

Pay Guide - Registered and Licensed Clubs Award

[MA000058]

Published 27 July 2020

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2018.

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

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

Rates of pay

Adult

Full-time & part-time

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees	Sunday
Introductory	\$719.20	\$18.93	\$28.40	N/A	N/A	\$33.13
Introductory maintenance and horticultural employee	\$719.20	\$18.93	N/A	\$28.40	\$37.86	\$37.86
Level 1 - food and beverage attendant grade 1	\$739.90	\$19.47	\$29.21	N/A	N/A	\$34.07
Level 1 - guest service grade 1	\$739.90	\$19.47	\$29.21	N/A	N/A	\$34.07
Level 1 - kitchen attendant grade 1	\$739.90	\$19.47	\$29.21	N/A	N/A	\$34.07
Level 2 - child care worker grade 1	\$768.30	\$20.22	\$30.33	N/A	N/A	\$35.39
Level 2 - clerical grade 1	\$768.30	\$20.22	\$30.33	N/A	N/A	\$35.39
Level 2 - cook grade 1	\$768.30	\$20.22	\$30.33	N/A	N/A	\$35.39
Level 2 - doorman/security officer grade 1	\$768.30	\$20.22	\$30.33	N/A	N/A	\$35.39
Level 2 - food and beverage attendant grade 2	\$768.30	\$20.22	\$30.33	N/A	N/A	\$35.39
Level 2 - front office grade 1	\$768.30	\$20.22	\$30.33	N/A	N/A	\$35.39
Level 2 - guest service grade 2	\$768.30	\$20.22	\$30.33	N/A	N/A	\$35.39
Level 2 - kitchen attendant grade 2	\$768.30	\$20.22	\$30.33	N/A	N/A	\$35.39
Level 2 - leisure attendant grade 1	\$768.30	\$20.22	\$30.33	N/A	N/A	\$35.39
Level 2 - maintenance and horticultural employee level 1	\$768.30	\$20.22	N/A	\$30.33	\$40.44	\$40.44
Level 2 - storeperson grade 1	\$768.30	\$20.22	\$30.33	N/A	N/A	\$35.39
Level 3 - clerical grade 2	\$794.70	\$20.91	\$31.37	N/A	N/A	\$36.59
Level 3 - cook grade 2	\$794.70	\$20.91	\$31.37	N/A	N/A	\$36.59
Level 3 - food and beverage and gaming attendant grade 3	\$794.70	\$20.91	\$31.37	N/A	N/A	\$36.59
Level 3 - forklift driver	\$794.70	\$20.91	\$31.37	N/A	N/A	\$36.59
Level 3 - front office grade 2	\$794.70	\$20.91	\$31.37	N/A	N/A	\$36.59

Classification	Weekly pay rate	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees	Sunday
Level 3 - guest service grade 3	\$794.70	\$20.91	\$31.37	N/A	N/A	\$36.59
Level 3 - handyperson	\$794.70	\$20.91	\$31.37	N/A	N/A	\$36.59
Level 3 - kitchen attendant grade 3	\$794.70	\$20.91	\$31.37	N/A	N/A	\$36.59
Level 3 - leisure attendant grade 2	\$794.70	\$20.91	\$31.37	N/A	N/A	\$36.59
Level 3 - maintenance and horticultural employee level 2	\$794.70	\$20.91	N/A	\$31.37	\$41.82	\$41.82
Level 3 - storeperson grade 2	\$794.70	\$20.91	\$31.37	N/A	N/A	\$36.59
Level 3 - timekeeper/security officer grade 2	\$794.70	\$20.91	\$31.37	N/A	N/A	\$36.59
Level 4 - clerical grade 3	\$837.40	\$22.04	\$33.06	N/A	N/A	\$38.57
Level 4 - cook (tradesperson) grade 3	\$837.40	\$22.04	\$33.06	N/A	N/A	\$38.57
Level 4 - food and beverage attendant (tradesperson) grade 4	\$837.40	\$22.04	\$33.06	N/A	N/A	\$38.57
Level 4 - front office grade 3	\$837.40	\$22.04	\$33.06	N/A	N/A	\$38.57
Level 4 - guest service grade 4	\$837.40	\$22.04	\$33.06	N/A	N/A	\$38.57
Level 4 - leisure attendant grade 3	\$837.40	\$22.04	\$33.06	N/A	N/A	\$38.57
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$837.40	\$22.04	N/A	\$33.06	\$44.08	\$44.08
Level 4 - storeperson grade 3	\$837.40	\$22.04	\$33.06	N/A	N/A	\$38.57
Level 5 - child care worker grade 2	\$889.90	\$23.42	\$35.13	N/A	N/A	\$40.99
Level 5 - clerical supervisor	\$889.90	\$23.42	\$35.13	N/A	N/A	\$40.99
Level 5 - cook (tradesperson) grade 4	\$889.90	\$23.42	\$35.13	N/A	N/A	\$40.99
Level 5 - food and beverage and gaming attendant grade 5	N/A	\$23.42	\$35.13	N/A	N/A	\$40.99
Level 5 - front office supervisor	\$889.90	\$23.42	\$35.13	N/A	N/A	\$40.99
Level 5 - guest service supervisor	\$889.90	\$23.42	\$35.13	N/A	N/A	\$40.99
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$889.90	\$23.42	N/A	\$35.13	\$46.84	\$46.84
Level 6 - cook (tradesperson) grade 5	\$913.70	\$24.04	\$36.06	N/A	N/A	\$42.07

Classification	Weekly pay rate	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees	Sunday
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$913.70	\$24.04	\$36.06	N/A	N/A	\$42.07
Level 6 - child care worker grade 3	\$913.70	\$24.04	\$36.06	N/A	N/A	\$42.07
Level 7 - level A manager	\$936.70	\$24.65	\$36.98	N/A	N/A	\$43.14
Level 8 - level B manager	\$976.30	\$25.69	\$38.54	N/A	N/A	\$44.96
Level 8 - maintenance and horticultural management level 1	\$976.30	\$25.69	N/A	\$38.54	\$51.38	\$51.38
Level 9 - level C manager	\$989.30	\$26.03	\$39.05	N/A	N/A	\$45.55
Level 10 - level D manager	\$1,025.60	\$26.99	\$40.49	N/A	N/A	\$47.23
Level 11 - level E manager	\$1,063.00	\$27.97	\$41.96	N/A	N/A	\$48.95
Level 11 - maintenance and horticultural management level 2	\$1,063.00	\$27.97	N/A	\$41.96	\$55.94	\$55.94
Level 12 - level F manager	\$1,130.30	\$29.74	\$44.61	N/A	N/A	\$52.05
Level 13 - level G manager	\$1,152.40	\$30.33	\$45.50	N/A	N/A	\$53.08
Management trainee - 1st year	N/A	\$23.12	\$34.68	N/A	N/A	\$40.46
Management trainee - 2nd year	N/A	\$24.41	\$36.62	N/A	N/A	\$42.72
Management trainee - 3rd year	N/A	\$25.05	\$37.58	N/A	N/A	\$43.84
Management trainee - 4th year	N/A	\$25.69	\$38.54	N/A	N/A	\$44.96

Table 2 of 4

Classification	Public holiday	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Introductory	\$47.33	\$37.86	N/A	N/A	N/A	\$42.59
Introductory maintenance and horticultural employee	\$47.33	N/A	\$28.40	\$37.86	\$47.33	\$47.33
Level 1 - food and beverage attendant grade 1	\$48.68	\$38.94	N/A	N/A	N/A	\$43.81
Level 1 - guest service grade 1	\$48.68	\$38.94	N/A	N/A	N/A	\$43.81
Level 1 - kitchen attendant grade 1	\$48.68	\$38.94	N/A	N/A	N/A	\$43.81

Classification	Public holiday	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Level 2 - child care worker grade 1	\$50.55	\$40.44	N/A	N/A	N/A	\$45.50
Level 2 - clerical grade 1	\$50.55	\$40.44	N/A	N/A	N/A	\$45.50
Level 2 - cook grade 1	\$50.55	\$40.44	N/A	N/A	N/A	\$45.50
Level 2 - doorman/security officer grade 1	\$50.55	\$40.44	N/A	N/A	N/A	\$45.50
Level 2 - food and beverage attendant grade 2	\$50.55	\$40.44	N/A	N/A	N/A	\$45.50
Level 2 - front office grade 1	\$50.55	\$40.44	N/A	N/A	N/A	\$45.50
Level 2 - guest service grade 2	\$50.55	\$40.44	N/A	N/A	N/A	\$45.50
Level 2 - kitchen attendant grade 2	\$50.55	\$40.44	N/A	N/A	N/A	\$45.50
Level 2 - leisure attendant grade 1	\$50.55	\$40.44	N/A	N/A	N/A	\$45.50
Level 2 - maintenance and horticultural employee level 1	\$50.55	N/A	\$30.33	\$40.44	\$50.55	\$50.55
Level 2 - storeperson grade 1	\$50.55	\$40.44	N/A	N/A	N/A	\$45.50
Level 3 - clerical grade 2	\$52.28	\$41.82	N/A	N/A	N/A	\$47.05
Level 3 - cook grade 2	\$52.28	\$41.82	N/A	N/A	N/A	\$47.05
Level 3 - food and beverage and gaming attendant grade 3	\$52.28	\$41.82	N/A	N/A	N/A	\$47.05
Level 3 - forklift driver	\$52.28	\$41.82	N/A	N/A	N/A	\$47.05
Level 3 - front office grade 2	\$52.28	\$41.82	N/A	N/A	N/A	\$47.05
Level 3 - guest service grade 3	\$52.28	\$41.82	N/A	N/A	N/A	\$47.05
Level 3 - handyperson	\$52.28	\$41.82	N/A	N/A	N/A	\$47.05
Level 3 - kitchen attendant grade 3	\$52.28	\$41.82	N/A	N/A	N/A	\$47.05
Level 3 - leisure attendant grade 2	\$52.28	\$41.82	N/A	N/A	N/A	\$47.05
Level 3 - maintenance and horticultural employee level 2	\$52.28	N/A	\$31.37	\$41.82	\$52.28	\$52.28
Level 3 - storeperson grade 2	\$52.28	\$41.82	N/A	N/A	N/A	\$47.05
Level 3 - timekeeper/security officer grade 2	\$52.28	\$41.82	N/A	N/A	N/A	\$47.05
Level 4 - clerical grade 3	\$55.10	\$44.08	N/A	N/A	N/A	\$49.59

