82.65	\$57.86
Professional engineer level 2	\$69.42	\$86.78	\$69.42	\$86.78	\$60.74
Professional engineer level 3	\$76.36	\$95.45	\$76.36	\$95.45	\$66.82
Professional engineer level 4	\$83.30	\$104.13	\$83.30	\$104.13	\$72.89
Professional engineer level 5	\$93.16	\$116.45	\$93.16	\$116.45	\$81.52

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	\$14.29	\$28.58	\$35.73	\$16.43	\$18.58
Administrative services officer level 1	\$13.99	\$27.98	\$34.98	\$16.09	\$18.19
Administrative services officer level 2	\$15.80	\$31.60	\$39.50	\$18.17	\$20.54
Administrative services officer level 3	\$17.24	\$34.48	\$43.10	\$19.83	\$22.41
Administrative services officer level 4	\$18.55	\$37.10	\$46.38	\$21.33	\$24.12
Administrative services officer level 5	\$20.22	\$40.44	\$50.55	\$23.25	\$26.29
Administrative services officer level 6	\$22.42	\$44.84	\$56.05	\$25.78	\$29.15
Administrative services officer level 7	\$24.17	\$48.34	\$60.43	\$27.80	\$31.42
Ground services officer level 1	\$13.30	\$26.60	\$33.25	\$15.30	\$17.29
Ground services officer level 2	\$13.60	\$27.20	\$34.00	\$15.64	\$17.68
Ground services officer level 3	\$13.89	\$27.78	\$34.73	\$15.97	\$18.06
Ground services officer level 4	\$14.29	\$28.58	\$35.73	\$16.43	\$18.58
Ground services officer level 5	\$14.85	\$29.70	\$37.13	\$17.08	\$19.31
Ground services officer level 6	\$15.37	\$30.74	\$38.43	\$17.68	\$19.98
Ground services officer level 7	\$15.85	\$31.70	\$39.63	\$18.23	\$20.61
Ground services officer level 8	\$16.16	\$32.32	\$40.40	\$18.58	\$21.01
Ground services officer level 9	\$16.37	\$32.74	\$40.93	\$18.83	\$21.28
Ground services officer level 10	\$16.58	\$33.16	\$41.45	\$19.07	\$21.55
Ground services officer level 11	\$16.89	\$33.78	\$42.23	\$19.42	\$21.96
Professional engineer level 1 - pay point 1	\$18.42	\$36.84	\$46.05	\$21.18	\$23.95
Professional engineer level 1 - pay point 2	\$19.14	\$38.28	\$47.85	\$22.01	\$24.88
Professional engineer level 1 - pay point 3	\$19.83	\$39.66	\$49.58	\$22.80	\$25.78
Professional engineer level 2	\$20.83	\$41.66	\$52.08	\$23.95	\$27.08
Professional engineer level 3	\$22.91	\$45.82	\$57.28	\$26.35	\$29.78
Professional engineer level 4	\$24.99	\$49.98	\$62.48	\$28.74	\$32.49
Professional engineer level 5	\$27.95	\$55.90	\$69.88	\$32.14	\$36.34

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Technical services assistant	\$21.44	\$28.58	\$28.58	\$35.73	\$35.73
Administrative services officer level 1	\$20.99	\$27.98	\$27.98	\$34.98	\$34.98
Administrative services officer level 2	\$23.70	\$31.60	\$31.60	\$39.50	\$39.50
Administrative services officer level 3	\$25.86	\$34.48	\$34.48	\$43.10	\$43.10
Administrative services officer level 4	\$27.83	\$37.10	\$37.10	\$46.38	\$46.38
Administrative services officer level 5	\$30.33	\$40.44	\$40.44	\$50.55	\$50.55
Administrative services officer level 6	\$33.63	\$44.84	\$44.84	\$56.05	\$56.05
Administrative services officer level 7	\$36.26	\$48.34	\$48.34	\$60.43	\$60.43
Ground services officer level 1	\$19.95	\$26.60	\$26.60	\$33.25	\$33.25
Ground services officer level 2	\$20.40	\$27.20	\$27.20	\$34.00	\$34.00
Ground services officer level 3	\$20.84	\$27.78	\$27.78	\$34.73	\$34.73
Ground services officer level 4	\$21.44	\$28.58	\$28.58	\$35.73	\$35.73
Ground services officer level 5	\$22.28	\$29.70	\$29.70	\$37.13	\$37.13
Ground services officer level 6	\$23.06	\$30.74	\$30.74	\$38.43	\$38.43
Ground services officer level 7	\$23.78	\$31.70	\$31.70	\$39.63	\$39.63
Ground services officer level 8	\$24.24	\$32.32	\$32.32	\$40.40	\$40.40
Ground services officer level 9	\$24.56	\$32.74	\$32.74	\$40.93	\$40.93
Ground services officer level 10	\$24.87	\$33.16	\$33.16	\$41.45	\$41.45
Ground services officer level 11	\$25.34	\$33.78	\$33.78	\$42.23	\$42.23
Professional engineer level 1 - pay point 1	\$27.63	\$36.84	\$36.84	\$46.05	\$46.05
Professional engineer level 1 - pay point 2	\$28.71	\$38.28	\$38.28	\$47.85	\$47.85
Professional engineer level 1 - pay point 3	\$29.75	\$39.66	\$39.66	\$49.58	\$49.58
Professional engineer level 2	\$31.25	\$41.66	\$41.66	\$52.08	\$52.08
Professional engineer level 3	\$34.37	\$45.82	\$45.82	\$57.28	\$57.28
Professional engineer level 4	\$37.49	\$49.98	\$49.98	\$62.48	\$62.48
Professional engineer level 5	\$41.93	\$55.90	\$55.90	\$69.88	\$69.88

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
Technical services assistant	\$21.44	\$28.58	\$28.58	\$21.44	\$28.58
Administrative services officer level 1	\$20.99	\$27.98	\$27.98	\$20.99	\$27.98
Administrative services officer level 2	\$23.70	\$31.60	\$31.60	\$23.70	\$31.60
Administrative services officer level 3	\$25.86	\$34.48	\$34.48	\$25.86	\$34.48
Administrative services officer level 4	\$27.83	\$37.10	\$37.10	\$27.83	\$37.10
Administrative services officer level 5	\$30.33	\$40.44	\$40.44	\$30.33	\$40.44
Administrative services officer level 6	\$33.63	\$44.84	\$44.84	\$33.63	\$44.84
Administrative services officer level 7	\$36.26	\$48.34	\$48.34	\$36.26	\$48.34
Ground services officer level 1	\$19.95	\$26.60	\$26.60	\$19.95	\$26.60
Ground services officer level 2	\$20.40	\$27.20	\$27.20	\$20.40	\$27.20
Ground services officer level 3	\$20.84	\$27.78	\$27.78	\$20.84	\$27.78
Ground services officer level 4	\$21.44	\$28.58	\$28.58	\$21.44	\$28.58
Ground services officer level 5	\$22.28	\$29.70	\$29.70	\$22.28	\$29.70
Ground services officer level 6	\$23.06	\$30.74	\$30.74	\$23.06	\$30.74
Ground services officer level 7	\$23.78	\$31.70	\$31.70	\$23.78	\$31.70
Ground services officer level 8	\$24.24	\$32.32	\$32.32	\$24.24	\$32.32
Ground services officer level 9	\$24.56	\$32.74	\$32.74	\$24.56	\$32.74
Ground services officer level 10	\$24.87	\$33.16	\$33.16	\$24.87	\$33.16
Ground services officer level 11	\$25.34	\$33.78	\$33.78	\$25.34	\$33.78
Professional engineer level 1 - pay point 1	\$27.63	\$36.84	\$36.84	\$27.63	\$36.84
Professional engineer level 1 - pay point 2	\$28.71	\$38.28	\$38.28	\$28.71	\$38.28
Professional engineer level 1 - pay point 3	\$29.75	\$39.66	\$39.66	\$29.75	\$39.66
Professional engineer level 2	\$31.25	\$41.66	\$41.66	\$31.25	\$41.66
Professional engineer level 3	\$34.37	\$45.82	\$45.82	\$34.37	\$45.82
Professional engineer level 4	\$37.49	\$49.98	\$49.98	\$37.49	\$49.98
Professional engineer level 5	\$41.93	\$55.90	\$55.90	\$41.93	\$55.90

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
Technical services assistant	\$28.58	\$28.58	\$28.58	\$35.73	\$21.44
Administrative services officer level 1	\$27.98	\$27.98	\$27.98	\$34.98	\$20.99
Administrative services officer level 2	\$31.60	\$31.60	\$31.60	\$39.50	\$23.70
Administrative services officer level 3	\$34.48	\$34.48	\$34.48	\$43.10	\$25.86
Administrative services officer level 4	\$37.10	\$37.10	\$37.10	\$46.38	\$27.83
Administrative services officer level 5	\$40.44	\$40.44	\$40.44	\$50.55	\$30.33
Administrative services officer level 6	\$44.84	\$44.84	\$44.84	\$56.05	\$33.63
Administrative services officer level 7	\$48.34	\$48.34	\$48.34	\$60.43	\$36.26
Ground services officer level 1	\$26.60	\$26.60	\$26.60	\$33.25	\$19.95
Ground services officer level 2	\$27.20	\$27.20	\$27.20	\$34.00	\$20.40
Ground services officer level 3	\$27.78	\$27.78	\$27.78	\$34.73	\$20.84
Ground services officer level 4	\$28.58	\$28.58	\$28.58	\$35.73	\$21.44
Ground services officer level 5	\$29.70	\$29.70	\$29.70	\$37.13	\$22.28
Ground services officer level 6	\$30.74	\$30.74	\$30.74	\$38.43	\$23.06
Ground services officer level 7	\$31.70	\$31.70	\$31.70	\$39.63	\$23.78
Ground services officer level 8	\$32.32	\$32.32	\$32.32	\$40.40	\$24.24
Ground services officer level 9	\$32.74	\$32.74	\$32.74	\$40.93	\$24.56
Ground services officer level 10	\$33.16	\$33.16	\$33.16	\$41.45	\$24.87
Ground services officer level 11	\$33.78	\$33.78	\$33.78	\$42.23	\$25.34
Professional engineer level 1 - pay point 1	\$36.84	\$36.84	\$36.84	\$46.05	\$27.63
Professional engineer level 1 - pay point 2	\$38.28	\$38.28	\$38.28	\$47.85	\$28.71
Professional engineer level 1 - pay point 3	\$39.66	\$39.66	\$39.66	\$49.58	\$29.75
Professional engineer level 2	\$41.66	\$41.66	\$41.66	\$52.08	\$31.25
Professional engineer level 3	\$45.82	\$45.82	\$45.82	\$57.28	\$34.37
Professional engineer level 4	\$49.98	\$49.98	\$49.98	\$62.48	\$37.49
Professional engineer level 5	\$55.90	\$55.90	\$55.90	\$69.88	\$41.93

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	\$16.67	\$33.34	\$41.68	\$19.17	\$21.67
Administrative services officer level 1	\$16.33	\$32.66	\$40.83	\$18.78	\$21.23
Administrative services officer level 2	\$18.43	\$36.86	\$46.08	\$21.19	\$23.96
Administrative services officer level 3	\$20.11	\$40.22	\$50.28	\$23.13	\$26.14
Administrative services officer level 4	\$21.64	\$43.28	\$54.10	\$24.89	\$28.13
Administrative services officer level 5	\$23.59	\$47.18	\$58.98	\$27.13	\$30.67
Administrative services officer level 6	\$26.16	\$52.32	\$65.40	\$30.08	\$34.01
Administrative services officer level 7	\$28.20	\$56.40	\$70.50	\$32.43	\$36.66
Ground services officer level 1	\$15.51	\$31.02	\$38.78	\$17.84	\$20.16
Ground services officer level 2	\$15.86	\$31.72	\$39.65	\$18.24	\$20.62
Ground services officer level 3	\$16.21	\$32.42	\$40.53	\$18.64	\$21.07
Ground services officer level 4	\$16.67	\$33.34	\$41.68	\$19.17	\$21.67
Ground services officer level 5	\$17.33	\$34.66	\$43.33	\$19.93	\$22.53
Ground services officer level 6	\$17.94	\$35.88	\$44.85	\$20.63	\$23.32
Ground services officer level 7	\$18.49	\$36.98	\$46.23	\$21.26	\$24.04
Ground services officer level 8	\$18.86	\$37.72	\$47.15	\$21.69	\$24.52
Ground services officer level 9	\$19.10	\$38.20	\$47.75	\$21.97	\$24.83
Ground services officer level 10	\$19.34	\$38.68	\$48.35	\$22.24	\$25.14
Ground services officer level 11	\$19.71	\$39.42	\$49.28	\$22.67	\$25.62
Professional engineer level 1 - pay point 1	\$21.49	\$42.98	\$53.73	\$24.71	\$27.94
Professional engineer level 1 - pay point 2	\$22.33	\$44.66	\$55.83	\$25.68	\$29.03
Professional engineer level 1 - pay point 3	\$23.14	\$46.28	\$57.85	\$26.61	\$30.08
Professional engineer level 2	\$24.30	\$48.60	\$60.75	\$27.95	\$31.59
Professional engineer level 3	\$26.73	\$53.46	\$66.83	\$30.74	\$34.75
Professional engineer level 4	\$29.16	\$58.32	\$72.90	\$33.53	\$37.91
Professional engineer level 5	\$32.60	\$65.20	\$81.50	\$37.49	\$42.38

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Technical services assistant	\$25.01	\$33.34	\$33.34	\$41.68	\$41.68
Administrative services officer level 1	\$24.50	\$32.66	\$32.66	\$40.83	\$40.83
Administrative services officer level 2	\$27.65	\$36.86	\$36.86	\$46.08	\$46.08
Administrative services officer level 3	\$30.17	\$40.22	\$40.22	\$50.28	\$50.28
Administrative services officer level 4	\$32.46	\$43.28	\$43.28	\$54.10	\$54.10
Administrative services officer level 5	\$35.39	\$47.18	\$47.18	\$58.98	\$58.98
Administrative services officer level 6	\$39.24	\$52.32	\$52.32	\$65.40	\$65.40
Administrative services officer level 7	\$42.30	\$56.40	\$56.40	\$70.50	\$70.50
Ground services officer level 1	\$23.27	\$31.02	\$31.02	\$38.78	\$38.78
Ground services officer level 2	\$23.79	\$31.72	\$31.72	\$39.65	\$39.65
Ground services officer level 3	\$24.32	\$32.42	\$32.42	\$40.53	\$40.53
Ground services officer level 4	\$25.01	\$33.34	\$33.34	\$41.68	\$41.68
Ground services officer level 5	\$26.00	\$34.66	\$34.66	\$43.33	\$43.33
Ground services officer level 6	\$26.91	\$35.88	\$35.88	\$44.85	\$44.85
Ground services officer level 7	\$27.74	\$36.98	\$36.98	\$46.23	\$46.23
Ground services officer level 8	\$28.29	\$37.72	\$37.72	\$47.15	\$47.15
Ground services officer level 9	\$28.65	\$38.20	\$38.20	\$47.75	\$47.75
Ground services officer level 10	\$29.01	\$38.68	\$38.68	\$48.35	\$48.35
Ground services officer level 11	\$29.57	\$39.42	\$39.42	\$49.28	\$49.28
Professional engineer level 1 - pay point 1	\$32.24	\$42.98	\$42.98	\$53.73	\$53.73
Professional engineer level 1 - pay point 2	\$33.50	\$44.66	\$44.66	\$55.83	\$55.83
Professional engineer level 1 - pay point 3	\$34.71	\$46.28	\$46.28	\$57.85	\$57.85
Professional engineer level 2	\$36.45	\$48.60	\$48.60	\$60.75	\$60.75
Professional engineer level 3	\$40.10	\$53.46	\$53.46	\$66.83	\$66.83
Professional engineer level 4	\$43.74	\$58.32	\$58.32	\$72.90	\$72.90
Professional engineer level 5	\$48.90	\$65.20	\$65.20	\$81.50	\$81.50

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
Technical services assistant	\$25.01	\$33.34	\$33.34	\$25.01	\$33.34
Administrative services officer level 1	\$24.50	\$32.66	\$32.66	\$24.50	\$32.66
Administrative services officer level 2	\$27.65	\$36.86	\$36.86	\$27.65	\$36.86
Administrative services officer level 3	\$30.17	\$40.22	\$40.22	\$30.17	\$40.22
Administrative services officer level 4	\$32.46	\$43.28	\$43.28	\$32.46	\$43.28
Administrative services officer level 5	\$35.39	\$47.18	\$47.18	\$35.39	\$47.18
Administrative services officer level 6	\$39.24	\$52.32	\$52.32	\$39.24	\$52.32
Administrative services officer level 7	\$42.30	\$56.40	\$56.40	\$42.30	\$56.40
Ground services officer level 1	\$23.27	\$31.02	\$31.02	\$23.27	\$31.02
Ground services officer level 2	\$23.79	\$31.72	\$31.72	\$23.79	\$31.72
Ground services officer level 3	\$24.32	\$32.42	\$32.42	\$24.32	\$32.42
Ground services officer level 4	\$25.01	\$33.34	\$33.34	\$25.01	\$33.34
Ground services officer level 5	\$26.00	\$34.66	\$34.66	\$26.00	\$34.66
Ground services officer level 6	\$26.91	\$35.88	\$35.88	\$26.91	\$35.88
Ground services officer level 7	\$27.74	\$36.98	\$36.98	\$27.74	\$36.98
Ground services officer level 8	\$28.29	\$37.72	\$37.72	\$28.29	\$37.72
Ground services officer level 9	\$28.65	\$38.20	\$38.20	\$28.65	\$38.20
Ground services officer level 10	\$29.01	\$38.68	\$38.68	\$29.01	\$38.68
Ground services officer level 11	\$29.57	\$39.42	\$39.42	\$29.57	\$39.42
Professional engineer level 1 - pay point 1	\$32.24	\$42.98	\$42.98	\$32.24	\$42.98
Professional engineer level 1 - pay point 2	\$33.50	\$44.66	\$44.66	\$33.50	\$44.66
Professional engineer level 1 - pay point 3	\$34.71	\$46.28	\$46.28	\$34.71	\$46.28
Professional engineer level 2	\$36.45	\$48.60	\$48.60	\$36.45	\$48.60
Professional engineer level 3	\$40.10	\$53.46	\$53.46	\$40.10	\$53.46
Professional engineer level 4	\$43.74	\$58.32	\$58.32	\$43.74	\$58.32
Professional engineer level 5	\$48.90	\$65.20	\$65.20	\$48.90	\$65.20

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
Technical services assistant	\$33.34	\$33.34	\$33.34	\$41.68	\$25.01
Administrative services officer level 1	\$32.66	\$32.66	\$32.66	\$40.83	\$24.50
Administrative services officer level 2	\$36.86	\$36.86	\$36.86	\$46.08	\$27.65
Administrative services officer level 3	\$40.22	\$40.22	\$40.22	\$50.28	\$30.17
Administrative services officer level 4	\$43.28	\$43.28	\$43.28	\$54.10	\$32.46
Administrative services officer level 5	\$47.18	\$47.18	\$47.18	\$58.98	\$35.39
Administrative services officer level 6	\$52.32	\$52.32	\$52.32	\$65.40	\$39.24
Administrative services officer level 7	\$56.40	\$56.40	\$56.40	\$70.50	\$42.30
Ground services officer level 1	\$31.02	\$31.02	\$31.02	\$38.78	\$23.27
Ground services officer level 2	\$31.72	\$31.72	\$31.72	\$39.65	\$23.79
Ground services officer level 3	\$32.42	\$32.42	\$32.42	\$40.53	\$24.32
Ground services officer level 4	\$33.34	\$33.34	\$33.34	\$41.68	\$25.01
Ground services officer level 5	\$34.66	\$34.66	\$34.66	\$43.33	\$26.00
Ground services officer level 6	\$35.88	\$35.88	\$35.88	\$44.85	\$26.91
Ground services officer level 7	\$36.98	\$36.98	\$36.98	\$46.23	\$27.74
Ground services officer level 8	\$37.72	\$37.72	\$37.72	\$47.15	\$28.29
Ground services officer level 9	\$38.20	\$38.20	\$38.20	\$47.75	\$28.65
Ground services officer level 10	\$38.68	\$38.68	\$38.68	\$48.35	\$29.01
Ground services officer level 11	\$39.42	\$39.42	\$39.42	\$49.28	\$29.57
Professional engineer level 1 - pay point 1	\$42.98	\$42.98	\$42.98	\$53.73	\$32.24
Professional engineer level 1 - pay point 2	\$44.66	\$44.66	\$44.66	\$55.83	\$33.50
Professional engineer level 1 - pay point 3	\$46.28	\$46.28	\$46.28	\$57.85	\$34.71
Professional engineer level 2	\$48.60	\$48.60	\$48.60	\$60.75	\$36.45
Professional engineer level 3	\$53.46	\$53.46	\$53.46	\$66.83	\$40.10
Professional engineer level 4	\$58.32	\$58.32	\$58.32	\$72.90	\$43.74
Professional engineer level 5	\$65.20	\$65.20	\$65.20	\$81.50	\$48.90

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	\$19.30	\$38.60	\$48.25	\$22.20	\$25.09
Administrative services officer level 1	\$18.89	\$37.78	\$47.23	\$21.72	\$24.56
Administrative services officer level 2	\$21.33	\$42.66	\$53.33	\$24.53	\$27.73
Administrative services officer level 3	\$23.27	\$46.54	\$58.18	\$26.76	\$30.25
Administrative services officer level 4	\$25.04	\$50.08	\$62.60	\$28.80	\$32.55
Administrative services officer level 5	\$27.30	\$54.60	\$68.25	\$31.40	\$35.49
Administrative services officer level 6	\$30.27	\$60.54	\$75.68	\$34.81	\$39.35
Administrative services officer level 7	\$32.63	\$65.26	\$81.58	\$37.52	\$42.42
Ground services officer level 1	\$17.95	\$35.90	\$44.88	\$20.64	\$23.34
Ground services officer level 2	\$18.35	\$36.70	\$45.88	\$21.10	\$23.86
Ground services officer level 3	\$18.76	\$37.52	\$46.90	\$21.57	\$24.39
Ground services officer level 4	\$19.30	\$38.60	\$48.25	\$22.20	\$25.09
Ground services officer level 5	\$20.05	\$40.10	\$50.13	\$23.06	\$26.07
Ground services officer level 6	\$20.76	\$41.52	\$51.90	\$23.87	\$26.99
Ground services officer level 7	\$21.40	\$42.80	\$53.50	\$24.61	\$27.82
Ground services officer level 8	\$21.82	\$43.64	\$54.55	\$25.09	\$28.37
Ground services officer level 9	\$22.10	\$44.20	\$55.25	\$25.42	\$28.73
Ground services officer level 10	\$22.38	\$44.76	\$55.95	\$25.74	\$29.09
Ground services officer level 11	\$22.81	\$45.62	\$57.03	\$26.23	\$29.65
Professional engineer level 1 - pay point 1	\$24.87	\$49.74	\$62.18	\$28.60	\$32.33
Professional engineer level 1 - pay point 2	\$25.84	\$51.68	\$64.60	\$29.72	\$33.59
Professional engineer level 1 - pay point 3	\$26.78	\$53.56	\$66.95	\$30.80	\$34.81
Professional engineer level 2	\$28.11	\$56.22	\$70.28	\$32.33	\$36.54
Professional engineer level 3	\$30.93	\$61.86	\$77.33	\$35.57	\$40.21
Professional engineer level 4	\$33.74	\$67.48	\$84.35	\$38.80	\$43.86
Professional engineer level 5	\$37.73	\$75.46	\$94.33	\$43.39	\$49.05