Classification	Public holiday	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Level 4 - cook (tradesperson) grade 3	\$55.10	\$44.08	N/A	N/A	N/A	\$49.59
Level 4 - food and beverage attendant (tradesperson) grade 4	\$55.10	\$44.08	N/A	N/A	N/A	\$49.59
Level 4 - front office grade 3	\$55.10	\$44.08	N/A	N/A	N/A	\$49.59
Level 4 - guest service grade 4	\$55.10	\$44.08	N/A	N/A	N/A	\$49.59
Level 4 - leisure attendant grade 3	\$55.10	\$44.08	N/A	N/A	N/A	\$49.59
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$55.10	N/A	\$33.06	\$44.08	\$55.10	\$55.10
Level 4 - storeperson grade 3	\$55.10	\$44.08	N/A	N/A	N/A	\$49.59
Level 5 - child care worker grade 2	\$58.55	\$46.84	N/A	N/A	N/A	\$52.70
Level 5 - clerical supervisor	\$58.55	\$46.84	N/A	N/A	N/A	\$52.70
Level 5 - cook (tradesperson) grade 4	\$58.55	\$46.84	N/A	N/A	N/A	\$52.70
Level 5 - food and beverage and gaming attendant grade 5	\$58.55	\$46.84	N/A	N/A	N/A	\$52.70
Level 5 - front office supervisor	\$58.55	\$46.84	N/A	N/A	N/A	\$52.70
Level 5 - guest service supervisor	\$58.55	\$46.84	N/A	N/A	N/A	\$52.70
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$58.55	N/A	\$35.13	\$46.84	\$58.55	\$58.55
Level 6 - cook (tradesperson) grade 5	\$60.10	\$48.08	N/A	N/A	N/A	\$54.09
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$60.10	\$48.08	N/A	N/A	N/A	\$54.09
Level 6 - child care worker grade 3	\$60.10	\$48.08	N/A	N/A	N/A	\$54.09
Level 7 - level A manager	\$61.63	\$49.30	N/A	N/A	N/A	\$55.46
Level 8 - level B manager	\$64.23	\$51.38	N/A	N/A	N/A	\$57.80
Level 8 - maintenance and horticultural management level 1	\$64.23	N/A	\$38.54	\$51.38	\$64.23	\$64.23
Level 9 - level C manager	\$65.08	\$52.06	N/A	N/A	N/A	\$58.57

Classification	Public holiday	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Level 10 - level D manager	\$67.48	\$53.98	N/A	N/A	N/A	\$60.73
Level 11 - level E manager	\$69.93	\$55.94	N/A	N/A	N/A	\$62.93
Level 11 - maintenance and horticultural management level 2	\$69.93	N/A	\$41.96	\$55.94	\$69.93	\$69.93
Level 12 - level F manager	\$74.35	\$59.48	N/A	N/A	N/A	\$66.92
Level 13 - level G manager	\$75.83	\$60.66	N/A	N/A	N/A	\$68.24
Management trainee - 1st year	\$57.80	\$46.24	N/A	N/A	N/A	\$52.02
Management trainee - 2nd year	\$61.03	\$48.82	N/A	N/A	N/A	\$54.92
Management trainee - 3rd year	\$62.63	\$50.10	N/A	N/A	N/A	\$56.36
Management trainee - 4th year	\$64.23	\$51.38	N/A	N/A	N/A	\$57.80

Table 3 of 4

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Introductory	\$28.40	\$18.93 per hour plus \$2.20 per hour or part of an hour	\$18.93 per hour plus \$3.31 per hour or part of an hour	\$28.40	\$37.86
Introductory maintenance and horticultural employee	N/A	N/A	N/A	\$28.40	\$37.86
Level 1 - food and beverage attendant grade 1	\$29.21	\$19.47 per hour plus \$2.20 per hour or part of an hour	\$19.47 per hour plus \$3.31 per hour or part of an hour	\$29.21	\$38.94
Level 1 - guest service grade 1	\$29.21	\$19.47 per hour plus \$2.20 per hour or part of an hour	\$19.47 per hour plus \$3.31 per hour or part of an hour	\$29.21	\$38.94
Level 1 - kitchen attendant grade 1	\$29.21	\$19.47 per hour plus \$2.20 per hour or part of an hour	\$19.47 per hour plus \$3.31 per hour or part of an hour	\$29.21	\$38.94

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 2 - child care worker grade 1	\$30.33	\$20.22 per hour plus \$2.20 per hour or part of an hour	\$20.22 per hour plus \$3.31 per hour or part of an hour	\$30.33	\$40.44
Level 2 - clerical grade 1	\$30.33	\$20.22 per hour plus \$2.20 per hour or part of an hour	\$20.22 per hour plus \$3.31 per hour or part of an hour	\$30.33	\$40.44
Level 2 - cook grade 1	\$30.33	\$20.22 per hour plus \$2.20 per hour or part of an hour	\$20.22 per hour plus \$3.31 per hour or part of an hour	\$30.33	\$40.44
Level 2 - doorman/security officer grade 1	\$30.33	\$20.22 per hour plus \$2.20 per hour or part of an hour	\$20.22 per hour plus \$3.31 per hour or part of an hour	\$30.33	\$40.44
Level 2 - food and beverage attendant grade 2	\$30.33	\$20.22 per hour plus \$2.20 per hour or part of an hour	\$20.22 per hour plus \$3.31 per hour or part of an hour	\$30.33	\$40.44
Level 2 - front office grade 1	\$30.33	\$20.22 per hour plus \$2.20 per hour or part of an hour	\$20.22 per hour plus \$3.31 per hour or part of an hour	\$30.33	\$40.44
Level 2 - guest service grade 2	\$30.33	\$20.22 per hour plus \$2.20 per hour or part of an hour	\$20.22 per hour plus \$3.31 per hour or part of an hour	\$30.33	\$40.44
Level 2 - kitchen attendant grade 2	\$30.33	\$20.22 per hour plus \$2.20 per hour or part of an hour	\$20.22 per hour plus \$3.31 per hour or part of an hour	\$30.33	\$40.44
Level 2 - leisure attendant grade 1	\$30.33	\$20.22 per hour plus \$2.20 per hour or part of an hour	\$20.22 per hour plus \$3.31 per hour or part of an hour	\$30.33	\$40.44
Level 2 - maintenance and horticultural employee level 1	N/A	N/A	N/A	\$30.33	\$40.44
Level 2 - storeperson grade 1	\$30.33	\$20.22 per hour plus \$2.20 per hour or part of an hour	\$20.22 per hour plus \$3.31 per hour or part of an hour	\$30.33	\$40.44

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 3 - clerical grade 2	\$31.37	\$20.91 per hour plus \$2.20 per hour or part of an hour	\$20.91 per hour plus \$3.31 per hour or part of an hour	\$31.37	\$41.82
Level 3 - cook grade 2	\$31.37	\$20.91 per hour plus \$2.20 per hour or part of an hour	\$20.91 per hour plus \$3.31 per hour or part of an hour	\$31.37	\$41.82
Level 3 - food and beverage and gaming attendant grade 3	\$31.37	\$20.91 per hour plus \$2.20 per hour or part of an hour	\$20.91 per hour plus \$3.31 per hour or part of an hour	\$31.37	\$41.82
Level 3 - forklift driver	\$31.37	\$20.91 per hour plus \$2.20 per hour or part of an hour	\$20.91 per hour plus \$3.31 per hour or part of an hour	\$31.37	\$41.82
Level 3 - front office grade 2	\$31.37	\$20.91 per hour plus \$2.20 per hour or part of an hour	\$20.91 per hour plus \$3.31 per hour or part of an hour	\$31.37	\$41.82
Level 3 - guest service grade 3	\$31.37	\$20.91 per hour plus \$2.20 per hour or part of an hour	\$20.91 per hour plus \$3.31 per hour or part of an hour	\$31.37	\$41.82
Level 3 - handyperson	\$31.37	\$20.91 per hour plus \$2.20 per hour or part of an hour	\$20.91 per hour plus \$3.31 per hour or part of an hour	\$31.37	\$41.82
Level 3 - kitchen attendant grade 3	\$31.37	\$20.91 per hour plus \$2.20 per hour or part of an hour	\$20.91 per hour plus \$3.31 per hour or part of an hour	\$31.37	\$41.82
Level 3 - leisure attendant grade 2	\$31.37	\$20.91 per hour plus \$2.20 per hour or part of an hour	\$20.91 per hour plus \$3.31 per hour or part of an hour	\$31.37	\$41.82
Level 3 - maintenance and horticultural employee level 2	N/A	N/A	N/A	\$31.37	\$41.82
Level 3 - storeperson grade 2	\$31.37	\$20.91 per hour plus \$2.20 per hour or part of an hour	\$20.91 per hour plus \$3.31 per hour or part of an hour	\$31.37	\$41.82

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 3 - timekeeper/security officer grade 2	\$31.37	\$20.91 per hour plus \$2.20 per hour or part of an hour	\$20.91 per hour plus \$3.31 per hour or part of an hour	\$31.37	\$41.82
Level 4 - clerical grade 3	\$33.06	\$22.04 per hour plus \$2.20 per hour or part of an hour	\$22.04 per hour plus \$3.31 per hour or part of an hour	\$33.06	\$44.08
Level 4 - cook (tradesperson) grade 3	\$33.06	\$22.04 per hour plus \$2.20 per hour or part of an hour	\$22.04 per hour plus \$3.31 per hour or part of an hour	\$33.06	\$44.08
Level 4 - food and beverage attendant (tradesperson) grade 4	\$33.06	\$22.04 per hour plus \$2.20 per hour or part of an hour	\$22.04 per hour plus \$3.31 per hour or part of an hour	\$33.06	\$44.08
Level 4 - front office grade 3	\$33.06	\$22.04 per hour plus \$2.20 per hour or part of an hour	\$22.04 per hour plus \$3.31 per hour or part of an hour	\$33.06	\$44.08
Level 4 - guest service grade 4	\$33.06	\$22.04 per hour plus \$2.20 per hour or part of an hour	\$22.04 per hour plus \$3.31 per hour or part of an hour	\$33.06	\$44.08
Level 4 - leisure attendant grade 3	\$33.06	\$22.04 per hour plus \$2.20 per hour or part of an hour	\$22.04 per hour plus \$3.31 per hour or part of an hour	\$33.06	\$44.08
Level 4 - maintenance and horticultural level 3 (tradesperson)	N/A	N/A	N/A	\$33.06	\$44.08
Level 4 - storeperson grade 3	\$33.06	\$22.04 per hour plus \$2.20 per hour or part of an hour	\$22.04 per hour plus \$3.31 per hour or part of an hour	\$33.06	\$44.08
Level 5 - child care worker grade 2	\$35.13	\$23.42 per hour plus \$2.20 per hour or part of an hour	\$23.42 per hour plus \$3.31 per hour or part of an hour	\$35.13	\$46.84
Level 5 - clerical supervisor	\$35.13	\$23.42 per hour plus \$2.20 per hour or part of an hour	\$23.42 per hour plus \$3.31 per hour or part of an hour	\$35.13	\$46.84

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 5 - cook (tradesperson) grade 4	\$35.13	\$23.42 per hour plus \$2.20 per hour or part of an hour	\$23.42 per hour plus \$3.31 per hour or part of an hour	\$35.13	\$46.84
Level 5 - food and beverage and gaming attendant grade 5	\$35.13	\$23.42 per hour plus \$2.20 per hour or part of an hour	\$23.42 per hour plus \$3.31 per hour or part of an hour	\$35.13	\$46.84
Level 5 - front office supervisor	\$35.13	\$23.42 per hour plus \$2.20 per hour or part of an hour	\$23.42 per hour plus \$3.31 per hour or part of an hour	\$35.13	\$46.84
Level 5 - guest service supervisor	\$35.13	\$23.42 per hour plus \$2.20 per hour or part of an hour	\$23.42 per hour plus \$3.31 per hour or part of an hour	\$35.13	\$46.84
Level 5 - maintenance and horticultural level 4 (tradesperson)	N/A	N/A	N/A	\$35.13	\$46.84
Level 6 - cook (tradesperson) grade 5	\$36.06	\$24.04 per hour plus \$2.20 per hour or part of an hour	\$24.04 per hour plus \$3.31 per hour or part of an hour	\$36.06	\$48.08
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$36.06	\$24.04 per hour plus \$2.20 per hour or part of an hour	\$24.04 per hour plus \$3.31 per hour or part of an hour	\$36.06	\$48.08
Level 6 - child care worker grade 3	\$36.06	\$24.04 per hour plus \$2.20 per hour or part of an hour	\$24.04 per hour plus \$3.31 per hour or part of an hour	\$36.06	\$48.08
Level 7 - level A manager	\$36.98	\$24.65 per hour plus \$2.20 per hour or part of an hour	\$24.65 per hour plus \$3.31 per hour or part of an hour	\$36.98	\$49.30
Level 8 - level B manager	\$38.54	\$25.69 per hour plus \$2.20 per hour or part of an hour	\$25.69 per hour plus \$3.31 per hour or part of an hour	\$38.54	\$51.38
Level 8 - maintenance and horticultural management level 1	N/A	N/A	N/A	\$38.54	\$51.38