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Technical services assistant	\$28.95	\$38.60	\$38.60	\$48.25	\$48.25
Administrative services officer level 1	\$28.34	\$37.78	\$37.78	\$47.23	\$47.23
Administrative services officer level 2	\$32.00	\$42.66	\$42.66	\$53.33	\$53.33
Administrative services officer level 3	\$34.91	\$46.54	\$46.54	\$58.18	\$58.18
Administrative services officer level 4	\$37.56	\$50.08	\$50.08	\$62.60	\$62.60
Administrative services officer level 5	\$40.95	\$54.60	\$54.60	\$68.25	\$68.25
Administrative services officer level 6	\$45.41	\$60.54	\$60.54	\$75.68	\$75.68
Administrative services officer level 7	\$48.95	\$65.26	\$65.26	\$81.58	\$81.58
Ground services officer level 1	\$26.93	\$35.90	\$35.90	\$44.88	\$44.88
Ground services officer level 2	\$27.53	\$36.70	\$36.70	\$45.88	\$45.88
Ground services officer level 3	\$28.14	\$37.52	\$37.52	\$46.90	\$46.90
Ground services officer level 4	\$28.95	\$38.60	\$38.60	\$48.25	\$48.25
Ground services officer level 5	\$30.08	\$40.10	\$40.10	\$50.13	\$50.13
Ground services officer level 6	\$31.14	\$41.52	\$41.52	\$51.90	\$51.90
Ground services officer level 7	\$32.10	\$42.80	\$42.80	\$53.50	\$53.50
Ground services officer level 8	\$32.73	\$43.64	\$43.64	\$54.55	\$54.55
Ground services officer level 9	\$33.15	\$44.20	\$44.20	\$55.25	\$55.25
Ground services officer level 10	\$33.57	\$44.76	\$44.76	\$55.95	\$55.95
Ground services officer level 11	\$34.22	\$45.62	\$45.62	\$57.03	\$57.03
Professional engineer level 1 - pay point 1	\$37.31	\$49.74	\$49.74	\$62.18	\$62.18
Professional engineer level 1 - pay point 2	\$38.76	\$51.68	\$51.68	\$64.60	\$64.60
Professional engineer level 1 - pay point 3	\$40.17	\$53.56	\$53.56	\$66.95	\$66.95
Professional engineer level 2	\$42.17	\$56.22	\$56.22	\$70.28	\$70.28
Professional engineer level 3	\$46.40	\$61.86	\$61.86	\$77.33	\$77.33
Professional engineer level 4	\$50.61	\$67.48	\$67.48	\$84.35	\$84.35
Professional engineer level 5	\$56.60	\$75.46	\$75.46	\$94.33	\$94.33

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
Technical services assistant	\$28.95	\$38.60	\$38.60	\$28.95	\$38.60
Administrative services officer level 1	\$28.34	\$37.78	\$37.78	\$28.34	\$37.78
Administrative services officer level 2	\$32.00	\$42.66	\$42.66	\$32.00	\$42.66
Administrative services officer level 3	\$34.91	\$46.54	\$46.54	\$34.91	\$46.54
Administrative services officer level 4	\$37.56	\$50.08	\$50.08	\$37.56	\$50.08
Administrative services officer level 5	\$40.95	\$54.60	\$54.60	\$40.95	\$54.60
Administrative services officer level 6	\$45.41	\$60.54	\$60.54	\$45.41	\$60.54
Administrative services officer level 7	\$48.95	\$65.26	\$65.26	\$48.95	\$65.26
Ground services officer level 1	\$26.93	\$35.90	\$35.90	\$26.93	\$35.90
Ground services officer level 2	\$27.53	\$36.70	\$36.70	\$27.53	\$36.70
Ground services officer level 3	\$28.14	\$37.52	\$37.52	\$28.14	\$37.52
Ground services officer level 4	\$28.95	\$38.60	\$38.60	\$28.95	\$38.60
Ground services officer level 5	\$30.08	\$40.10	\$40.10	\$30.08	\$40.10
Ground services officer level 6	\$31.14	\$41.52	\$41.52	\$31.14	\$41.52
Ground services officer level 7	\$32.10	\$42.80	\$42.80	\$32.10	\$42.80
Ground services officer level 8	\$32.73	\$43.64	\$43.64	\$32.73	\$43.64
Ground services officer level 9	\$33.15	\$44.20	\$44.20	\$33.15	\$44.20
Ground services officer level 10	\$33.57	\$44.76	\$44.76	\$33.57	\$44.76
Ground services officer level 11	\$34.22	\$45.62	\$45.62	\$34.22	\$45.62
Professional engineer level 1 - pay point 1	\$37.31	\$49.74	\$49.74	\$37.31	\$49.74
Professional engineer level 1 - pay point 2	\$38.76	\$51.68	\$51.68	\$38.76	\$51.68
Professional engineer level 1 - pay point 3	\$40.17	\$53.56	\$53.56	\$40.17	\$53.56
Professional engineer level 2	\$42.17	\$56.22	\$56.22	\$42.17	\$56.22
Professional engineer level 3	\$46.40	\$61.86	\$61.86	\$46.40	\$61.86
Professional engineer level 4	\$50.61	\$67.48	\$67.48	\$50.61	\$67.48
Professional engineer level 5	\$56.60	\$75.46	\$75.46	\$56.60	\$75.46

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
Technical services assistant	\$38.60	\$38.60	\$38.60	\$48.25	\$28.95
Administrative services officer level 1	\$37.78	\$37.78	\$37.78	\$47.23	\$28.34
Administrative services officer level 2	\$42.66	\$42.66	\$42.66	\$53.33	\$32.00
Administrative services officer level 3	\$46.54	\$46.54	\$46.54	\$58.18	\$34.91
Administrative services officer level 4	\$50.08	\$50.08	\$50.08	\$62.60	\$37.56
Administrative services officer level 5	\$54.60	\$54.60	\$54.60	\$68.25	\$40.95
Administrative services officer level 6	\$60.54	\$60.54	\$60.54	\$75.68	\$45.41
Administrative services officer level 7	\$65.26	\$65.26	\$65.26	\$81.58	\$48.95
Ground services officer level 1	\$35.90	\$35.90	\$35.90	\$44.88	\$26.93
Ground services officer level 2	\$36.70	\$36.70	\$36.70	\$45.88	\$27.53
Ground services officer level 3	\$37.52	\$37.52	\$37.52	\$46.90	\$28.14
Ground services officer level 4	\$38.60	\$38.60	\$38.60	\$48.25	\$28.95
Ground services officer level 5	\$40.10	\$40.10	\$40.10	\$50.13	\$30.08
Ground services officer level 6	\$41.52	\$41.52	\$41.52	\$51.90	\$31.14
Ground services officer level 7	\$42.80	\$42.80	\$42.80	\$53.50	\$32.10
Ground services officer level 8	\$43.64	\$43.64	\$43.64	\$54.55	\$32.73
Ground services officer level 9	\$44.20	\$44.20	\$44.20	\$55.25	\$33.15
Ground services officer level 10	\$44.76	\$44.76	\$44.76	\$55.95	\$33.57
Ground services officer level 11	\$45.62	\$45.62	\$45.62	\$57.03	\$34.22
Professional engineer level 1 - pay point 1	\$49.74	\$49.74	\$49.74	\$62.18	\$37.31
Professional engineer level 1 - pay point 2	\$51.68	\$51.68	\$51.68	\$64.60	\$38.76
Professional engineer level 1 - pay point 3	\$53.56	\$53.56	\$53.56	\$66.95	\$40.17
Professional engineer level 2	\$56.22	\$56.22	\$56.22	\$70.28	\$42.17
Professional engineer level 3	\$61.86	\$61.86	\$61.86	\$77.33	\$46.40
Professional engineer level 4	\$67.48	\$67.48	\$67.48	\$84.35	\$50.61
Professional engineer level 5	\$75.46	\$75.46	\$75.46	\$94.33	\$56.60

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	\$21.68	\$43.36	\$54.20	\$24.93	\$28.18
Administrative services officer level 1	\$21.22	\$42.44	\$53.05	\$24.40	\$27.59
Administrative services officer level 2	\$23.96	\$47.92	\$59.90	\$27.55	\$31.15
Administrative services officer level 3	\$26.14	\$52.28	\$65.35	\$30.06	\$33.98
Administrative services officer level 4	\$28.13	\$56.26	\$70.33	\$32.35	\$36.57
Administrative services officer level 5	\$30.67	\$61.34	\$76.68	\$35.27	\$39.87
Administrative services officer level 6	\$34.01	\$68.02	\$85.03	\$39.11	\$44.21
Administrative services officer level 7	\$36.66	\$73.32	\$91.65	\$42.16	\$47.66
Ground services officer level 1	\$20.17	\$40.34	\$50.43	\$23.20	\$26.22
Ground services officer level 2	\$20.62	\$41.24	\$51.55	\$23.71	\$26.81
Ground services officer level 3	\$21.07	\$42.14	\$52.68	\$24.23	\$27.39
Ground services officer level 4	\$21.68	\$43.36	\$54.20	\$24.93	\$28.18
Ground services officer level 5	\$22.53	\$45.06	\$56.33	\$25.91	\$29.29
Ground services officer level 6	\$23.32	\$46.64	\$58.30	\$26.82	\$30.32
Ground services officer level 7	\$24.04	\$48.08	\$60.10	\$27.65	\$31.25
Ground services officer level 8	\$24.51	\$49.02	\$61.28	\$28.19	\$31.86
Ground services officer level 9	\$24.83	\$49.66	\$62.08	\$28.55	\$32.28
Ground services officer level 10	\$25.15	\$50.30	\$62.88	\$28.92	\$32.70
Ground services officer level 11	\$25.62	\$51.24	\$64.05	\$29.46	\$33.31
Professional engineer level 1 - pay point 1	\$27.94	\$55.88	\$69.85	\$32.13	\$36.32
Professional engineer level 1 - pay point 2	\$29.03	\$58.06	\$72.58	\$33.38	\$37.74
Professional engineer level 1 - pay point 3	\$30.08	\$60.16	\$75.20	\$34.59	\$39.10
Professional engineer level 2	\$31.58	\$63.16	\$78.95	\$36.32	\$41.05
Professional engineer level 3	\$34.74	\$69.48	\$86.85	\$39.95	\$45.16
Professional engineer level 4	\$37.90	\$75.80	\$94.75	\$43.59	\$49.27
Professional engineer level 5	\$42.39	\$84.78	\$105.98	\$48.75	\$55.11

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker
Technical services assistant	\$32.52	\$43.36	\$43.36	\$54.20	\$54.20
Administrative services officer level 1	\$31.83	\$42.44	\$42.44	\$53.05	\$53.05
Administrative services officer level 2	\$35.94	\$47.92	\$47.92	\$59.90	\$59.90
Administrative services officer level 3	\$39.21	\$52.28	\$52.28	\$65.35	\$65.35
Administrative services officer level 4	\$42.20	\$56.26	\$56.26	\$70.33	\$70.33
Administrative services officer level 5	\$46.01	\$61.34	\$61.34	\$76.68	\$76.68
Administrative services officer level 6	\$51.02	\$68.02	\$68.02	\$85.03	\$85.03
Administrative services officer level 7	\$54.99	\$73.32	\$73.32	\$91.65	\$91.65
Ground services officer level 1	\$30.26	\$40.34	\$40.34	\$50.43	\$50.43
Ground services officer level 2	\$30.93	\$41.24	\$41.24	\$51.55	\$51.55
Ground services officer level 3	\$31.61	\$42.14	\$42.14	\$52.68	\$52.68
Ground services officer level 4	\$32.52	\$43.36	\$43.36	\$54.20	\$54.20
Ground services officer level 5	\$33.80	\$45.06	\$45.06	\$56.33	\$56.33
Ground services officer level 6	\$34.98	\$46.64	\$46.64	\$58.30	\$58.30
Ground services officer level 7	\$36.06	\$48.08	\$48.08	\$60.10	\$60.10
Ground services officer level 8	\$36.77	\$49.02	\$49.02	\$61.28	\$61.28
Ground services officer level 9	\$37.25	\$49.66	\$49.66	\$62.08	\$62.08
Ground services officer level 10	\$37.73	\$50.30	\$50.30	\$62.88	\$62.88
Ground services officer level 11	\$38.43	\$51.24	\$51.24	\$64.05	\$64.05
Professional engineer level 1 - pay point 1	\$41.91	\$55.88	\$55.88	\$69.85	\$69.85
Professional engineer level 1 - pay point 2	\$43.55	\$58.06	\$58.06	\$72.58	\$72.58
Professional engineer level 1 - pay point 3	\$45.12	\$60.16	\$60.16	\$75.20	\$75.20
Professional engineer level 2	\$47.37	\$63.16	\$63.16	\$78.95	\$78.95
Professional engineer level 3	\$52.11	\$69.48	\$69.48	\$86.85	\$86.85
Professional engineer level 4	\$56.85	\$75.80	\$75.80	\$94.75	\$94.75
Professional engineer level 5	\$63.59	\$84.78	\$84.78	\$105.98	\$105.98