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 9 - level C manager	\$39.05	\$26.03 per hour plus \$2.20 per hour or part of an hour	\$26.03 per hour plus \$3.31 per hour or part of an hour	\$39.05	\$52.06
Level 10 - level D manager	\$40.49	\$26.99 per hour plus \$2.20 per hour or part of an hour	\$26.99 per hour plus \$3.31 per hour or part of an hour	\$40.49	\$53.98
Level 11 - level E manager	\$41.96	\$27.97 per hour plus \$2.20 per hour or part of an hour	\$27.97 per hour plus \$3.31 per hour or part of an hour	\$41.96	\$55.94
Level 11 - maintenance and horticultural management level 2	N/A	N/A	N/A	\$41.96	\$55.94
Level 12 - level F manager	\$44.61	\$29.74 per hour plus \$2.20 per hour or part of an hour	\$29.74 per hour plus \$3.31 per hour or part of an hour	\$44.61	\$59.48
Level 13 - level G manager	\$45.50	\$30.33 per hour plus \$2.20 per hour or part of an hour	\$30.33 per hour plus \$3.31 per hour or part of an hour	\$45.50	\$60.66
Management trainee - 1st year	\$34.68	\$23.12 per hour plus \$2.20 per hour or part of an hour	\$23.12 per hour plus \$3.31 per hour or part of an hour	\$34.68	\$46.24
Management trainee - 2nd year	\$36.62	\$24.41 per hour plus \$2.20 per hour or part of an hour	\$24.41 per hour plus \$3.31 per hour or part of an hour	\$36.62	\$48.82
Management trainee - 3rd year	\$37.58	\$25.05 per hour plus \$2.20 per hour or part of an hour	\$25.05 per hour plus \$3.31 per hour or part of an hour	\$37.58	\$50.10
Management trainee - 4th year	\$38.54	\$25.69 per hour plus \$2.20 per hour or part of an hour	\$25.69 per hour plus \$3.31 per hour or part of an hour	\$38.54	\$51.38

Table 4 of 4

Classification	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	\$33.13	\$37.86	\$37.86	\$47.33	\$37.86
Introductory maintenance and horticultural employee	\$33.13	\$37.86	\$37.86	\$47.33	\$37.86
Level 1 - food and beverage attendant grade 1	\$34.07	\$38.94	\$38.94	\$48.68	\$38.94
Level 1 - guest service grade 1	\$34.07	\$38.94	\$38.94	\$48.68	\$38.94
Level 1 - kitchen attendant grade 1	\$34.07	\$38.94	\$38.94	\$48.68	\$38.94
Level 2 - child care worker grade 1	\$35.39	\$40.44	\$40.44	\$50.55	\$40.44
Level 2 - clerical grade 1	\$35.39	\$40.44	\$40.44	\$50.55	\$40.44
Level 2 - cook grade 1	\$35.39	\$40.44	\$40.44	\$50.55	\$40.44
Level 2 - doorperson/security officer grade 1	\$35.39	\$40.44	\$40.44	\$50.55	\$40.44
Level 2 - food and beverage attendant grade 2	\$35.39	\$40.44	\$40.44	\$50.55	\$40.44
Level 2 - front office grade 1	\$35.39	\$40.44	\$40.44	\$50.55	\$40.44
Level 2 - guest service grade 2	\$35.39	\$40.44	\$40.44	\$50.55	\$40.44
Level 2 - kitchen attendant grade 2	\$35.39	\$40.44	\$40.44	\$50.55	\$40.44
Level 2 - leisure attendant grade 1	\$35.39	\$40.44	\$40.44	\$50.55	\$40.44
Level 2 - maintenance and horticultural employee level 1	\$35.39	\$40.44	\$40.44	\$50.55	\$40.44
Level 2 - storeperson grade 1	\$35.39	\$40.44	\$40.44	\$50.55	\$40.44
Level 3 - clerical grade 2	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82
Level 3 - cook grade 2	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82
Level 3 - food and beverage and gaming attendant grade 3	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82
Level 3 - forklift driver	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82
Level 3 - front office grade 2	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82
Level 3 - guest service grade 3	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82
Level 3 - handyperson	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82
Level 3 - kitchen attendant grade 3	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82
Level 3 - leisure attendant grade 2	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82
Level 3 - maintenance and horticultural employee level 2	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82

Classification	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 3 - storeperson grade 2	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82
Level 3 - timekeeper/security officer grade 2	\$36.59	\$41.82	\$41.82	\$52.28	\$41.82
Level 4 - clerical grade 3	\$38.57	\$44.08	\$44.08	\$55.10	\$44.08
Level 4 - cook (tradesperson) grade 3	\$38.57	\$44.08	\$44.08	\$55.10	\$44.08
Level 4 - food and beverage attendant (tradesperson) grade 4	\$38.57	\$44.08	\$44.08	\$55.10	\$44.08
Level 4 - front office grade 3	\$38.57	\$44.08	\$44.08	\$55.10	\$44.08
Level 4 - guest service grade 4	\$38.57	\$44.08	\$44.08	\$55.10	\$44.08
Level 4 - leisure attendant grade 3	\$38.57	\$44.08	\$44.08	\$55.10	\$44.08
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$38.57	\$44.08	\$44.08	\$55.10	\$44.08
Level 4 - storeperson grade 3	\$38.57	\$44.08	\$44.08	\$55.10	\$44.08
Level 5 - child care worker grade 2	\$40.99	\$46.84	\$46.84	\$58.55	\$46.84
Level 5 - clerical supervisor	\$40.99	\$46.84	\$46.84	\$58.55	\$46.84
Level 5 - cook (tradesperson) grade 4	\$40.99	\$46.84	\$46.84	\$58.55	\$46.84
Level 5 - food and beverage and gaming attendant grade 5	\$40.99	\$46.84	\$46.84	\$58.55	\$46.84
Level 5 - front office supervisor	\$40.99	\$46.84	\$46.84	\$58.55	\$46.84
Level 5 - guest service supervisor	\$40.99	\$46.84	\$46.84	\$58.55	\$46.84
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$40.99	\$46.84	\$46.84	\$58.55	\$46.84
Level 6 - cook (tradesperson) grade 5	\$42.07	\$48.08	\$48.08	\$60.10	\$48.08
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$42.07	\$48.08	\$48.08	\$60.10	\$48.08
Level 6 - child care worker grade 3	\$42.07	\$48.08	\$48.08	\$60.10	\$48.08
Level 7 - level A manager	\$43.14	\$49.30	\$49.30	\$61.63	\$49.30
Level 8 - level B manager	\$44.96	\$51.38	\$51.38	\$64.23	\$51.38
Level 8 - maintenance and horticultural management level 1	\$44.96	\$51.38	\$51.38	\$64.23	\$51.38

Classification	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 9 - level C manager	\$45.55	\$52.06	\$52.06	\$65.08	\$52.06
Level 10 - level D manager	\$47.23	\$53.98	\$53.98	\$67.48	\$53.98
Level 11 - level E manager	\$48.95	\$55.94	\$55.94	\$69.93	\$55.94
Level 11 - maintenance and horticultural management level 2	\$48.95	\$55.94	\$55.94	\$69.93	\$55.94
Level 12 - level F manager	\$52.05	\$59.48	\$59.48	\$74.35	\$59.48
Level 13 - level G manager	\$53.08	\$60.66	\$60.66	\$75.83	\$60.66
Management trainee - 1st year	\$40.46	\$46.24	\$46.24	\$57.80	\$46.24
Management trainee - 2nd year	\$42.72	\$48.82	\$48.82	\$61.03	\$48.82
Management trainee - 3rd year	\$43.84	\$50.10	\$50.10	\$62.63	\$50.10
Management trainee - 4th year	\$44.96	\$51.38	\$51.38	\$64.23	\$51.38

Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees
Fitness instructor	\$47.72	\$57.26	N/A	N/A
Introductory	\$23.66	\$28.40	N/A	N/A
Introductory maintenance and horticultural employee	\$23.66	N/A	\$28.40	\$37.86
Level 1 - food and beverage attendant grade 1	\$24.34	\$29.21	N/A	N/A
Level 1 - guest service grade 1	\$24.34	\$29.21	N/A	N/A
Level 1 - kitchen attendant grade 1	\$24.34	\$29.21	N/A	N/A
Level 2 - child care worker grade 1	\$25.28	\$30.33	N/A	N/A
Level 2 - clerical grade 1	\$25.28	\$30.33	N/A	N/A
Level 2 - cook grade 1	\$25.28	\$30.33	N/A	N/A
Level 2 - doorman/security officer grade 1	\$25.28	\$30.33	N/A	N/A
Level 2 - food and beverage attendant grade 2	\$25.28	\$30.33	N/A	N/A
Level 2 - front office grade 1	\$25.28	\$30.33	N/A	N/A
Level 2 - guest service grade 2	\$25.28	\$30.33	N/A	N/A
Level 2 - kitchen attendant grade 2	\$25.28	\$30.33	N/A	N/A
Level 2 - leisure attendant grade 1	\$25.28	\$30.33	N/A	N/A
Level 2 - maintenance and horticultural employee level 1	\$25.28	N/A	\$30.33	\$40.44
Level 2 - storeperson grade 1	\$25.28	\$30.33	N/A	N/A
Level 3 - clerical grade 2	\$26.14	\$31.37	N/A	N/A
Level 3 - cook grade 2	\$26.14	\$31.37	N/A	N/A
Level 3 - food and beverage and gaming attendant grade 3	\$26.14	\$31.37	N/A	N/A
Level 3 - forklift driver	\$26.14	\$31.37	N/A	N/A
Level 3 - front office grade 2	\$26.14	\$31.37	N/A	N/A
Level 3 - guest service grade 3	\$26.14	\$31.37	N/A	N/A
Level 3 - handyperson	\$26.14	\$31.37	N/A	N/A
Level 3 - kitchen attendant grade 3	\$26.14	\$31.37	N/A	N/A
Level 3 - leisure attendant grade 2	\$26.14	\$31.37	N/A	N/A

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees
Level 3 - maintenance and horticultural employee level 2	\$26.14	N/A	\$31.37	\$41.82
Level 3 - storeperson grade 2	\$26.14	\$31.37	N/A	N/A
Level 3 - timekeeper/security officer grade 2	\$26.14	\$31.37	N/A	N/A
Level 4 - clerical grade 3	\$27.55	\$33.06	N/A	N/A
Level 4 - cook (tradesperson) grade 3	\$27.55	\$33.06	N/A	N/A
Level 4 - food and beverage attendant (tradesperson) grade 4	\$27.55	\$33.06	N/A	N/A
Level 4 - front office grade 3	\$27.55	\$33.06	N/A	N/A
Level 4 - guest service grade 4	\$27.55	\$33.06	N/A	N/A
Level 4 - leisure attendant grade 3	\$27.55	\$33.06	N/A	N/A
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$27.55	N/A	\$33.06	\$44.08
Level 4 - storeperson grade 3	\$27.55	\$33.06	N/A	N/A
Level 5 - child care worker grade 2	\$29.28	\$35.13	N/A	N/A
Level 5 - clerical supervisor	\$29.28	\$35.13	N/A	N/A
Level 5 - cook (tradesperson) grade 4	\$29.28	\$35.13	N/A	N/A
Level 5 - food and beverage and gaming attendant grade 5	\$29.28	\$35.13	N/A	N/A
Level 5 - front office supervisor	\$29.28	\$35.13	N/A	N/A
Level 5 - guest service supervisor	\$29.28	\$35.13	N/A	N/A
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$29.28	N/A	\$35.13	\$46.84
Level 6 - cook (tradesperson) grade 5	\$30.05	\$36.06	N/A	N/A
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$30.05	\$36.06	N/A	N/A
Level 6 - child care worker grade 3	\$30.05	\$36.06	N/A	N/A
Level 7 - level A manager	\$30.81	\$36.98	N/A	N/A
Level 8 - level B manager	\$32.11	\$38.54	N/A	N/A

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees
Level 8 - maintenance and horticultural management level 1	\$32.11	N/A	\$38.54	\$51.38
Level 9 - level C manager	\$32.54	\$39.05	N/A	N/A
Level 10 - level D manager	\$33.74	\$40.49	N/A	N/A
Level 11 - level E manager	\$34.96	\$41.96	N/A	N/A
Level 11 - maintenance and horticultural management level 2	\$34.96	N/A	\$41.96	\$55.94
Level 12 - level F manager	\$37.18	\$44.61	N/A	N/A
Level 13 - level G manager	\$37.91	\$45.50	N/A	N/A

Table 2 of 3

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Fitness instructor	\$66.81	\$95.44	\$47.72 per hour plus \$2.20 per hour or part of an hour	\$47.72 per hour plus \$3.31 per hour or part of an hour
Introductory	\$33.13	\$47.33	\$23.66 per hour plus \$2.20 per hour or part of an hour	\$23.66 per hour plus \$3.31 per hour or part of an hour
Introductory maintenance and horticultural employee	\$37.86	\$47.33	N/A	N/A
Level 1 - food and beverage attendant grade 1	\$34.07	\$48.68	\$24.34 per hour plus \$2.20 per hour or part of an hour	\$24.34 per hour plus \$3.31 per hour or part of an hour
Level 1 - guest service grade 1	\$34.07	\$48.68	\$24.34 per hour plus \$2.20 per hour or part of an hour	\$24.34 per hour plus \$3.31 per hour or part of an hour
Level 1 - kitchen attendant grade 1	\$34.07	\$48.68	\$24.34 per hour plus \$2.20 per hour or part of an hour	\$24.34 per hour plus \$3.31 per hour or part of an hour
Level 2 - child care worker grade 1	\$35.39	\$50.55	\$25.28 per hour plus \$2.20 per hour or part of an hour	\$25.28 per hour plus \$3.31 per hour or part of an hour
Level 2 - clerical grade 1	\$35.39	\$50.55	\$25.28 per hour plus \$2.20 per hour or part of an hour	\$25.28 per hour plus \$3.31 per hour or part of an hour
Level 2 - cook grade 1	\$35.39	\$50.55	\$25.28 per hour plus \$2.20 per hour or part of an hour	\$25.28 per hour plus \$3.31 per hour or part of an hour
Level 2 - doorperson/security officer grade 1	\$35.39	\$50.55	\$25.28 per hour plus \$2.20 per hour or part of an hour	\$25.28 per hour plus \$3.31 per hour or part of an hour

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 2 - food and beverage attendant grade 2	\$35.39	\$50.55	\$25.28 per hour plus \$2.20 per hour or part of an hour	\$25.28 per hour plus \$3.31 per hour or part of an hour
Level 2 - front office grade 1	\$35.39	\$50.55	\$25.28 per hour plus \$2.20 per hour or part of an hour	\$25.28 per hour plus \$3.31 per hour or part of an hour
Level 2 - guest service grade 2	\$35.39	\$50.55	\$25.28 per hour plus \$2.20 per hour or part of an hour	\$25.28 per hour plus \$3.31 per hour or part of an hour
Level 2 - kitchen attendant grade 2	\$35.39	\$50.55	\$25.28 per hour plus \$2.20 per hour or part of an hour	\$25.28 per hour plus \$3.31 per hour or part of an hour
Level 2 - leisure attendant grade 1	\$35.39	\$50.55	\$25.28 per hour plus \$2.20 per hour or part of an hour	\$25.28 per hour plus \$3.31 per hour or part of an hour
Level 2 - maintenance and horticultural employee level 1	\$40.44	\$50.55	N/A	N/A
Level 2 - storeperson grade 1	\$35.39	\$50.55	\$25.28 per hour plus \$2.20 per hour or part of an hour	\$25.28 per hour plus \$3.31 per hour or part of an hour
Level 3 - clerical grade 2	\$36.59	\$52.28	\$26.14 per hour plus \$2.20 per hour or part of an hour	\$26.14 per hour plus \$3.31 per hour or part of an hour
Level 3 - cook grade 2	\$36.59	\$52.28	\$26.14 per hour plus \$2.20 per hour or part of an hour	\$26.14 per hour plus \$3.31 per hour or part of an hour
Level 3 - food and beverage and gaming attendant grade 3	\$36.59	\$52.28	\$26.14 per hour plus \$2.20 per hour or part of an hour	\$26.14 per hour plus \$3.31 per hour or part of an hour
Level 3 - forklift driver	\$36.59	\$52.28	\$26.14 per hour plus \$2.20 per hour or part of an hour	\$26.14 per hour plus \$3.31 per hour or part of an hour
Level 3 - front office grade 2	\$36.59	\$52.28	\$26.14 per hour plus \$2.20 per hour or part of an hour	\$26.14 per hour plus \$3.31 per hour or part of an hour
Level 3 - guest service grade 3	\$36.59	\$52.28	\$26.14 per hour plus \$2.20 per hour or part of an hour	\$26.14 per hour plus \$3.31 per hour or part of an hour
Level 3 - handyperson	\$36.59	\$52.28	\$26.14 per hour plus \$2.20 per hour or part of an hour	\$26.14 per hour plus \$3.31 per hour or part of an hour
Level 3 - kitchen attendant grade 3	\$36.59	\$52.28	\$26.14 per hour plus \$2.20 per hour or part of an hour	\$26.14 per hour plus \$3.31 per hour or part of an hour
Level 3 - leisure attendant grade 2	\$36.59	\$52.28	\$26.14 per hour plus \$2.20 per hour or part of an hour	\$26.14 per hour plus \$3.31 per hour or part of an hour
Level 3 - maintenance and horticultural employee level 2	\$41.82	\$52.28	N/A	N/A

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 3 - storeperson grade 2	\$36.59	\$52.28	\$26.14 per hour plus \$2.20 per hour or part of an hour	\$26.14 per hour plus \$3.31 per hour or part of an hour
Level 3 - timekeeper/security officer grade 2	\$36.59	\$52.28	\$26.14 per hour plus \$2.20 per hour or part of an hour	\$26.14 per hour plus \$3.31 per hour or part of an hour
Level 4 - clerical grade 3	\$38.57	\$55.10	\$27.55 per hour plus \$2.20 per hour or part of an hour	\$27.55 per hour plus \$3.31 per hour or part of an hour
Level 4 - cook (tradesperson) grade 3	\$38.57	\$55.10	\$27.55 per hour plus \$2.20 per hour or part of an hour	\$27.55 per hour plus \$3.31 per hour or part of an hour
Level 4 - food and beverage attendant (tradesperson) grade 4	\$38.57	\$55.10	\$27.55 per hour plus \$2.20 per hour or part of an hour	\$27.55 per hour plus \$3.31 per hour or part of an hour
Level 4 - front office grade 3	\$38.57	\$55.10	\$27.55 per hour plus \$2.20 per hour or part of an hour	\$27.55 per hour plus \$3.31 per hour or part of an hour
Level 4 - guest service grade 4	\$38.57	\$55.10	\$27.55 per hour plus \$2.20 per hour or part of an hour	\$27.55 per hour plus \$3.31 per hour or part of an hour
Level 4 - leisure attendant grade 3	\$38.57	\$55.10	\$27.55 per hour plus \$2.20 per hour or part of an hour	\$27.55 per hour plus \$3.31 per hour or part of an hour
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$44.08	\$55.10	N/A	N/A
Level 4 - storeperson grade 3	\$38.57	\$55.10	\$27.55 per hour plus \$2.20 per hour or part of an hour	\$27.55 per hour plus \$3.31 per hour or part of an hour
Level 5 - child care worker grade 2	\$40.99	\$58.55	\$29.28 per hour plus \$2.20 per hour or part of an hour	\$29.28 per hour plus \$3.31 per hour or part of an hour
Level 5 - clerical supervisor	\$40.99	\$58.55	\$29.28 per hour plus \$2.20 per hour or part of an hour	\$29.28 per hour plus \$3.31 per hour or part of an hour
Level 5 - cook (tradesperson) grade 4	\$40.99	\$58.55	\$29.28 per hour plus \$2.20 per hour or part of an hour	\$29.28 per hour plus \$3.31 per hour or part of an hour
Level 5 - food and beverage and gaming attendant grade 5	\$40.99	\$58.55	\$29.28 per hour plus \$2.20 per hour or part of an hour	\$29.28 per hour plus \$3.31 per hour or part of an hour
Level 5 - front office supervisor	\$40.99	\$58.55	\$29.28 per hour plus \$2.20 per hour or part of an hour	\$29.28 per hour plus \$3.31 per hour or part of an hour
Level 5 - guest service supervisor	\$40.99	\$58.55	\$29.28 per hour plus \$2.20 per hour or part of an hour	\$29.28 per hour plus \$3.31 per hour or part of an hour
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$46.84	\$58.55	N/A	N/A