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
Technical services assistant	\$32.52	\$43.36	\$43.36	\$32.52	\$43.36
Administrative services officer level 1	\$31.83	\$42.44	\$42.44	\$31.83	\$42.44
Administrative services officer level 2	\$35.94	\$47.92	\$47.92	\$35.94	\$47.92
Administrative services officer level 3	\$39.21	\$52.28	\$52.28	\$39.21	\$52.28
Administrative services officer level 4	\$42.20	\$56.26	\$56.26	\$42.20	\$56.26
Administrative services officer level 5	\$46.01	\$61.34	\$61.34	\$46.01	\$61.34
Administrative services officer level 6	\$51.02	\$68.02	\$68.02	\$51.02	\$68.02
Administrative services officer level 7	\$54.99	\$73.32	\$73.32	\$54.99	\$73.32
Ground services officer level 1	\$30.26	\$40.34	\$40.34	\$30.26	\$40.34
Ground services officer level 2	\$30.93	\$41.24	\$41.24	\$30.93	\$41.24
Ground services officer level 3	\$31.61	\$42.14	\$42.14	\$31.61	\$42.14
Ground services officer level 4	\$32.52	\$43.36	\$43.36	\$32.52	\$43.36
Ground services officer level 5	\$33.80	\$45.06	\$45.06	\$33.80	\$45.06
Ground services officer level 6	\$34.98	\$46.64	\$46.64	\$34.98	\$46.64
Ground services officer level 7	\$36.06	\$48.08	\$48.08	\$36.06	\$48.08
Ground services officer level 8	\$36.77	\$49.02	\$49.02	\$36.77	\$49.02
Ground services officer level 9	\$37.25	\$49.66	\$49.66	\$37.25	\$49.66
Ground services officer level 10	\$37.73	\$50.30	\$50.30	\$37.73	\$50.30
Ground services officer level 11	\$38.43	\$51.24	\$51.24	\$38.43	\$51.24
Professional engineer level 1 - pay point 1	\$41.91	\$55.88	\$55.88	\$41.91	\$55.88
Professional engineer level 1 - pay point 2	\$43.55	\$58.06	\$58.06	\$43.55	\$58.06
Professional engineer level 1 - pay point 3	\$45.12	\$60.16	\$60.16	\$45.12	\$60.16
Professional engineer level 2	\$47.37	\$63.16	\$63.16	\$47.37	\$63.16
Professional engineer level 3	\$52.11	\$69.48	\$69.48	\$52.11	\$69.48
Professional engineer level 4	\$56.85	\$75.80	\$75.80	\$56.85	\$75.80
Professional engineer level 5	\$63.59	\$84.78	\$84.78	\$63.59	\$84.78

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
Technical services assistant	\$43.36	\$43.36	\$43.36	\$54.20	\$32.52
Administrative services officer level 1	\$42.44	\$42.44	\$42.44	\$53.05	\$31.83
Administrative services officer level 2	\$47.92	\$47.92	\$47.92	\$59.90	\$35.94
Administrative services officer level 3	\$52.28	\$52.28	\$52.28	\$65.35	\$39.21
Administrative services officer level 4	\$56.26	\$56.26	\$56.26	\$70.33	\$42.20
Administrative services officer level 5	\$61.34	\$61.34	\$61.34	\$76.68	\$46.01
Administrative services officer level 6	\$68.02	\$68.02	\$68.02	\$85.03	\$51.02
Administrative services officer level 7	\$73.32	\$73.32	\$73.32	\$91.65	\$54.99
Ground services officer level 1	\$40.34	\$40.34	\$40.34	\$50.43	\$30.26
Ground services officer level 2	\$41.24	\$41.24	\$41.24	\$51.55	\$30.93
Ground services officer level 3	\$42.14	\$42.14	\$42.14	\$52.68	\$31.61
Ground services officer level 4	\$43.36	\$43.36	\$43.36	\$54.20	\$32.52
Ground services officer level 5	\$45.06	\$45.06	\$45.06	\$56.33	\$33.80
Ground services officer level 6	\$46.64	\$46.64	\$46.64	\$58.30	\$34.98
Ground services officer level 7	\$48.08	\$48.08	\$48.08	\$60.10	\$36.06
Ground services officer level 8	\$49.02	\$49.02	\$49.02	\$61.28	\$36.77
Ground services officer level 9	\$49.66	\$49.66	\$49.66	\$62.08	\$37.25
Ground services officer level 10	\$50.30	\$50.30	\$50.30	\$62.88	\$37.73
Ground services officer level 11	\$51.24	\$51.24	\$51.24	\$64.05	\$38.43
Professional engineer level 1 - pay point 1	\$55.88	\$55.88	\$55.88	\$69.85	\$41.91
Professional engineer level 1 - pay point 2	\$58.06	\$58.06	\$58.06	\$72.58	\$43.55
Professional engineer level 1 - pay point 3	\$60.16	\$60.16	\$60.16	\$75.20	\$45.12
Professional engineer level 2	\$63.16	\$63.16	\$63.16	\$78.95	\$47.37
Professional engineer level 3	\$69.48	\$69.48	\$69.48	\$86.85	\$52.11
Professional engineer level 4	\$75.80	\$75.80	\$75.80	\$94.75	\$56.85
Professional engineer level 5	\$84.78	\$84.78	\$84.78	\$105.98	\$63.59

Junior - Casual - Under 18 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday (ordinary hours) - day worker	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$17.86	\$32.15	\$39.30	\$20.01	\$22.15
Administrative services officer level 1	\$17.49	\$31.48	\$38.47	\$19.59	\$21.68
Administrative services officer level 2	\$19.75	\$35.55	\$43.45	\$22.12	\$24.49
Administrative services officer level 3	\$21.55	\$38.79	\$47.41	\$24.14	\$26.72
Administrative services officer level 4	\$23.19	\$41.74	\$51.01	\$25.97	\$28.75
Administrative services officer level 5	\$25.28	\$45.50	\$55.61	\$28.31	\$31.34
Administrative services officer level 6	\$28.03	\$50.45	\$61.66	\$31.39	\$34.75
Administrative services officer level 7	\$30.21	\$54.38	\$66.47	\$33.84	\$37.46
Ground services officer level 1	\$16.63	\$29.93	\$36.58	\$18.62	\$20.62
Ground services officer level 2	\$17.00	\$30.60	\$37.40	\$19.04	\$21.08
Ground services officer level 3	\$17.36	\$31.25	\$38.20	\$19.45	\$21.53
Ground services officer level 4	\$17.86	\$32.15	\$39.30	\$20.01	\$22.15
Ground services officer level 5	\$18.56	\$33.41	\$40.84	\$20.79	\$23.02
Ground services officer level 6	\$19.21	\$34.58	\$42.27	\$21.52	\$23.82
Ground services officer level 7	\$19.81	\$35.66	\$43.59	\$22.19	\$24.57
Ground services officer level 8	\$20.20	\$36.36	\$44.44	\$22.62	\$25.05
Ground services officer level 9	\$20.46	\$36.83	\$45.02	\$22.92	\$25.37
Ground services officer level 10	\$20.73	\$37.31	\$45.60	\$23.21	\$25.70
Ground services officer level 11	\$21.11	\$38.00	\$46.45	\$23.65	\$26.18
Professional engineer level 1 - pay point 1	\$23.03	\$41.45	\$50.66	\$25.79	\$28.55
Professional engineer level 1 - pay point 2	\$23.93	\$43.07	\$52.64	\$26.80	\$29.67
Professional engineer level 1 - pay point 3	\$24.79	\$44.62	\$54.53	\$27.76	\$30.74
Professional engineer level 2	\$26.04	\$46.87	\$57.28	\$29.16	\$32.29
Professional engineer level 3	\$28.64	\$51.55	\$63.00	\$32.07	\$35.51
Professional engineer level 4	\$31.24	\$56.23	\$68.72	\$34.99	\$38.73
Professional engineer level 5	\$34.94	\$62.89	\$76.86	\$39.13	\$43.32

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - ordinary hours - shiftworker
Technical services assistant	\$25.01	\$32.15	\$32.15	\$39.30	\$39.30
Administrative services officer level 1	\$24.48	\$31.48	\$31.48	\$38.47	\$38.47
Administrative services officer level 2	\$27.65	\$35.55	\$35.55	\$43.45	\$43.45
Administrative services officer level 3	\$30.17	\$38.79	\$38.79	\$47.41	\$47.41
Administrative services officer level 4	\$32.46	\$41.74	\$41.74	\$51.01	\$51.01
Administrative services officer level 5	\$35.39	\$45.50	\$45.50	\$55.61	\$55.61
Administrative services officer level 6	\$39.24	\$50.45	\$50.45	\$61.66	\$61.66
Administrative services officer level 7	\$42.30	\$54.38	\$54.38	\$66.47	\$66.47
Ground services officer level 1	\$23.28	\$29.93	\$29.93	\$36.58	\$36.58
Ground services officer level 2	\$23.80	\$30.60	\$30.60	\$37.40	\$37.40
Ground services officer level 3	\$24.31	\$31.25	\$31.25	\$38.20	\$38.20
Ground services officer level 4	\$25.01	\$32.15	\$32.15	\$39.30	\$39.30
Ground services officer level 5	\$25.99	\$33.41	\$33.41	\$40.84	\$40.84
Ground services officer level 6	\$26.90	\$34.58	\$34.58	\$42.27	\$42.27
Ground services officer level 7	\$27.74	\$35.66	\$35.66	\$43.59	\$43.59
Ground services officer level 8	\$28.28	\$36.36	\$36.36	\$44.44	\$44.44
Ground services officer level 9	\$28.65	\$36.83	\$36.83	\$45.02	\$45.02
Ground services officer level 10	\$29.02	\$37.31	\$37.31	\$45.60	\$45.60
Ground services officer level 11	\$29.56	\$38.00	\$38.00	\$46.45	\$46.45
Professional engineer level 1 - pay point 1	\$32.24	\$41.45	\$41.45	\$50.66	\$50.66
Professional engineer level 1 - pay point 2	\$33.50	\$43.07	\$43.07	\$52.64	\$52.64
Professional engineer level 1 - pay point 3	\$34.70	\$44.62	\$44.62	\$54.53	\$54.53
Professional engineer level 2	\$36.45	\$46.87	\$46.87	\$57.28	\$57.28
Professional engineer level 3	\$40.09	\$51.55	\$51.55	\$63.00	\$63.00
Professional engineer level 4	\$43.73	\$56.23	\$56.23	\$68.72	\$68.72
Professional engineer level 5	\$48.91	\$62.89	\$62.89	\$76.86	\$76.86