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 6 - cook (tradesperson) grade 5	\$42.07	\$60.10	\$30.05 per hour plus \$2.20 per hour or part of an hour	\$30.05 per hour plus \$3.31 per hour or part of an hour
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$42.07	\$60.10	\$30.05 per hour plus \$2.20 per hour or part of an hour	\$30.05 per hour plus \$3.31 per hour or part of an hour
Level 6 - child care worker grade 3	\$42.07	\$60.10	\$30.05 per hour plus \$2.20 per hour or part of an hour	\$30.05 per hour plus \$3.31 per hour or part of an hour
Level 7 - level A manager	\$43.14	\$61.63	\$30.81 per hour plus \$2.20 per hour or part of an hour	\$30.81 per hour plus \$3.31 per hour or part of an hour
Level 8 - level B manager	\$44.96	\$64.23	\$32.11 per hour plus \$2.20 per hour or part of an hour	\$32.11 per hour plus \$3.31 per hour or part of an hour
Level 8 - maintenance and horticultural management level 1	\$51.38	\$64.23	N/A	N/A
Level 9 - level C manager	\$45.55	\$65.08	\$32.54 per hour plus \$2.20 per hour or part of an hour	\$32.54 per hour plus \$3.31 per hour or part of an hour
Level 10 - level D manager	\$47.23	\$67.48	\$33.74 per hour plus \$2.20 per hour or part of an hour	\$33.74 per hour plus \$3.31 per hour or part of an hour
Level 11 - level E manager	\$48.95	\$69.93	\$34.96 per hour plus \$2.20 per hour or part of an hour	\$34.96 per hour plus \$3.31 per hour or part of an hour
Level 11 - maintenance and horticultural management level 2	\$55.94	\$69.93	N/A	N/A
Level 12 - level F manager	\$52.05	\$74.35	\$37.18 per hour plus \$2.20 per hour or part of an hour	\$37.18 per hour plus \$3.31 per hour or part of an hour
Level 13 - level G manager	\$53.08	\$75.83	\$37.91 per hour plus \$2.20 per hour or part of an hour	\$37.91 per hour plus \$3.31 per hour or part of an hour

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Fitness instructor	\$57.26	\$76.35	\$66.81	\$76.35	\$76.35	\$95.44
Introductory	\$28.40	\$37.86	\$33.13	\$37.86	\$37.86	\$47.33
Introductory maintenance and horticultural employee	\$28.40	\$37.86	\$33.13	\$37.86	\$37.86	\$47.33

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1 - food and beverage attendant grade 1	\$29.21	\$38.94	\$34.07	\$38.94	\$38.94	\$48.68
Level 1 - guest service grade 1	\$29.21	\$38.94	\$34.07	\$38.94	\$38.94	\$48.68
Level 1 - kitchen attendant grade 1	\$29.21	\$38.94	\$34.07	\$38.94	\$38.94	\$48.68
Level 2 - child care worker grade 1	\$30.33	\$40.44	\$35.39	\$40.44	\$40.44	\$50.55
Level 2 - clerical grade 1	\$30.33	\$40.44	\$35.39	\$40.44	\$40.44	\$50.55
Level 2 - cook grade 1	\$30.33	\$40.44	\$35.39	\$40.44	\$40.44	\$50.55
Level 2 - doorman/security officer grade 1	\$30.33	\$40.44	\$35.39	\$40.44	\$40.44	\$50.55
Level 2 - food and beverage attendant grade 2	\$30.33	\$40.44	\$35.39	\$40.44	\$40.44	\$50.55
Level 2 - front office grade 1	\$30.33	\$40.44	\$35.39	\$40.44	\$40.44	\$50.55
Level 2 - guest service grade 2	\$30.33	\$40.44	\$35.39	\$40.44	\$40.44	\$50.55
Level 2 - kitchen attendant grade 2	\$30.33	\$40.44	\$35.39	\$40.44	\$40.44	\$50.55
Level 2 - leisure attendant grade 1	\$30.33	\$40.44	\$35.39	\$40.44	\$40.44	\$50.55
Level 2 - maintenance and horticultural employee level 1	\$30.33	\$40.44	\$35.39	\$40.44	\$40.44	\$50.55
Level 2 - storeperson grade 1	\$30.33	\$40.44	\$35.39	\$40.44	\$40.44	\$50.55
Level 3 - clerical grade 2	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 3 - cook grade 2	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 3 - food and beverage and gaming attendant grade 3	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 3 - forklift driver	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 3 - front office grade 2	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 3 - guest service grade 3	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 3 - handyperson	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 3 - kitchen attendant grade 3	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 3 - leisure attendant grade 2	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 3 - maintenance and horticultural employee level 2	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 3 - storeperson grade 2	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 3 - timekeeper/security officer grade 2	\$31.37	\$41.82	\$36.59	\$41.82	\$41.82	\$52.28
Level 4 - clerical grade 3	\$33.06	\$44.08	\$38.57	\$44.08	\$44.08	\$55.10

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 4 - cook (tradesperson) grade 3	\$33.06	\$44.08	\$38.57	\$44.08	\$44.08	\$55.10
Level 4 - food and beverage attendant (tradesperson) grade 4	\$33.06	\$44.08	\$38.57	\$44.08	\$44.08	\$55.10
Level 4 - front office grade 3	\$33.06	\$44.08	\$38.57	\$44.08	\$44.08	\$55.10
Level 4 - guest service grade 4	\$33.06	\$44.08	\$38.57	\$44.08	\$44.08	\$55.10
Level 4 - leisure attendant grade 3	\$33.06	\$44.08	\$38.57	\$44.08	\$44.08	\$55.10
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$33.06	\$44.08	\$38.57	\$44.08	\$44.08	\$55.10
Level 4 - storeperson grade 3	\$33.06	\$44.08	\$38.57	\$44.08	\$44.08	\$55.10
Level 5 - child care worker grade 2	\$35.13	\$46.84	\$40.99	\$46.84	\$46.84	\$58.55
Level 5 - clerical supervisor	\$35.13	\$46.84	\$40.99	\$46.84	\$46.84	\$58.55
Level 5 - cook (tradesperson) grade 4	\$35.13	\$46.84	\$40.99	\$46.84	\$46.84	\$58.55
Level 5 - food and beverage and gaming attendant grade 5	\$35.13	\$46.84	\$40.99	\$46.84	\$46.84	\$58.55
Level 5 - front office supervisor	\$35.13	\$46.84	\$40.99	\$46.84	\$46.84	\$58.55
Level 5 - guest service supervisor	\$35.13	\$46.84	\$40.99	\$46.84	\$46.84	\$58.55
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$35.13	\$46.84	\$40.99	\$46.84	\$46.84	\$58.55
Level 6 - cook (tradesperson) grade 5	\$36.06	\$48.08	\$42.07	\$48.08	\$48.08	\$60.10
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$36.06	\$48.08	\$42.07	\$48.08	\$48.08	\$60.10
Level 6 - child care worker grade 3	\$36.06	\$48.08	\$42.07	\$48.08	\$48.08	\$60.10
Level 7 - level A manager	\$36.98	\$49.30	\$43.14	\$49.30	\$49.30	\$61.63
Level 8 - level B manager	\$38.54	\$51.38	\$44.96	\$51.38	\$51.38	\$64.23
Level 8 - maintenance and horticultural management level 1	\$38.54	\$51.38	\$44.96	\$51.38	\$51.38	\$64.23
Level 9 - level C manager	\$39.05	\$52.06	\$45.55	\$52.06	\$52.06	\$65.08
Level 10 - level D manager	\$40.49	\$53.98	\$47.23	\$53.98	\$53.98	\$67.48
Level 11 - level E manager	\$41.96	\$55.94	\$48.95	\$55.94	\$55.94	\$69.93

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 11 - maintenance and horticultural management level 2	\$41.96	\$55.94	\$48.95	\$55.94	\$55.94	\$69.93
Level 12 - level F manager	\$44.61	\$59.48	\$52.05	\$59.48	\$59.48	\$74.35
Level 13 - level G manager	\$45.50	\$60.66	\$53.08	\$60.66	\$60.66	\$75.83

Junior - Full-time & part-time - 17 years of age or under

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 4

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees	Sunday	Public holiday
Introductory	\$11.36	\$17.04	N/A	N/A	\$19.88	\$28.40
Introductory maintenance and horticultural employee	\$11.36	N/A	\$17.04	\$22.72	\$22.72	\$28.40
Level 1 - food and beverage attendant grade 1	\$11.68	\$17.52	N/A	N/A	\$20.44	\$29.20
Level 1 - guest service grade 1	\$11.68	\$17.52	N/A	N/A	\$20.44	\$29.20
Level 1 - kitchen attendant grade 1	\$11.68	\$17.52	N/A	N/A	\$20.44	\$29.20
Level 2 - child care worker grade 1	\$12.13	\$18.20	N/A	N/A	\$21.23	\$30.33
Level 2 - clerical grade 1	\$12.13	\$18.20	N/A	N/A	\$21.23	\$30.33
Level 2 - cook grade 1	\$12.13	\$18.20	N/A	N/A	\$21.23	\$30.33
Level 2 - doorman/security officer grade 1	\$12.13	\$18.20	N/A	N/A	\$21.23	\$30.33
Level 2 - food and beverage attendant grade 2	\$12.13	\$18.20	N/A	N/A	\$21.23	\$30.33
Level 2 - front office grade 1	\$12.13	\$18.20	N/A	N/A	\$21.23	\$30.33
Level 2 - guest service grade 2	\$12.13	\$18.20	N/A	N/A	\$21.23	\$30.33
Level 2 - kitchen attendant grade 2	\$12.13	\$18.20	N/A	N/A	\$21.23	\$30.33
Level 2 - leisure attendant grade 1	\$12.13	\$18.20	N/A	N/A	\$21.23	\$30.33
Level 2 - maintenance and horticultural employee level 1	\$12.13	N/A	\$18.20	\$24.26	\$24.26	\$30.33
Level 2 - storeperson grade 1	\$12.13	\$18.20	N/A	N/A	\$21.23	\$30.33
Level 3 - clerical grade 2	\$12.55	\$18.83	N/A	N/A	\$21.96	\$31.38
Level 3 - cook grade 2	\$12.55	\$18.83	N/A	N/A	\$21.96	\$31.38
Level 3 - food and beverage and gaming attendant grade 3	\$12.55	\$18.83	N/A	N/A	\$21.96	\$31.38
Level 3 - forklift driver	\$12.55	\$18.83	N/A	N/A	\$21.96	\$31.38
Level 3 - front office grade 2	\$12.55	\$18.83	N/A	N/A	\$21.96	\$31.38
Level 3 - guest service grade 3	\$12.55	\$18.83	N/A	N/A	\$21.96	\$31.38
Level 3 - handyperson	\$12.55	\$18.83	N/A	N/A	\$21.96	\$31.38

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees	Sunday	Public holiday
Level 3 - kitchen attendant grade 3	\$12.55	\$18.83	N/A	N/A	\$21.96	\$31.38
Level 3 - leisure attendant grade 2	\$12.55	\$18.83	N/A	N/A	\$21.96	\$31.38
Level 3 - maintenance and horticultural employee level 2	\$12.55	N/A	\$18.83	\$25.10	\$25.10	\$31.38
Level 3 - storeperson grade 2	\$12.55	\$18.83	N/A	N/A	\$21.96	\$31.38
Level 3 - timekeeper/security officer grade 2	\$12.55	\$18.83	N/A	N/A	\$21.96	\$31.38
Level 4 - clerical grade 3	\$13.22	\$19.83	N/A	N/A	\$23.14	\$33.05
Level 4 - front office grade 3	\$13.22	\$19.83	N/A	N/A	\$23.14	\$33.05
Level 4 - guest service grade 4	\$13.22	\$19.83	N/A	N/A	\$23.14	\$33.05
Level 4 - leisure attendant grade 3	\$13.22	\$19.83	N/A	N/A	\$23.14	\$33.05
Level 4 - storeperson grade 3	\$13.22	\$19.83	N/A	N/A	\$23.14	\$33.05
Level 5 - child care worker grade 2	\$14.05	\$21.08	N/A	N/A	\$24.59	\$35.13
Level 5 - clerical supervisor	\$14.05	\$21.08	N/A	N/A	\$24.59	\$35.13
Level 5 - food and beverage and gaming attendant grade 5	\$14.05	\$21.08	N/A	N/A	\$24.59	\$35.13
Level 5 - front office supervisor	\$14.05	\$21.08	N/A	N/A	\$24.59	\$35.13
Level 5 - guest service supervisor	\$14.05	\$21.08	N/A	N/A	\$24.59	\$35.13
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$14.42	\$21.63	N/A	N/A	\$25.24	\$36.05
Level 6 - child care worker grade 3	\$14.42	\$21.63	N/A	N/A	\$25.24	\$36.05
Level 7 - level A manager	\$14.79	\$22.19	N/A	N/A	\$25.88	\$36.98
Level 8 - level B manager	\$15.41	\$23.12	N/A	N/A	\$26.97	\$38.53
Level 8 - maintenance and horticultural management level 1	\$15.41	N/A	\$23.12	\$30.82	\$30.82	\$38.53
Level 9 - level C manager	\$15.62	\$23.43	N/A	N/A	\$27.34	\$39.05
Level 10 - level D manager	\$16.19	\$24.29	N/A	N/A	\$28.33	\$40.48
Level 11 - level E manager	\$16.78	\$25.17	N/A	N/A	\$29.37	\$41.95
Level 11 - maintenance and horticultural management level 2	\$16.78	N/A	\$25.17	\$33.56	\$33.56	\$41.95
Level 12 - level F manager	\$17.84	\$26.76	N/A	N/A	\$31.22	\$44.60
Level 13 - level G manager	\$18.20	\$27.30	N/A	N/A	\$31.85	\$45.50

Table 2 of 4

Classification	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Introductory	\$22.72	N/A	N/A	N/A	\$25.56
Introductory maintenance and horticultural employee	N/A	\$17.04	\$22.72	\$28.40	\$28.40
Level 1 - food and beverage attendant grade 1	\$23.36	N/A	N/A	N/A	\$26.28
Level 1 - guest service grade 1	\$23.36	N/A	N/A	N/A	\$26.28
Level 1 - kitchen attendant grade 1	\$23.36	N/A	N/A	N/A	\$26.28
Level 2 - child care worker grade 1	\$24.26	N/A	N/A	N/A	\$27.29
Level 2 - clerical grade 1	\$24.26	N/A	N/A	N/A	\$27.29
Level 2 - cook grade 1	\$24.26	N/A	N/A	N/A	\$27.29
Level 2 - doorperson/security officer grade 1	\$24.26	N/A	N/A	N/A	\$27.29
Level 2 - food and beverage attendant grade 2	\$24.26	N/A	N/A	N/A	\$27.29
Level 2 - front office grade 1	\$24.26	N/A	N/A	N/A	\$27.29
Level 2 - guest service grade 2	\$24.26	N/A	N/A	N/A	\$27.29
Level 2 - kitchen attendant grade 2	\$24.26	N/A	N/A	N/A	\$27.29
Level 2 - leisure attendant grade 1	\$24.26	N/A	N/A	N/A	\$27.29
Level 2 - maintenance and horticultural employee level 1	N/A	\$18.20	\$24.26	\$30.33	\$30.33
Level 2 - storeperson grade 1	\$24.26	N/A	N/A	N/A	\$27.29
Level 3 - clerical grade 2	\$25.10	N/A	N/A	N/A	\$28.24
Level 3 - cook grade 2	\$25.10	N/A	N/A	N/A	\$28.24
Level 3 - food and beverage and gaming attendant grade 3	\$25.10	N/A	N/A	N/A	\$28.24
Level 3 - forklift driver	\$25.10	N/A	N/A	N/A	\$28.24
Level 3 - front office grade 2	\$25.10	N/A	N/A	N/A	\$28.24
Level 3 - guest service grade 3	\$25.10	N/A	N/A	N/A	\$28.24
Level 3 - handyperson	\$25.10	N/A	N/A	N/A	\$28.24
Level 3 - kitchen attendant grade 3	\$25.10	N/A	N/A	N/A	\$28.24
Level 3 - leisure attendant grade 2	\$25.10	N/A	N/A	N/A	\$28.24

Classification	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Level 3 - maintenance and horticultural employee level 2	N/A	\$18.83	\$25.10	\$31.38	\$31.38
Level 3 - storeperson grade 2	\$25.10	N/A	N/A	N/A	\$28.24
Level 3 - timekeeper/security officer grade 2	\$25.10	N/A	N/A	N/A	\$28.24
Level 4 - clerical grade 3	\$26.44	N/A	N/A	N/A	\$29.75
Level 4 - front office grade 3	\$26.44	N/A	N/A	N/A	\$29.75
Level 4 - guest service grade 4	\$26.44	N/A	N/A	N/A	\$29.75
Level 4 - leisure attendant grade 3	\$26.44	N/A	N/A	N/A	\$29.75
Level 4 - storeperson grade 3	\$26.44	N/A	N/A	N/A	\$29.75
Level 5 - child care worker grade 2	\$28.10	N/A	N/A	N/A	\$31.61
Level 5 - clerical supervisor	\$28.10	N/A	N/A	N/A	\$31.61
Level 5 - food and beverage and gaming attendant grade 5	\$28.10	N/A	N/A	N/A	\$31.61
Level 5 - front office supervisor	\$28.10	N/A	N/A	N/A	\$31.61
Level 5 - guest service supervisor	\$28.10	N/A	N/A	N/A	\$31.61
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$28.84	N/A	N/A	N/A	\$32.45
Level 6 - child care worker grade 3	\$28.84	N/A	N/A	N/A	\$32.45
Level 7 - level A manager	\$29.58	N/A	N/A	N/A	\$33.28
Level 8 - level B manager	\$30.82	N/A	N/A	N/A	\$34.67
Level 8 - maintenance and horticultural management level 1	N/A	\$23.12	\$30.82	\$38.53	\$38.53
Level 9 - level C manager	\$31.24	N/A	N/A	N/A	\$35.15
Level 10 - level D manager	\$32.38	N/A	N/A	N/A	\$36.43
Level 11 - level E manager	\$33.56	N/A	N/A	N/A	\$37.76
Level 11 - maintenance and horticultural management level 2	N/A	\$25.17	\$33.56	\$41.95	\$41.95
Level 12 - level F manager	\$35.68	N/A	N/A	N/A	\$40.14
Level 13 - level G manager	\$36.40	N/A	N/A	N/A	\$40.95

Table 3 of 4

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Introductory	\$17.04	\$11.36 per hour plus \$2.20 per hour or part of an hour	\$11.36 per hour plus \$3.31 per hour or part of an hour
Introductory maintenance and horticultural employee	N/A	N/A	N/A
Level 1 - food and beverage attendant grade 1	\$17.52	\$11.68 per hour plus \$2.20 per hour or part of an hour	\$11.68 per hour plus \$3.31 per hour or part of an hour
Level 1 - guest service grade 1	\$17.52	\$11.68 per hour plus \$2.20 per hour or part of an hour	\$11.68 per hour plus \$3.31 per hour or part of an hour
Level 1 - kitchen attendant grade 1	\$17.52	\$11.68 per hour plus \$2.20 per hour or part of an hour	\$11.68 per hour plus \$3.31 per hour or part of an hour
Level 2 - child care worker grade 1	\$18.20	\$12.13 per hour plus \$2.20 per hour or part of an hour	\$12.13 per hour plus \$3.31 per hour or part of an hour
Level 2 - clerical grade 1	\$18.20	\$12.13 per hour plus \$2.20 per hour or part of an hour	\$12.13 per hour plus \$3.31 per hour or part of an hour
Level 2 - cook grade 1	\$18.20	\$12.13 per hour plus \$2.20 per hour or part of an hour	\$12.13 per hour plus \$3.31 per hour or part of an hour
Level 2 - doorman/security officer grade 1	\$18.20	\$12.13 per hour plus \$2.20 per hour or part of an hour	\$12.13 per hour plus \$3.31 per hour or part of an hour
Level 2 - food and beverage attendant grade 2	\$18.20	\$12.13 per hour plus \$2.20 per hour or part of an hour	\$12.13 per hour plus \$3.31 per hour or part of an hour
Level 2 - front office grade 1	\$18.20	\$12.13 per hour plus \$2.20 per hour or part of an hour	\$12.13 per hour plus \$3.31 per hour or part of an hour
Level 2 - guest service grade 2	\$18.20	\$12.13 per hour plus \$2.20 per hour or part of an hour	\$12.13 per hour plus \$3.31 per hour or part of an hour
Level 2 - kitchen attendant grade 2	\$18.20	\$12.13 per hour plus \$2.20 per hour or part of an hour	\$12.13 per hour plus \$3.31 per hour or part of an hour
Level 2 - leisure attendant grade 1	\$18.20	\$12.13 per hour plus \$2.20 per hour or part of an hour	\$12.13 per hour plus \$3.31 per hour or part of an hour
Level 2 - maintenance and horticultural employee level 1	N/A	N/A	N/A
Level 2 - storeperson grade 1	\$18.20	\$12.13 per hour plus \$2.20 per hour or part of an hour	\$12.13 per hour plus \$3.31 per hour or part of an hour

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 3 - clerical grade 2	\$18.83	\$12.55 per hour plus \$2.20 per hour or part of an hour	\$12.55 per hour plus \$3.31 per hour or part of an hour
Level 3 - cook grade 2	\$18.83	\$12.55 per hour plus \$2.20 per hour or part of an hour	\$12.55 per hour plus \$3.31 per hour or part of an hour
Level 3 - food and beverage and gaming attendant grade 3	\$18.83	\$12.55 per hour plus \$2.20 per hour or part of an hour	\$12.55 per hour plus \$3.31 per hour or part of an hour
Level 3 - forklift driver	\$18.83	\$12.55 per hour plus \$2.20 per hour or part of an hour	\$12.55 per hour plus \$3.31 per hour or part of an hour
Level 3 - front office grade 2	\$18.83	\$12.55 per hour plus \$2.20 per hour or part of an hour	\$12.55 per hour plus \$3.31 per hour or part of an hour
Level 3 - guest service grade 3	\$18.83	\$12.55 per hour plus \$2.20 per hour or part of an hour	\$12.55 per hour plus \$3.31 per hour or part of an hour
Level 3 - handy person	\$18.83	\$12.55 per hour plus \$2.20 per hour or part of an hour	\$12.55 per hour plus \$3.31 per hour or part of an hour
Level 3 - kitchen attendant grade 3	\$18.83	\$12.55 per hour plus \$2.20 per hour or part of an hour	\$12.55 per hour plus \$3.31 per hour or part of an hour
Level 3 - leisure attendant grade 2	\$18.83	\$12.55 per hour plus \$2.20 per hour or part of an hour	\$12.55 per hour plus \$3.31 per hour or part of an hour
Level 3 - maintenance and horticultural employee level 2	N/A	N/A	N/A
Level 3 - storeperson grade 2	\$18.83	\$12.55 per hour plus \$2.20 per hour or part of an hour	\$12.55 per hour plus \$3.31 per hour or part of an hour
Level 3 - timekeeper/security officer grade 2	\$18.83	\$12.55 per hour plus \$2.20 per hour or part of an hour	\$12.55 per hour plus \$3.31 per hour or part of an hour
Level 4 - clerical grade 3	\$19.83	\$13.22 per hour plus \$2.20 per hour or part of an hour	\$13.22 per hour plus \$3.31 per hour or part of an hour
Level 4 - front office grade 3	\$19.83	\$13.22 per hour plus \$2.20 per hour or part of an hour	\$13.22 per hour plus \$3.31 per hour or part of an hour
Level 4 - guest service grade 4	\$19.83	\$13.22 per hour plus \$2.20 per hour or part of an hour	\$13.22 per hour plus \$3.31 per hour or part of an hour
Level 4 - leisure attendant grade 3	\$19.83	\$13.22 per hour plus \$2.20 per hour or part of an hour	\$13.22 per hour plus \$3.31 per hour or part of an hour
Level 4 - storeperson grade 3	\$19.83	\$13.22 per hour plus \$2.20 per hour or part of an hour	\$13.22 per hour plus \$3.31 per hour or part of an hour