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 - public holiday - day workers	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Technical services assistant	\$21.44	\$28.58	\$28.58	\$35.73	\$21.44	\$28.58
Administrative services officer level 1	\$20.99	\$27.98	\$27.98	\$34.98	\$20.99	\$27.98
Administrative services officer level 2	\$23.70	\$31.60	\$31.60	\$39.50	\$23.70	\$31.60
Administrative services officer level 3	\$25.86	\$34.48	\$34.48	\$43.10	\$25.86	\$34.48
Administrative services officer level 4	\$27.83	\$37.10	\$37.10	\$46.38	\$27.83	\$37.10
Administrative services officer level 5	\$30.33	\$40.44	\$40.44	\$50.55	\$30.33	\$40.44
Administrative services officer level 6	\$33.63	\$44.84	\$44.84	\$56.05	\$33.63	\$44.84
Administrative services officer level 7	\$36.26	\$48.34	\$48.34	\$60.43	\$36.26	\$48.34
Ground services officer level 1	\$19.95	\$26.60	\$26.60	\$33.25	\$19.95	\$26.60
Ground services officer level 2	\$20.40	\$27.20	\$27.20	\$34.00	\$20.40	\$27.20
Ground services officer level 3	\$20.84	\$27.78	\$27.78	\$34.73	\$20.84	\$27.78
Ground services officer level 4	\$21.44	\$28.58	\$28.58	\$35.73	\$21.44	\$28.58
Ground services officer level 5	\$22.28	\$29.70	\$29.70	\$37.13	\$22.28	\$29.70
Ground services officer level 6	\$23.06	\$30.74	\$30.74	\$38.43	\$23.06	\$30.74
Ground services officer level 7	\$23.78	\$31.70	\$31.70	\$39.63	\$23.78	\$31.70
Ground services officer level 8	\$24.24	\$32.32	\$32.32	\$40.40	\$24.24	\$32.32
Ground services officer level 9	\$24.56	\$32.74	\$32.74	\$40.93	\$24.56	\$32.74
Ground services officer level 10	\$24.87	\$33.16	\$33.16	\$41.45	\$24.87	\$33.16
Ground services officer level 11	\$25.34	\$33.78	\$33.78	\$42.23	\$25.34	\$33.78
Professional engineer level 1 - pay point 1	\$27.63	\$36.84	\$36.84	\$46.05	\$27.63	\$36.84
Professional engineer level 1 - pay point 2	\$28.71	\$38.28	\$38.28	\$47.85	\$28.71	\$38.28
Professional engineer level 1 - pay point 3	\$29.75	\$39.66	\$39.66	\$49.58	\$29.75	\$39.66
Professional engineer level 2	\$31.25	\$41.66	\$41.66	\$52.08	\$31.25	\$41.66
Professional engineer level 3	\$34.37	\$45.82	\$45.82	\$57.28	\$34.37	\$45.82
Professional engineer level 4	\$37.49	\$49.98	\$49.98	\$62.48	\$37.49	\$49.98
Professional engineer level 5	\$41.93	\$55.90	\$55.90	\$69.88	\$41.93	\$55.90

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Overtime - public holiday - shiftworker	Immediate callback	Public holiday callback	Working through a meal break
Technical services assistant	\$28.58	\$35.73	\$28.58	\$35.73	\$25.01
Administrative services officer level 1	\$27.98	\$34.98	\$27.98	\$34.98	\$24.48
Administrative services officer level 2	\$31.60	\$39.50	\$31.60	\$39.50	\$27.65
Administrative services officer level 3	\$34.48	\$43.10	\$34.48	\$43.10	\$30.17
Administrative services officer level 4	\$37.10	\$46.38	\$37.10	\$46.38	\$32.46
Administrative services officer level 5	\$40.44	\$50.55	\$40.44	\$50.55	\$35.39
Administrative services officer level 6	\$44.84	\$56.05	\$44.84	\$56.05	\$39.24
Administrative services officer level 7	\$48.34	\$60.43	\$48.34	\$60.43	\$42.30
Ground services officer level 1	\$26.60	\$33.25	\$26.60	\$33.25	\$23.28
Ground services officer level 2	\$27.20	\$34.00	\$27.20	\$34.00	\$23.80
Ground services officer level 3	\$27.78	\$34.73	\$27.78	\$34.73	\$24.31
Ground services officer level 4	\$28.58	\$35.73	\$28.58	\$35.73	\$25.01
Ground services officer level 5	\$29.70	\$37.13	\$29.70	\$37.13	\$25.99
Ground services officer level 6	\$30.74	\$38.43	\$30.74	\$38.43	\$26.90
Ground services officer level 7	\$31.70	\$39.63	\$31.70	\$39.63	\$27.74
Ground services officer level 8	\$32.32	\$40.40	\$32.32	\$40.40	\$28.28
Ground services officer level 9	\$32.74	\$40.93	\$32.74	\$40.93	\$28.65
Ground services officer level 10	\$33.16	\$41.45	\$33.16	\$41.45	\$29.02
Ground services officer level 11	\$33.78	\$42.23	\$33.78	\$42.23	\$29.56
Professional engineer level 1 - pay point 1	\$36.84	\$46.05	\$36.84	\$46.05	\$32.24
Professional engineer level 1 - pay point 2	\$38.28	\$47.85	\$38.28	\$47.85	\$33.50
Professional engineer level 1 - pay point 3	\$39.66	\$49.58	\$39.66	\$49.58	\$34.70
Professional engineer level 2	\$41.66	\$52.08	\$41.66	\$52.08	\$36.45
Professional engineer level 3	\$45.82	\$57.28	\$45.82	\$57.28	\$40.09
Professional engineer level 4	\$49.98	\$62.48	\$49.98	\$62.48	\$43.73
Professional engineer level 5	\$55.90	\$69.88	\$55.90	\$69.88	\$48.91

Junior - Casual - 18 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday (ordinary hours) - day worker	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$20.84	\$37.51	\$45.84	\$23.34	\$25.84
Administrative services officer level 1	\$20.41	\$36.74	\$44.91	\$22.86	\$25.31
Administrative services officer level 2	\$23.04	\$41.47	\$50.68	\$25.80	\$28.57
Administrative services officer level 3	\$25.14	\$45.25	\$55.30	\$28.15	\$31.17
Administrative services officer level 4	\$27.05	\$48.69	\$59.51	\$30.30	\$33.54
Administrative services officer level 5	\$29.49	\$53.08	\$64.87	\$33.03	\$36.56
Administrative services officer level 6	\$32.70	\$58.86	\$71.94	\$36.62	\$40.55
Administrative services officer level 7	\$35.25	\$63.45	\$77.55	\$39.48	\$43.71
Ground services officer level 1	\$19.39	\$34.90	\$42.65	\$21.71	\$24.04
Ground services officer level 2	\$19.83	\$35.69	\$43.62	\$22.20	\$24.58
Ground services officer level 3	\$20.26	\$36.47	\$44.58	\$22.69	\$25.13
Ground services officer level 4	\$20.84	\$37.51	\$45.84	\$23.34	\$25.84
Ground services officer level 5	\$21.66	\$38.99	\$47.66	\$24.26	\$26.86
Ground services officer level 6	\$22.43	\$40.37	\$49.34	\$25.12	\$27.81
Ground services officer level 7	\$23.11	\$41.60	\$50.85	\$25.89	\$28.66
Ground services officer level 8	\$23.58	\$42.44	\$51.87	\$26.40	\$29.23
Ground services officer level 9	\$23.88	\$42.98	\$52.53	\$26.74	\$29.61
Ground services officer level 10	\$24.18	\$43.52	\$53.19	\$27.08	\$29.98
Ground services officer level 11	\$24.64	\$44.35	\$54.20	\$27.59	\$30.55
Professional engineer level 1 - pay point 1	\$26.86	\$48.35	\$59.10	\$30.09	\$33.31
Professional engineer level 1 - pay point 2	\$27.91	\$50.24	\$61.41	\$31.26	\$34.61
Professional engineer level 1 - pay point 3	\$28.93	\$52.07	\$63.64	\$32.40	\$35.87
Professional engineer level 2	\$30.38	\$54.68	\$66.83	\$34.02	\$37.67
Professional engineer level 3	\$33.41	\$60.14	\$73.51	\$37.42	\$41.43
Professional engineer level 4	\$36.45	\$65.61	\$80.19	\$40.82	\$45.20
Professional engineer level 5	\$40.75	\$73.35	\$89.65	\$45.64	\$50.53

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday (ordinary hours) - shiftworker
Technical services assistant	\$29.17	\$37.51	\$37.51	\$45.84	\$45.84
Administrative services officer level 1	\$28.58	\$36.74	\$36.74	\$44.91	\$44.91
Administrative services officer level 2	\$32.25	\$41.47	\$41.47	\$50.68	\$50.68
Administrative services officer level 3	\$35.19	\$45.25	\$45.25	\$55.30	\$55.30
Administrative services officer level 4	\$37.87	\$48.69	\$48.69	\$59.51	\$59.51
Administrative services officer level 5	\$41.28	\$53.08	\$53.08	\$64.87	\$64.87
Administrative services officer level 6	\$45.78	\$58.86	\$58.86	\$71.94	\$71.94
Administrative services officer level 7	\$49.35	\$63.45	\$63.45	\$77.55	\$77.55
Ground services officer level 1	\$27.14	\$34.90	\$34.90	\$42.65	\$42.65
Ground services officer level 2	\$27.76	\$35.69	\$35.69	\$43.62	\$43.62
Ground services officer level 3	\$28.37	\$36.47	\$36.47	\$44.58	\$44.58
Ground services officer level 4	\$29.17	\$37.51	\$37.51	\$45.84	\$45.84
Ground services officer level 5	\$30.33	\$38.99	\$38.99	\$47.66	\$47.66
Ground services officer level 6	\$31.40	\$40.37	\$40.37	\$49.34	\$49.34
Ground services officer level 7	\$32.36	\$41.60	\$41.60	\$50.85	\$50.85
Ground services officer level 8	\$33.01	\$42.44	\$42.44	\$51.87	\$51.87
Ground services officer level 9	\$33.43	\$42.98	\$42.98	\$52.53	\$52.53
Ground services officer level 10	\$33.85	\$43.52	\$43.52	\$53.19	\$53.19
Ground services officer level 11	\$34.49	\$44.35	\$44.35	\$54.20	\$54.20
Professional engineer level 1 - pay point 1	\$37.61	\$48.35	\$48.35	\$59.10	\$59.10
Professional engineer level 1 - pay point 2	\$39.08	\$50.24	\$50.24	\$61.41	\$61.41
Professional engineer level 1 - pay point 3	\$40.50	\$52.07	\$52.07	\$63.64	\$63.64
Professional engineer level 2	\$42.53	\$54.68	\$54.68	\$66.83	\$66.83
Professional engineer level 3	\$46.78	\$60.14	\$60.14	\$73.51	\$73.51
Professional engineer level 4	\$51.03	\$65.61	\$65.61	\$80.19	\$80.19
Professional engineer level 5	\$57.05	\$73.35	\$73.35	\$89.65	\$89.65