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 5 - child care worker grade 2	\$21.08	\$14.05 per hour plus \$2.20 per hour or part of an hour	\$14.05 per hour plus \$3.31 per hour or part of an hour
Level 5 - clerical supervisor	\$21.08	\$14.05 per hour plus \$2.20 per hour or part of an hour	\$14.05 per hour plus \$3.31 per hour or part of an hour
Level 5 - food and beverage and gaming attendant grade 5	\$21.08	\$14.05 per hour plus \$2.20 per hour or part of an hour	\$14.05 per hour plus \$3.31 per hour or part of an hour
Level 5 - front office supervisor	\$21.08	\$14.05 per hour plus \$2.20 per hour or part of an hour	\$14.05 per hour plus \$3.31 per hour or part of an hour
Level 5 - guest service supervisor	\$21.08	\$14.05 per hour plus \$2.20 per hour or part of an hour	\$14.05 per hour plus \$3.31 per hour or part of an hour
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$21.63	\$14.42 per hour plus \$2.20 per hour or part of an hour	\$14.42 per hour plus \$3.31 per hour or part of an hour
Level 6 - child care worker grade 3	\$21.63	\$14.42 per hour plus \$2.20 per hour or part of an hour	\$14.42 per hour plus \$3.31 per hour or part of an hour
Level 7 - level A manager	\$22.19	\$14.79 per hour plus \$2.20 per hour or part of an hour	\$14.79 per hour plus \$3.31 per hour or part of an hour
Level 8 - level B manager	\$23.12	\$15.41 per hour plus \$2.20 per hour or part of an hour	\$15.41 per hour plus \$3.31 per hour or part of an hour
Level 8 - maintenance and horticultural management level 1	N/A	N/A	N/A
Level 9 - level C manager	\$23.43	\$15.62 per hour plus \$2.20 per hour or part of an hour	\$15.62 per hour plus \$3.31 per hour or part of an hour
Level 10 - level D manager	\$24.29	\$16.19 per hour plus \$2.20 per hour or part of an hour	\$16.19 per hour plus \$3.31 per hour or part of an hour
Level 11 - level E manager	\$25.17	\$16.78 per hour plus \$2.20 per hour or part of an hour	\$16.78 per hour plus \$3.31 per hour or part of an hour
Level 11 - maintenance and horticultural management level 2	N/A	N/A	N/A
Level 12 - level F manager	\$26.76	\$17.84 per hour plus \$2.20 per hour or part of an hour	\$17.84 per hour plus \$3.31 per hour or part of an hour
Level 13 - level G manager	\$27.30	\$18.20 per hour plus \$2.20 per hour or part of an hour	\$18.20 per hour plus \$3.31 per hour or part of an hour

Table 4 of 4

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	\$17.04	\$22.72	\$19.88	\$22.72	\$22.72	\$28.40	\$22.72
Introductory maintenance and horticultural employee	\$17.04	\$22.72	\$19.88	\$22.72	\$22.72	\$28.40	\$22.72
Level 1 - food and beverage attendant grade 1	\$17.52	\$23.36	\$20.44	\$23.36	\$23.36	\$29.20	\$23.36
Level 1 - guest service grade 1	\$17.52	\$23.36	\$20.44	\$23.36	\$23.36	\$29.20	\$23.36
Level 1 - kitchen attendant grade 1	\$17.52	\$23.36	\$20.44	\$23.36	\$23.36	\$29.20	\$23.36
Level 2 - child care worker grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33	\$24.26
Level 2 - clerical grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33	\$24.26
Level 2 - cook grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33	\$24.26
Level 2 - doorperson/security officer grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33	\$24.26
Level 2 - food and beverage attendant grade 2	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33	\$24.26
Level 2 - front office grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33	\$24.26
Level 2 - guest service grade 2	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33	\$24.26
Level 2 - kitchen attendant grade 2	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33	\$24.26
Level 2 - leisure attendant grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33	\$24.26
Level 2 - maintenance and horticultural employee level 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33	\$24.26
Level 2 - storeperson grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33	\$24.26
Level 3 - clerical grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10
Level 3 - cook grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10
Level 3 - food and beverage and gaming attendant grade 3	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10
Level 3 - forklift driver	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10
Level 3 - front office grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10
Level 3 - guest service grade 3	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10
Level 3 - handyperson	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10
Level 3 - kitchen attendant grade 3	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10
Level 3 - leisure attendant grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 3 - maintenance and horticultural employee level 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10
Level 3 - storeperson grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10
Level 3 - timekeeper/security officer grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38	\$25.10
Level 4 - clerical grade 3	\$19.83	\$26.44	\$23.14	\$26.44	\$26.44	\$33.05	\$26.44
Level 4 - front office grade 3	\$19.83	\$26.44	\$23.14	\$26.44	\$26.44	\$33.05	\$26.44
Level 4 - guest service grade 4	\$19.83	\$26.44	\$23.14	\$26.44	\$26.44	\$33.05	\$26.44
Level 4 - leisure attendant grade 3	\$19.83	\$26.44	\$23.14	\$26.44	\$26.44	\$33.05	\$26.44
Level 4 - storeperson grade 3	\$19.83	\$26.44	\$23.14	\$26.44	\$26.44	\$33.05	\$26.44
Level 5 - child care worker grade 2	\$21.08	\$28.10	\$24.59	\$28.10	\$28.10	\$35.13	\$28.10
Level 5 - clerical supervisor	\$21.08	\$28.10	\$24.59	\$28.10	\$28.10	\$35.13	\$28.10
Level 5 - food and beverage and gaming attendant grade 5	\$21.08	\$28.10	\$24.59	\$28.10	\$28.10	\$35.13	\$28.10
Level 5 - front office supervisor	\$21.08	\$28.10	\$24.59	\$28.10	\$28.10	\$35.13	\$28.10
Level 5 - guest service supervisor	\$21.08	\$28.10	\$24.59	\$28.10	\$28.10	\$35.13	\$28.10
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$21.63	\$28.84	\$25.24	\$28.84	\$28.84	\$36.05	\$28.84
Level 6 - child care worker grade 3	\$21.63	\$28.84	\$25.24	\$28.84	\$28.84	\$36.05	\$28.84
Level 7 - level A manager	\$22.19	\$29.58	\$25.88	\$29.58	\$29.58	\$36.98	\$29.58
Level 8 - level B manager	\$23.12	\$30.82	\$26.97	\$30.82	\$30.82	\$38.53	\$30.82
Level 8 - maintenance and horticultural management level 1	\$23.12	\$30.82	\$26.97	\$30.82	\$30.82	\$38.53	\$30.82
Level 9 - level C manager	\$23.43	\$31.24	\$27.34	\$31.24	\$31.24	\$39.05	\$31.24
Level 10 - level D manager	\$24.29	\$32.38	\$28.33	\$32.38	\$32.38	\$40.48	\$32.38
Level 11 - level E manager	\$25.17	\$33.56	\$29.37	\$33.56	\$33.56	\$41.95	\$33.56
Level 11 - maintenance and horticultural management level 2	\$25.17	\$33.56	\$29.37	\$33.56	\$33.56	\$41.95	\$33.56
Level 12 - level F manager	\$26.76	\$35.68	\$31.22	\$35.68	\$35.68	\$44.60	\$35.68
Level 13 - level G manager	\$27.30	\$36.40	\$31.85	\$36.40	\$36.40	\$45.50	\$36.40

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

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 4

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees	Sunday
Introductory	\$13.25	\$19.88	N/A	N/A	\$23.19
Introductory maintenance and horticultural employee	\$13.25	N/A	\$19.88	\$26.50	\$26.50
Level 1 - food and beverage attendant grade 1	\$13.63	\$20.45	N/A	N/A	\$23.85
Level 1 - guest service grade 1	\$13.63	\$20.45	N/A	N/A	\$23.85
Level 1 - kitchen attendant grade 1	\$13.63	\$20.45	N/A	N/A	\$23.85
Level 2 - child care worker grade 1	\$14.15	\$21.23	N/A	N/A	\$24.76
Level 2 - clerical grade 1	\$14.15	\$21.23	N/A	N/A	\$24.76
Level 2 - cook grade 1	\$14.15	\$21.23	N/A	N/A	\$24.76
Level 2 - doorperson/security officer grade 1	\$14.15	\$21.23	N/A	N/A	\$24.76
Level 2 - food and beverage attendant grade 2	\$14.15	\$21.23	N/A	N/A	\$24.76
Level 2 - front office grade 1	\$14.15	\$21.23	N/A	N/A	\$24.76
Level 2 - guest service grade 2	\$14.15	\$21.23	N/A	N/A	\$24.76
Level 2 - kitchen attendant grade 2	\$14.15	\$21.23	N/A	N/A	\$24.76
Level 2 - leisure attendant grade 1	\$14.15	\$21.23	N/A	N/A	\$24.76
Level 2 - maintenance and horticultural employee level 1	\$14.15	N/A	\$21.23	\$28.30	\$28.30
Level 2 - storeperson grade 1	\$14.15	\$21.23	N/A	N/A	\$24.76
Level 3 - clerical grade 2	\$14.64	\$21.96	N/A	N/A	\$25.62
Level 3 - cook grade 2	\$14.64	\$21.96	N/A	N/A	\$25.62
Level 3 - food and beverage and gaming attendant grade 3	\$14.64	\$21.96	N/A	N/A	\$25.62
Level 3 - forklift driver	\$14.64	\$21.96	N/A	N/A	\$25.62
Level 3 - front office grade 2	\$14.64	\$21.96	N/A	N/A	\$25.62
Level 3 - guest service grade 3	\$14.64	\$21.96	N/A	N/A	\$25.62
Level 3 - handyperson	\$14.64	\$21.96	N/A	N/A	\$25.62