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 - public holiday - day workers	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Technical services assistant	\$25.01	\$33.34	\$33.34	\$41.68	\$25.01	\$33.34
Administrative services officer level 1	\$24.50	\$32.66	\$32.66	\$40.83	\$24.50	\$32.66
Administrative services officer level 2	\$27.65	\$36.86	\$36.86	\$46.08	\$27.65	\$36.86
Administrative services officer level 3	\$30.17	\$40.22	\$40.22	\$50.28	\$30.17	\$40.22
Administrative services officer level 4	\$32.46	\$43.28	\$43.28	\$54.10	\$32.46	\$43.28
Administrative services officer level 5	\$35.39	\$47.18	\$47.18	\$58.98	\$35.39	\$47.18
Administrative services officer level 6	\$39.24	\$52.32	\$52.32	\$65.40	\$39.24	\$52.32
Administrative services officer level 7	\$42.30	\$56.40	\$56.40	\$70.50	\$42.30	\$56.40
Ground services officer level 1	\$23.27	\$31.02	\$31.02	\$38.78	\$23.27	\$31.02
Ground services officer level 2	\$23.79	\$31.72	\$31.72	\$39.65	\$23.79	\$31.72
Ground services officer level 3	\$24.32	\$32.42	\$32.42	\$40.53	\$24.32	\$32.42
Ground services officer level 4	\$25.01	\$33.34	\$33.34	\$41.68	\$25.01	\$33.34
Ground services officer level 5	\$26.00	\$34.66	\$34.66	\$43.33	\$26.00	\$34.66
Ground services officer level 6	\$26.91	\$35.88	\$35.88	\$44.85	\$26.91	\$35.88
Ground services officer level 7	\$27.74	\$36.98	\$36.98	\$46.23	\$27.74	\$36.98
Ground services officer level 8	\$28.29	\$37.72	\$37.72	\$47.15	\$28.29	\$37.72
Ground services officer level 9	\$28.65	\$38.20	\$38.20	\$47.75	\$28.65	\$38.20
Ground services officer level 10	\$29.01	\$38.68	\$38.68	\$48.35	\$29.01	\$38.68
Ground services officer level 11	\$29.57	\$39.42	\$39.42	\$49.28	\$29.57	\$39.42
Professional engineer level 1 - pay point 1	\$32.24	\$42.98	\$42.98	\$53.73	\$32.24	\$42.98
Professional engineer level 1 - pay point 2	\$33.50	\$44.66	\$44.66	\$55.83	\$33.50	\$44.66
Professional engineer level 1 - pay point 3	\$34.71	\$46.28	\$46.28	\$57.85	\$34.71	\$46.28
Professional engineer level 2	\$36.45	\$48.60	\$48.60	\$60.75	\$36.45	\$48.60
Professional engineer level 3	\$40.10	\$53.46	\$53.46	\$66.83	\$40.10	\$53.46
Professional engineer level 4	\$43.74	\$58.32	\$58.32	\$72.90	\$43.74	\$58.32
Professional engineer level 5	\$48.90	\$65.20	\$65.20	\$81.50	\$48.90	\$65.20

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Overtime - public holiday - shiftworker	Immediate callback	Public holiday callback	Working through a meal break
Technical services assistant	\$33.34	\$41.68	\$33.34	\$41.68	\$29.17
Administrative services officer level 1	\$32.66	\$40.83	\$32.66	\$40.83	\$28.58
Administrative services officer level 2	\$36.86	\$46.08	\$36.86	\$46.08	\$32.25
Administrative services officer level 3	\$40.22	\$50.28	\$40.22	\$50.28	\$35.19
Administrative services officer level 4	\$43.28	\$54.10	\$43.28	\$54.10	\$37.87
Administrative services officer level 5	\$47.18	\$58.98	\$47.18	\$58.98	\$41.28
Administrative services officer level 6	\$52.32	\$65.40	\$52.32	\$65.40	\$45.78
Administrative services officer level 7	\$56.40	\$70.50	\$56.40	\$70.50	\$49.35
Ground services officer level 1	\$31.02	\$38.78	\$31.02	\$38.78	\$27.14
Ground services officer level 2	\$31.72	\$39.65	\$31.72	\$39.65	\$27.76
Ground services officer level 3	\$32.42	\$40.53	\$32.42	\$40.53	\$28.37
Ground services officer level 4	\$33.34	\$41.68	\$33.34	\$41.68	\$29.17
Ground services officer level 5	\$34.66	\$43.33	\$34.66	\$43.33	\$30.33
Ground services officer level 6	\$35.88	\$44.85	\$35.88	\$44.85	\$31.40
Ground services officer level 7	\$36.98	\$46.23	\$36.98	\$46.23	\$32.36
Ground services officer level 8	\$37.72	\$47.15	\$37.72	\$47.15	\$33.01
Ground services officer level 9	\$38.20	\$47.75	\$38.20	\$47.75	\$33.43
Ground services officer level 10	\$38.68	\$48.35	\$38.68	\$48.35	\$33.85
Ground services officer level 11	\$39.42	\$49.28	\$39.42	\$49.28	\$34.49
Professional engineer level 1 - pay point 1	\$42.98	\$53.73	\$42.98	\$53.73	\$37.61
Professional engineer level 1 - pay point 2	\$44.66	\$55.83	\$44.66	\$55.83	\$39.08
Professional engineer level 1 - pay point 3	\$46.28	\$57.85	\$46.28	\$57.85	\$40.50
Professional engineer level 2	\$48.60	\$60.75	\$48.60	\$60.75	\$42.53
Professional engineer level 3	\$53.46	\$66.83	\$53.46	\$66.83	\$46.78
Professional engineer level 4	\$58.32	\$72.90	\$58.32	\$72.90	\$51.03
Professional engineer level 5	\$65.20	\$81.50	\$65.20	\$81.50	\$57.05

Junior - Casual - 19 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday (ordinary hours) - day worker	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$24.13	\$43.43	\$53.08	\$27.02	\$29.92
Administrative services officer level 1	\$23.61	\$42.50	\$51.95	\$26.45	\$29.28
Administrative services officer level 2	\$26.66	\$47.99	\$58.66	\$29.86	\$33.06
Administrative services officer level 3	\$29.09	\$52.36	\$63.99	\$32.58	\$36.07
Administrative services officer level 4	\$31.30	\$56.34	\$68.86	\$35.06	\$38.81
Administrative services officer level 5	\$34.13	\$61.43	\$75.08	\$38.22	\$42.32
Administrative services officer level 6	\$37.84	\$68.11	\$83.24	\$42.38	\$46.92
Administrative services officer level 7	\$40.79	\$73.42	\$89.73	\$45.68	\$50.58
Ground services officer level 1	\$22.44	\$40.39	\$49.36	\$25.13	\$27.82
Ground services officer level 2	\$22.94	\$41.29	\$50.46	\$25.69	\$28.44
Ground services officer level 3	\$23.45	\$42.21	\$51.59	\$26.26	\$29.08
Ground services officer level 4	\$24.13	\$43.43	\$53.08	\$27.02	\$29.92
Ground services officer level 5	\$25.06	\$45.11	\$55.14	\$28.07	\$31.08
Ground services officer level 6	\$25.95	\$46.71	\$57.09	\$29.06	\$32.18
Ground services officer level 7	\$26.75	\$48.15	\$58.85	\$29.96	\$33.17
Ground services officer level 8	\$27.28	\$49.10	\$60.01	\$30.55	\$33.82
Ground services officer level 9	\$27.63	\$49.73	\$60.78	\$30.94	\$34.26
Ground services officer level 10	\$27.98	\$50.36	\$61.55	\$31.33	\$34.69
Ground services officer level 11	\$28.51	\$51.32	\$62.73	\$31.93	\$35.36
Professional engineer level 1 - pay point 1	\$31.09	\$55.96	\$68.39	\$34.82	\$38.55
Professional engineer level 1 - pay point 2	\$32.30	\$58.14	\$71.06	\$36.18	\$40.05
Professional engineer level 1 - pay point 3	\$33.48	\$60.26	\$73.65	\$37.49	\$41.51
Professional engineer level 2	\$35.14	\$63.25	\$77.30	\$39.35	\$43.57
Professional engineer level 3	\$38.66	\$69.59	\$85.06	\$43.30	\$47.94
Professional engineer level 4	\$42.18	\$75.92	\$92.79	\$47.24	\$52.30
Professional engineer level 5	\$47.16	\$84.89	\$103.76	\$52.82	\$58.48

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday (ordinary hours) - shiftworker
Technical services assistant	\$33.78	\$43.43	\$43.43	\$53.08	\$53.08
Administrative services officer level 1	\$33.06	\$42.50	\$42.50	\$51.95	\$51.95
Administrative services officer level 2	\$37.33	\$47.99	\$47.99	\$58.66	\$58.66
Administrative services officer level 3	\$40.72	\$52.36	\$52.36	\$63.99	\$63.99
Administrative services officer level 4	\$43.82	\$56.34	\$56.34	\$68.86	\$68.86
Administrative services officer level 5	\$47.78	\$61.43	\$61.43	\$75.08	\$75.08
Administrative services officer level 6	\$52.97	\$68.11	\$68.11	\$83.24	\$83.24
Administrative services officer level 7	\$57.10	\$73.42	\$73.42	\$89.73	\$89.73
Ground services officer level 1	\$31.41	\$40.39	\$40.39	\$49.36	\$49.36
Ground services officer level 2	\$32.11	\$41.29	\$41.29	\$50.46	\$50.46
Ground services officer level 3	\$32.83	\$42.21	\$42.21	\$51.59	\$51.59
Ground services officer level 4	\$33.78	\$43.43	\$43.43	\$53.08	\$53.08
Ground services officer level 5	\$35.09	\$45.11	\$45.11	\$55.14	\$55.14
Ground services officer level 6	\$36.33	\$46.71	\$46.71	\$57.09	\$57.09
Ground services officer level 7	\$37.45	\$48.15	\$48.15	\$58.85	\$58.85
Ground services officer level 8	\$38.19	\$49.10	\$49.10	\$60.01	\$60.01
Ground services officer level 9	\$38.68	\$49.73	\$49.73	\$60.78	\$60.78
Ground services officer level 10	\$39.17	\$50.36	\$50.36	\$61.55	\$61.55
Ground services officer level 11	\$39.92	\$51.32	\$51.32	\$62.73	\$62.73
Professional engineer level 1 - pay point 1	\$43.52	\$55.96	\$55.96	\$68.39	\$68.39
Professional engineer level 1 - pay point 2	\$45.22	\$58.14	\$58.14	\$71.06	\$71.06
Professional engineer level 1 - pay point 3	\$46.87	\$60.26	\$60.26	\$73.65	\$73.65
Professional engineer level 2	\$49.19	\$63.25	\$63.25	\$77.30	\$77.30
Professional engineer level 3	\$54.13	\$69.59	\$69.59	\$85.06	\$85.06
Professional engineer level 4	\$59.05	\$75.92	\$75.92	\$92.79	\$92.79
Professional engineer level 5	\$66.03	\$84.89	\$84.89	\$103.76	\$103.76

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 - public holiday - day workers	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Technical services assistant	\$28.95	\$38.60	\$38.60	\$48.25	\$28.95	\$38.60
Administrative services officer level 1	\$28.34	\$37.78	\$37.78	\$47.23	\$28.34	\$37.78
Administrative services officer level 2	\$32.00	\$42.66	\$42.66	\$53.33	\$32.00	\$42.66
Administrative services officer level 3	\$34.91	\$46.54	\$46.54	\$58.18	\$34.91	\$46.54
Administrative services officer level 4	\$37.56	\$50.08	\$50.08	\$62.60	\$37.56	\$50.08
Administrative services officer level 5	\$40.95	\$54.60	\$54.60	\$68.25	\$40.95	\$54.60
Administrative services officer level 6	\$45.41	\$60.54	\$60.54	\$75.68	\$45.41	\$60.54
Administrative services officer level 7	\$48.95	\$65.26	\$65.26	\$81.58	\$48.95	\$65.26
Ground services officer level 1	\$26.93	\$35.90	\$35.90	\$44.88	\$26.93	\$35.90
Ground services officer level 2	\$27.53	\$36.70	\$36.70	\$45.88	\$27.53	\$36.70
Ground services officer level 3	\$28.14	\$37.52	\$37.52	\$46.90	\$28.14	\$37.52
Ground services officer level 4	\$28.95	\$38.60	\$38.60	\$48.25	\$28.95	\$38.60
Ground services officer level 5	\$30.08	\$40.10	\$40.10	\$50.13	\$30.08	\$40.10
Ground services officer level 6	\$31.14	\$41.52	\$41.52	\$51.90	\$31.14	\$41.52
Ground services officer level 7	\$32.10	\$42.80	\$42.80	\$53.50	\$32.10	\$42.80
Ground services officer level 8	\$32.73	\$43.64	\$43.64	\$54.55	\$32.73	\$43.64
Ground services officer level 9	\$33.15	\$44.20	\$44.20	\$55.25	\$33.15	\$44.20
Ground services officer level 10	\$33.57	\$44.76	\$44.76	\$55.95	\$33.57	\$44.76
Ground services officer level 11	\$34.22	\$45.62	\$45.62	\$57.03	\$34.22	\$45.62
Professional engineer level 1 - pay point 1	\$37.31	\$49.74	\$49.74	\$62.18	\$37.31	\$49.74
Professional engineer level 1 - pay point 2	\$38.76	\$51.68	\$51.68	\$64.60	\$38.76	\$51.68
Professional engineer level 1 - pay point 3	\$40.17	\$53.56	\$53.56	\$66.95	\$40.17	\$53.56
Professional engineer level 2	\$42.17	\$56.22	\$56.22	\$70.28	\$42.17	\$56.22
Professional engineer level 3	\$46.40	\$61.86	\$61.86	\$77.33	\$46.40	\$61.86
Professional engineer level 4	\$50.61	\$67.48	\$67.48	\$84.35	\$50.61	\$67.48
Professional engineer level 5	\$56.60	\$75.46	\$75.46	\$94.33	\$56.60	\$75.46

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Overtime - public holiday - shiftworker	Immediate callback	Public holiday callback	Working through a meal break
Technical services assistant	\$38.60	\$48.25	\$38.60	\$48.25	\$33.78
Administrative services officer level 1	\$37.78	\$47.23	\$37.78	\$47.23	\$33.06
Administrative services officer level 2	\$42.66	\$53.33	\$42.66	\$53.33	\$37.33
Administrative services officer level 3	\$46.54	\$58.18	\$46.54	\$58.18	\$40.72
Administrative services officer level 4	\$50.08	\$62.60	\$50.08	\$62.60	\$43.82
Administrative services officer level 5	\$54.60	\$68.25	\$54.60	\$68.25	\$47.78
Administrative services officer level 6	\$60.54	\$75.68	\$60.54	\$75.68	\$52.97
Administrative services officer level 7	\$65.26	\$81.58	\$65.26	\$81.58	\$57.10
Ground services officer level 1	\$35.90	\$44.88	\$35.90	\$44.88	\$31.41
Ground services officer level 2	\$36.70	\$45.88	\$36.70	\$45.88	\$32.11
Ground services officer level 3	\$37.52	\$46.90	\$37.52	\$46.90	\$32.83
Ground services officer level 4	\$38.60	\$48.25	\$38.60	\$48.25	\$33.78
Ground services officer level 5	\$40.10	\$50.13	\$40.10	\$50.13	\$35.09
Ground services officer level 6	\$41.52	\$51.90	\$41.52	\$51.90	\$36.33
Ground services officer level 7	\$42.80	\$53.50	\$42.80	\$53.50	\$37.45
Ground services officer level 8	\$43.64	\$54.55	\$43.64	\$54.55	\$38.19
Ground services officer level 9	\$44.20	\$55.25	\$44.20	\$55.25	\$38.68
Ground services officer level 10	\$44.76	\$55.95	\$44.76	\$55.95	\$39.17
Ground services officer level 11	\$45.62	\$57.03	\$45.62	\$57.03	\$39.92
Professional engineer level 1 - pay point 1	\$49.74	\$62.18	\$49.74	\$62.18	\$43.52
Professional engineer level 1 - pay point 2	\$51.68	\$64.60	\$51.68	\$64.60	\$45.22
Professional engineer level 1 - pay point 3	\$53.56	\$66.95	\$53.56	\$66.95	\$46.87
Professional engineer level 2	\$56.22	\$70.28	\$56.22	\$70.28	\$49.19
Professional engineer level 3	\$61.86	\$77.33	\$61.86	\$77.33	\$54.13
Professional engineer level 4	\$67.48	\$84.35	\$67.48	\$84.35	\$59.05
Professional engineer level 5	\$75.46	\$94.33	\$75.46	\$94.33	\$66.03

Junior - Casual - 20 years

Table 1 of 4

Classification	Hourly pay rate	Sunday - day workers	Public holiday (ordinary hours) - day worker	Shiftwork - work between 6pm to 6.30am	Permanent shiftwork - work between 6pm to 8am
Technical services assistant	\$27.10	\$48.78	\$59.62	\$30.35	\$33.60
Administrative services officer level 1	\$26.53	\$47.75	\$58.36	\$29.71	\$32.89
Administrative services officer level 2	\$29.95	\$53.91	\$65.89	\$33.54	\$37.14
Administrative services officer level 3	\$32.68	\$58.82	\$71.89	\$36.60	\$40.52
Administrative services officer level 4	\$35.16	\$63.29	\$77.36	\$39.38	\$43.60
Administrative services officer level 5	\$38.34	\$69.01	\$84.34	\$42.94	\$47.54
Administrative services officer level 6	\$42.51	\$76.52	\$93.53	\$47.61	\$52.72
Administrative services officer level 7	\$45.83	\$82.49	\$100.82	\$51.32	\$56.82
Ground services officer level 1	\$25.21	\$45.38	\$55.47	\$28.24	\$31.26
Ground services officer level 2	\$25.78	\$46.40	\$56.71	\$28.87	\$31.96
Ground services officer level 3	\$26.34	\$47.41	\$57.94	\$29.50	\$32.66
Ground services officer level 4	\$27.10	\$48.78	\$59.62	\$30.35	\$33.60
Ground services officer level 5	\$28.16	\$50.69	\$61.96	\$31.54	\$34.92
Ground services officer level 6	\$29.15	\$52.47	\$64.13	\$32.65	\$36.15
Ground services officer level 7	\$30.05	\$54.09	\$66.11	\$33.66	\$37.26
Ground services officer level 8	\$30.64	\$55.15	\$67.40	\$34.31	\$37.99
Ground services officer level 9	\$31.04	\$55.87	\$68.28	\$34.76	\$38.49
Ground services officer level 10	\$31.44	\$56.59	\$69.16	\$35.21	\$38.98
Ground services officer level 11	\$32.03	\$57.65	\$70.46	\$35.87	\$39.71
Professional engineer level 1 - pay point 1	\$34.93	\$62.87	\$76.84	\$39.12	\$43.31
Professional engineer level 1 - pay point 2	\$36.29	\$65.32	\$79.83	\$40.64	\$45.00
Professional engineer level 1 - pay point 3	\$37.60	\$67.68	\$82.72	\$42.11	\$46.62
Professional engineer level 2	\$39.48	\$71.06	\$86.85	\$44.21	\$48.95
Professional engineer level 3	\$43.43	\$78.17	\$95.54	\$48.64	\$53.85
Professional engineer level 4	\$47.38	\$85.28	\$104.23	\$53.06	\$58.75
Professional engineer level 5	\$52.99	\$95.38	\$116.57	\$59.35	\$65.70

Table 2 of 4

Classification	Saturday - shiftworker	Saturday (25th December) - shiftworker	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday (ordinary hours) - shiftworker
Technical services assistant	\$37.94	\$48.78	\$48.78	\$59.62	\$59.62
Administrative services officer level 1	\$37.14	\$47.75	\$47.75	\$58.36	\$58.36
Administrative services officer level 2	\$41.93	\$53.91	\$53.91	\$65.89	\$65.89
Administrative services officer level 3	\$45.75	\$58.82	\$58.82	\$71.89	\$71.89
Administrative services officer level 4	\$49.23	\$63.29	\$63.29	\$77.36	\$77.36
Administrative services officer level 5	\$53.67	\$69.01	\$69.01	\$84.34	\$84.34
Administrative services officer level 6	\$59.52	\$76.52	\$76.52	\$93.53	\$93.53
Administrative services officer level 7	\$64.16	\$82.49	\$82.49	\$100.82	\$100.82
Ground services officer level 1	\$35.30	\$45.38	\$45.38	\$55.47	\$55.47
Ground services officer level 2	\$36.09	\$46.40	\$46.40	\$56.71	\$56.71
Ground services officer level 3	\$36.87	\$47.41	\$47.41	\$57.94	\$57.94
Ground services officer level 4	\$37.94	\$48.78	\$48.78	\$59.62	\$59.62
Ground services officer level 5	\$39.43	\$50.69	\$50.69	\$61.96	\$61.96
Ground services officer level 6	\$40.81	\$52.47	\$52.47	\$64.13	\$64.13
Ground services officer level 7	\$42.07	\$54.09	\$54.09	\$66.11	\$66.11
Ground services officer level 8	\$42.89	\$55.15	\$55.15	\$67.40	\$67.40
Ground services officer level 9	\$43.45	\$55.87	\$55.87	\$68.28	\$68.28
Ground services officer level 10	\$44.01	\$56.59	\$56.59	\$69.16	\$69.16
Ground services officer level 11	\$44.84	\$57.65	\$57.65	\$70.46	\$70.46
Professional engineer level 1 - pay point 1	\$48.90	\$62.87	\$62.87	\$76.84	\$76.84
Professional engineer level 1 - pay point 2	\$50.80	\$65.32	\$65.32	\$79.83	\$79.83
Professional engineer level 1 - pay point 3	\$52.64	\$67.68	\$67.68	\$82.72	\$82.72
Professional engineer level 2	\$55.27	\$71.06	\$71.06	\$86.85	\$86.85
Professional engineer level 3	\$60.80	\$78.17	\$78.17	\$95.54	\$95.54
Professional engineer level 4	\$66.33	\$85.28	\$85.28	\$104.23	\$104.23
Professional engineer level 5	\$74.18	\$95.38	\$95.38	\$116.57	\$116.57

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 - public holiday - day workers	Overtime - Monday to Friday - first 3 hours - shiftworker	Overtime - Monday to Friday - after the first 3 hours - shiftworker
Technical services assistant	\$32.52	\$43.36	\$43.36	\$54.20	\$32.52	\$43.36
Administrative services officer level 1	\$31.83	\$42.44	\$42.44	\$53.05	\$31.83	\$42.44
Administrative services officer level 2	\$35.94	\$47.92	\$47.92	\$59.90	\$35.94	\$47.92
Administrative services officer level 3	\$39.21	\$52.28	\$52.28	\$65.35	\$39.21	\$52.28
Administrative services officer level 4	\$42.20	\$56.26	\$56.26	\$70.33	\$42.20	\$56.26
Administrative services officer level 5	\$46.01	\$61.34	\$61.34	\$76.68	\$46.01	\$61.34
Administrative services officer level 6	\$51.02	\$68.02	\$68.02	\$85.03	\$51.02	\$68.02
Administrative services officer level 7	\$54.99	\$73.32	\$73.32	\$91.65	\$54.99	\$73.32
Ground services officer level 1	\$30.26	\$40.34	\$40.34	\$50.43	\$30.26	\$40.34
Ground services officer level 2	\$30.93	\$41.24	\$41.24	\$51.55	\$30.93	\$41.24
Ground services officer level 3	\$31.61	\$42.14	\$42.14	\$52.68	\$31.61	\$42.14
Ground services officer level 4	\$32.52	\$43.36	\$43.36	\$54.20	\$32.52	\$43.36
Ground services officer level 5	\$33.80	\$45.06	\$45.06	\$56.33	\$33.80	\$45.06
Ground services officer level 6	\$34.98	\$46.64	\$46.64	\$58.30	\$34.98	\$46.64
Ground services officer level 7	\$36.06	\$48.08	\$48.08	\$60.10	\$36.06	\$48.08
Ground services officer level 8	\$36.77	\$49.02	\$49.02	\$61.28	\$36.77	\$49.02
Ground services officer level 9	\$37.25	\$49.66	\$49.66	\$62.08	\$37.25	\$49.66
Ground services officer level 10	\$37.73	\$50.30	\$50.30	\$62.88	\$37.73	\$50.30
Ground services officer level 11	\$38.43	\$51.24	\$51.24	\$64.05	\$38.43	\$51.24
Professional engineer level 1 - pay point 1	\$41.91	\$55.88	\$55.88	\$69.85	\$41.91	\$55.88
Professional engineer level 1 - pay point 2	\$43.55	\$58.06	\$58.06	\$72.58	\$43.55	\$58.06
Professional engineer level 1 - pay point 3	\$45.12	\$60.16	\$60.16	\$75.20	\$45.12	\$60.16
Professional engineer level 2	\$47.37	\$63.16	\$63.16	\$78.95	\$47.37	\$63.16
Professional engineer level 3	\$52.11	\$69.48	\$69.48	\$86.85	\$52.11	\$69.48
Professional engineer level 4	\$56.85	\$75.80	\$75.80	\$94.75	\$56.85	\$75.80
Professional engineer level 5	\$63.59	\$84.78	\$84.78	\$105.98	\$63.59	\$84.78

Table 4 of 4

Classification	Overtime - Saturday and Sunday - shiftworker	Overtime - public holiday - shiftworker	Immediate callback	Public holiday callback	Working through a meal break
Technical services assistant	\$43.36	\$54.20	\$43.36	\$54.20	\$37.94
Administrative services officer level 1	\$42.44	\$53.05	\$42.44	\$53.05	\$37.14
Administrative services officer level 2	\$47.92	\$59.90	\$47.92	\$59.90	\$41.93
Administrative services officer level 3	\$52.28	\$65.35	\$52.28	\$65.35	\$45.75
Administrative services officer level 4	\$56.26	\$70.33	\$56.26	\$70.33	\$49.23
Administrative services officer level 5	\$61.34	\$76.68	\$61.34	\$76.68	\$53.67
Administrative services officer level 6	\$68.02	\$85.03	\$68.02	\$85.03	\$59.52
Administrative services officer level 7	\$73.32	\$91.65	\$73.32	\$91.65	\$64.16
Ground services officer level 1	\$40.34	\$50.43	\$40.34	\$50.43	\$35.30
Ground services officer level 2	\$41.24	\$51.55	\$41.24	\$51.55	\$36.09
Ground services officer level 3	\$42.14	\$52.68	\$42.14	\$52.68	\$36.87
Ground services officer level 4	\$43.36	\$54.20	\$43.36	\$54.20	\$37.94
Ground services officer level 5	\$45.06	\$56.33	\$45.06	\$56.33	\$39.43
Ground services officer level 6	\$46.64	\$58.30	\$46.64	\$58.30	\$40.81
Ground services officer level 7	\$48.08	\$60.10	\$48.08	\$60.10	\$42.07
Ground services officer level 8	\$49.02	\$61.28	\$49.02	\$61.28	\$42.89
Ground services officer level 9	\$49.66	\$62.08	\$49.66	\$62.08	\$43.45
Ground services officer level 10	\$50.30	\$62.88	\$50.30	\$62.88	\$44.01
Ground services officer level 11	\$51.24	\$64.05	\$51.24	\$64.05	\$44.84
Professional engineer level 1 - pay point 1	\$55.88	\$69.85	\$55.88	\$69.85	\$48.90
Professional engineer level 1 - pay point 2	\$58.06	\$72.58	\$58.06	\$72.58	\$50.80
Professional engineer level 1 - pay point 3	\$60.16	\$75.20	\$60.16	\$75.20	\$52.64
Professional engineer level 2	\$63.16	\$78.95	\$63.16	\$78.95	\$55.27
Professional engineer level 3	\$69.48	\$86.85	\$69.48	\$86.85	\$60.80
Professional engineer level 4	\$75.80	\$94.75	\$75.80	\$94.75	\$66.33
Professional engineer level 5	\$84.78	\$105.98	\$84.78	\$105.98	\$74.18

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$10.40	\$20.80	\$26.00	\$11.96	\$13.52	\$15.60	\$20.80
Apprentice 2nd year	\$13.62	\$27.24	\$34.05	\$15.66	\$17.71	\$20.43	\$27.24
Apprentice 3rd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$20.80	\$26.00	\$26.00	\$15.60	\$20.80	\$20.80	\$15.60
Apprentice 2nd year	\$27.24	\$34.05	\$34.05	\$20.43	\$27.24	\$27.24	\$20.43
Apprentice 3rd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$20.80	\$20.80	\$20.80	\$20.80	\$26.00	\$15.60
Apprentice 2nd year	\$27.24	\$27.24	\$27.24	\$27.24	\$34.05	\$20.43
Apprentice 3rd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$13.62	\$27.24	\$34.05	\$15.66	\$17.71	\$20.43	\$27.24
Apprentice 2nd year	\$13.62	\$27.24	\$34.05	\$15.66	\$17.71	\$20.43	\$27.24
Apprentice 3rd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$27.24	\$34.05	\$34.05	\$20.43	\$27.24	\$27.24	\$20.43
Apprentice 2nd year	\$27.24	\$34.05	\$34.05	\$20.43	\$27.24	\$27.24	\$20.43
Apprentice 3rd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$27.24	\$27.24	\$27.24	\$27.24	\$34.05	\$20.43
Apprentice 2nd year	\$27.24	\$27.24	\$27.24	\$27.24	\$34.05	\$20.43
Apprentice 3rd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 2nd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 3rd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 2nd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 3rd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 2nd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 3rd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 2nd year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 3rd year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 2nd year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 3rd year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 2nd year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 3rd year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$12.38	\$24.76	\$30.95	\$14.24	\$16.09	\$18.57	\$24.76
Apprentice 2nd year	\$14.86	\$29.72	\$37.15	\$17.09	\$19.32	\$22.29	\$29.72
Apprentice 3rd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$24.76	\$30.95	\$30.95	\$18.57	\$24.76	\$24.76	\$18.57
Apprentice 2nd year	\$29.72	\$37.15	\$37.15	\$22.29	\$29.72	\$29.72	\$22.29
Apprentice 3rd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$24.76	\$24.76	\$24.76	\$24.76	\$30.95	\$18.57
Apprentice 2nd year	\$29.72	\$29.72	\$29.72	\$29.72	\$37.15	\$22.29
Apprentice 3rd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$14.86	\$29.72	\$37.15	\$17.09	\$19.32	\$22.29	\$29.72
Apprentice 2nd year	\$14.86	\$29.72	\$37.15	\$17.09	\$19.32	\$22.29	\$29.72
Apprentice 3rd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$29.72	\$37.15	\$37.15	\$22.29	\$29.72	\$29.72	\$22.29
Apprentice 2nd year	\$29.72	\$37.15	\$37.15	\$22.29	\$29.72	\$29.72	\$22.29
Apprentice 3rd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$29.72	\$29.72	\$29.72	\$29.72	\$37.15	\$22.29
Apprentice 2nd year	\$29.72	\$29.72	\$29.72	\$29.72	\$37.15	\$22.29
Apprentice 3rd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 2nd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 3rd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 2nd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 3rd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 2nd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 3rd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 2nd year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 3rd year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 2nd year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 3rd year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 2nd year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 3rd year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$13.62	\$27.24	\$34.05	\$15.66	\$17.71	\$20.43	\$27.24
Apprentice 2nd year	\$16.10	\$32.20	\$40.25	\$18.52	\$20.93	\$24.15	\$32.20
Apprentice 3rd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$27.24	\$34.05	\$34.05	\$20.43	\$27.24	\$27.24	\$20.43
Apprentice 2nd year	\$32.20	\$40.25	\$40.25	\$24.15	\$32.20	\$32.20	\$24.15
Apprentice 3rd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$27.24	\$27.24	\$27.24	\$27.24	\$34.05	\$20.43
Apprentice 2nd year	\$32.20	\$32.20	\$32.20	\$32.20	\$40.25	\$24.15
Apprentice 3rd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$16.10	\$32.20	\$40.25	\$18.52	\$20.93	\$24.15	\$32.20
Apprentice 2nd year	\$16.10	\$32.20	\$40.25	\$18.52	\$20.93	\$24.15	\$32.20
Apprentice 3rd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$32.20	\$40.25	\$40.25	\$24.15	\$32.20	\$32.20	\$24.15
Apprentice 2nd year	\$32.20	\$40.25	\$40.25	\$24.15	\$32.20	\$32.20	\$24.15
Apprentice 3rd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$32.20	\$32.20	\$32.20	\$32.20	\$40.25	\$24.15
Apprentice 2nd year	\$32.20	\$32.20	\$32.20	\$32.20	\$40.25	\$24.15
Apprentice 3rd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 2nd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 3rd year	\$18.57	\$37.14	\$46.43	\$21.36	\$24.14	\$27.86	\$37.14
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 2nd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 3rd year	\$37.14	\$46.43	\$46.43	\$27.86	\$37.14	\$37.14	\$27.86
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 2nd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 3rd year	\$37.14	\$37.14	\$37.14	\$37.14	\$46.43	\$27.86
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

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

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 2nd year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 3rd year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 2nd year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 3rd year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 2nd year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 3rd year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

Adult apprentice - Started before 1 Jan 2014

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 2nd year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 3rd year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 4th year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 2nd year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 3rd year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 4th year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 2nd year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 3rd year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 4th year	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69

Adult apprentice - Started after 1 Jan 2014

Table 1 of 3

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	Saturday - shiftworker	Saturday (25th December) - shiftworker
Apprentice 1st year	\$21.79	\$43.58	\$54.48	\$25.06	\$28.33	\$32.69	\$43.58
Apprentice 2nd year	\$22.16	\$44.32	\$55.40	\$25.48	\$28.81	\$33.24	\$44.32
Apprentice 3rd year	\$22.16	\$44.32	\$55.40	\$25.48	\$28.81	\$33.24	\$44.32
Apprentice 4th year	\$22.16	\$44.32	\$55.40	\$25.48	\$28.81	\$33.24	\$44.32

Table 2 of 3

Classification	Sunday - shiftworker	Sunday (25th December) - shiftworker	Public holiday - shiftworker	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
Apprentice 1st year	\$43.58	\$54.48	\$54.48	\$32.69	\$43.58	\$43.58	\$32.69
Apprentice 2nd year	\$44.32	\$55.40	\$55.40	\$33.24	\$44.32	\$44.32	\$33.24
Apprentice 3rd year	\$44.32	\$55.40	\$55.40	\$33.24	\$44.32	\$44.32	\$33.24
Apprentice 4th year	\$44.32	\$55.40	\$55.40	\$33.24	\$44.32	\$44.32	\$33.24

Table 3 of 3

Classification	Overtime - Monday to Friday - after the first 3 hours - shiftworker	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	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Apprentice 2nd year	\$44.32	\$44.32	\$44.32	\$44.32	\$55.40	\$33.24
Apprentice 3rd year	\$44.32	\$44.32	\$44.32	\$44.32	\$55.40	\$33.24
Apprentice 4th year	\$44.32	\$44.32	\$44.32	\$44.32	\$55.40	\$33.24

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	\$2.17 per hour
Disability allowance - Technical service officers & Ground service officers - non chokage	\$0.95 per hour for each unpleasant condition experienced up to a maximum of \$1.42 per hour
Disability allowance - Technical service officers & Ground service officers - chokage	\$0.95 per hour for each unpleasant condition experienced up to a maximum of \$1.42 per hour for the remainder of the day
District airport allowance - without dependants - Alice Springs, Darwin, Mt Isa & Yulara	\$35.57 per week and a maximum of \$1,849.74 per annum
District airport allowance - with dependants - Alice Springs, Darwin, Mt Isa & Yulara	\$65.15 per week and a maximum of \$3,388.03 per annum
District airport allowance - without dependants - Tennant Creek	\$80.22 per week and a maximum of \$4,171.34 per annum
District airport allowance - with dependants - Tennant Creek	\$129.76 per week and a maximum of \$6,747.76 per annum
District airport allowance - without dependants - Townsville	\$13.61 per week and a maximum of \$707.81 per annum
District airport allowance - with dependants - Townsville	\$27.04 per week and a maximum of \$1,406.18 per annum
First aid allowance	\$0.50 per hour and a maximum of \$18.87 per week
Meal allowance - overtime	\$16.45 for the first meal and \$16.45 for an extra meal after every 5 hours

Allowances	Rate
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
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	\$36.81 per week
Tool allowance - Carpenter/Plumber	\$23.34 per week
Tool allowance - Electrician/Mechanic	\$16.89 per week
Tool allowance - Painter	\$5.76 per week
Travel allowance	\$6.64 per event
Uniform and protective clothing reimbursement	reimbursement for the cost of purchasing such special clothing