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees	Sunday
Level 3 - kitchen attendant grade 3	\$14.64	\$21.96	N/A	N/A	\$25.62
Level 3 - leisure attendant grade 2	\$14.64	\$21.96	N/A	N/A	\$25.62
Level 3 - maintenance and horticultural employee level 2	\$14.64	N/A	\$21.96	\$29.28	\$29.28
Level 3 - storeperson grade 2	\$14.64	\$21.96	N/A	N/A	\$25.62
Level 3 - timekeeper/security officer grade 2	\$14.64	\$21.96	N/A	N/A	\$25.62
Level 4 - clerical grade 3	\$15.43	\$23.15	N/A	N/A	\$27.00
Level 4 - front office grade 3	\$15.43	\$23.15	N/A	N/A	\$27.00
Level 4 - guest service grade 4	\$15.43	\$23.15	N/A	N/A	\$27.00
Level 4 - leisure attendant grade 3	\$15.43	\$23.15	N/A	N/A	\$27.00
Level 4 - storeperson grade 3	\$15.43	\$23.15	N/A	N/A	\$27.00
Level 5 - child care worker grade 2	\$16.39	\$24.59	N/A	N/A	\$28.68
Level 5 - clerical supervisor	\$16.39	\$24.59	N/A	N/A	\$28.68
Level 5 - food and beverage and gaming attendant grade 5	\$16.39	\$24.59	N/A	N/A	\$28.68
Level 5 - front office supervisor	\$16.39	\$24.59	N/A	N/A	\$28.68
Level 5 - guest service supervisor	\$16.39	\$24.59	N/A	N/A	\$28.68
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$16.83	\$25.25	N/A	N/A	\$29.45
Level 6 - child care worker grade 3	\$16.83	\$25.25	N/A	N/A	\$29.45
Level 7 - level A manager	\$17.26	\$25.89	N/A	N/A	\$30.21
Level 8 - level B manager	\$17.98	\$26.97	N/A	N/A	\$31.47
Level 8 - maintenance and horticultural management level 1	\$17.98	N/A	\$26.97	\$35.96	\$35.96
Level 9 - level C manager	\$18.22	\$27.33	N/A	N/A	\$31.89
Level 10 - level D manager	\$18.89	\$28.34	N/A	N/A	\$33.06
Level 11 - level E manager	\$19.58	\$29.37	N/A	N/A	\$34.27
Level 11 - maintenance and horticultural management level 2	\$19.58	N/A	\$29.37	\$39.16	\$39.16
Level 12 - level F manager	\$20.82	\$31.23	N/A	N/A	\$36.44
Level 13 - level G manager	\$21.23	\$31.85	N/A	N/A	\$37.15

Table 2 of 4

Classification	Public holiday	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Introductory	\$33.13	\$26.50	N/A	N/A	N/A	\$29.81
Introductory maintenance and horticultural employee	\$33.13	N/A	\$19.88	\$26.50	\$33.13	\$33.13
Level 1 - food and beverage attendant grade 1	\$34.08	\$27.26	N/A	N/A	N/A	\$30.67
Level 1 - guest service grade 1	\$34.08	\$27.26	N/A	N/A	N/A	\$30.67
Level 1 - kitchen attendant grade 1	\$34.08	\$27.26	N/A	N/A	N/A	\$30.67
Level 2 - child care worker grade 1	\$35.38	\$28.30	N/A	N/A	N/A	\$31.84
Level 2 - clerical grade 1	\$35.38	\$28.30	N/A	N/A	N/A	\$31.84
Level 2 - cook grade 1	\$35.38	\$28.30	N/A	N/A	N/A	\$31.84
Level 2 - doorperson/security officer grade 1	\$35.38	\$28.30	N/A	N/A	N/A	\$31.84
Level 2 - food and beverage attendant grade 2	\$35.38	\$28.30	N/A	N/A	N/A	\$31.84
Level 2 - front office grade 1	\$35.38	\$28.30	N/A	N/A	N/A	\$31.84
Level 2 - guest service grade 2	\$35.38	\$28.30	N/A	N/A	N/A	\$31.84
Level 2 - kitchen attendant grade 2	\$35.38	\$28.30	N/A	N/A	N/A	\$31.84
Level 2 - leisure attendant grade 1	\$35.38	\$28.30	N/A	N/A	N/A	\$31.84
Level 2 - maintenance and horticultural employee level 1	\$35.38	N/A	\$21.23	\$28.30	\$35.38	\$35.38
Level 2 - storeperson grade 1	\$35.38	\$28.30	N/A	N/A	N/A	\$31.84
Level 3 - clerical grade 2	\$36.60	\$29.28	N/A	N/A	N/A	\$32.94
Level 3 - cook grade 2	\$36.60	\$29.28	N/A	N/A	N/A	\$32.94
Level 3 - food and beverage and gaming attendant grade 3	\$36.60	\$29.28	N/A	N/A	N/A	\$32.94
Level 3 - forklift driver	\$36.60	\$29.28	N/A	N/A	N/A	\$32.94
Level 3 - front office grade 2	\$36.60	\$29.28	N/A	N/A	N/A	\$32.94
Level 3 - guest service grade 3	\$36.60	\$29.28	N/A	N/A	N/A	\$32.94
Level 3 - handyperson	\$36.60	\$29.28	N/A	N/A	N/A	\$32.94
Level 3 - kitchen attendant grade 3	\$36.60	\$29.28	N/A	N/A	N/A	\$32.94

Classification	Public holiday	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Level 3 - leisure attendant grade 2	\$36.60	\$29.28	N/A	N/A	N/A	\$32.94
Level 3 - maintenance and horticultural employee level 2	\$36.60	N/A	\$21.96	\$29.28	\$36.60	\$36.60
Level 3 - storeperson grade 2	\$36.60	\$29.28	N/A	N/A	N/A	\$32.94
Level 3 - timekeeper/security officer grade 2	\$36.60	\$29.28	N/A	N/A	N/A	\$32.94
Level 4 - clerical grade 3	\$38.58	\$30.86	N/A	N/A	N/A	\$34.72
Level 4 - front office grade 3	\$38.58	\$30.86	N/A	N/A	N/A	\$34.72
Level 4 - guest service grade 4	\$38.58	\$30.86	N/A	N/A	N/A	\$34.72
Level 4 - leisure attendant grade 3	\$38.58	\$30.86	N/A	N/A	N/A	\$34.72
Level 4 - storeperson grade 3	\$38.58	\$30.86	N/A	N/A	N/A	\$34.72
Level 5 - child care worker grade 2	\$40.98	\$32.78	N/A	N/A	N/A	\$36.88
Level 5 - clerical supervisor	\$40.98	\$32.78	N/A	N/A	N/A	\$36.88
Level 5 - food and beverage and gaming attendant grade 5	\$40.98	\$32.78	N/A	N/A	N/A	\$36.88
Level 5 - front office supervisor	\$40.98	\$32.78	N/A	N/A	N/A	\$36.88
Level 5 - guest service supervisor	\$40.98	\$32.78	N/A	N/A	N/A	\$36.88
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$42.08	\$33.66	N/A	N/A	N/A	\$37.87
Level 6 - child care worker grade 3	\$42.08	\$33.66	N/A	N/A	N/A	\$37.87
Level 7 - level A manager	\$43.15	\$34.52	N/A	N/A	N/A	\$38.84
Level 8 - level B manager	\$44.95	\$35.96	N/A	N/A	N/A	\$40.46
Level 8 - maintenance and horticultural management level 1	\$44.95	N/A	\$26.97	\$35.96	\$44.95	\$44.95
Level 9 - level C manager	\$45.55	\$36.44	N/A	N/A	N/A	\$41.00
Level 10 - level D manager	\$47.23	\$37.78	N/A	N/A	N/A	\$42.50
Level 11 - level E manager	\$48.95	\$39.16	N/A	N/A	N/A	\$44.06
Level 11 - maintenance and horticultural management level 2	\$48.95	N/A	\$29.37	\$39.16	\$48.95	\$48.95
Level 12 - level F manager	\$52.05	\$41.64	N/A	N/A	N/A	\$46.85

Classification	Public holiday	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Level 13 - level G manager	\$53.08	\$42.46	N/A	N/A	N/A	\$47.77

Table 3 of 4

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Introductory	\$19.88	\$13.25 per hour plus \$2.20 per hour or part of an hour	\$13.25 per hour plus \$3.31 per hour or part of an hour
Introductory maintenance and horticultural employee	N/A	N/A	N/A
Level 1 - food and beverage attendant grade 1	\$20.45	\$13.63 per hour plus \$2.20 per hour or part of an hour	\$13.63 per hour plus \$3.31 per hour or part of an hour
Level 1 - guest service grade 1	\$20.45	\$13.63 per hour plus \$2.20 per hour or part of an hour	\$13.63 per hour plus \$3.31 per hour or part of an hour
Level 1 - kitchen attendant grade 1	\$20.45	\$13.63 per hour plus \$2.20 per hour or part of an hour	\$13.63 per hour plus \$3.31 per hour or part of an hour
Level 2 - child care worker grade 1	\$21.23	\$14.15 per hour plus \$2.20 per hour or part of an hour	\$14.15 per hour plus \$3.31 per hour or part of an hour
Level 2 - clerical grade 1	\$21.23	\$14.15 per hour plus \$2.20 per hour or part of an hour	\$14.15 per hour plus \$3.31 per hour or part of an hour
Level 2 - cook grade 1	\$21.23	\$14.15 per hour plus \$2.20 per hour or part of an hour	\$14.15 per hour plus \$3.31 per hour or part of an hour
Level 2 - doorman/security officer grade 1	\$21.23	\$14.15 per hour plus \$2.20 per hour or part of an hour	\$14.15 per hour plus \$3.31 per hour or part of an hour
Level 2 - food and beverage attendant grade 2	\$21.23	\$14.15 per hour plus \$2.20 per hour or part of an hour	\$14.15 per hour plus \$3.31 per hour or part of an hour
Level 2 - front office grade 1	\$21.23	\$14.15 per hour plus \$2.20 per hour or part of an hour	\$14.15 per hour plus \$3.31 per hour or part of an hour
Level 2 - guest service grade 2	\$21.23	\$14.15 per hour plus \$2.20 per hour or part of an hour	\$14.15 per hour plus \$3.31 per hour or part of an hour

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 2 - kitchen attendant grade 2	\$21.23	\$14.15 per hour plus \$2.20 per hour or part of an hour	\$14.15 per hour plus \$3.31 per hour or part of an hour
Level 2 - leisure attendant grade 1	\$21.23	\$14.15 per hour plus \$2.20 per hour or part of an hour	\$14.15 per hour plus \$3.31 per hour or part of an hour
Level 2 - maintenance and horticultural employee level 1	N/A	N/A	N/A
Level 2 - storeperson grade 1	\$21.23	\$14.15 per hour plus \$2.20 per hour or part of an hour	\$14.15 per hour plus \$3.31 per hour or part of an hour
Level 3 - clerical grade 2	\$21.96	\$14.64 per hour plus \$2.20 per hour or part of an hour	\$14.64 per hour plus \$3.31 per hour or part of an hour
Level 3 - cook grade 2	\$21.96	\$14.64 per hour plus \$2.20 per hour or part of an hour	\$14.64 per hour plus \$3.31 per hour or part of an hour
Level 3 - food and beverage and gaming attendant grade 3	\$21.96	\$14.64 per hour plus \$2.20 per hour or part of an hour	\$14.64 per hour plus \$3.31 per hour or part of an hour
Level 3 - forklift driver	\$21.96	\$14.64 per hour plus \$2.20 per hour or part of an hour	\$14.64 per hour plus \$3.31 per hour or part of an hour
Level 3 - front office grade 2	\$21.96	\$14.64 per hour plus \$2.20 per hour or part of an hour	\$14.64 per hour plus \$3.31 per hour or part of an hour
Level 3 - guest service grade 3	\$21.96	\$14.64 per hour plus \$2.20 per hour or part of an hour	\$14.64 per hour plus \$3.31 per hour or part of an hour
Level 3 - handyperson	\$21.96	\$14.64 per hour plus \$2.20 per hour or part of an hour	\$14.64 per hour plus \$3.31 per hour or part of an hour
Level 3 - kitchen attendant grade 3	\$21.96	\$14.64 per hour plus \$2.20 per hour or part of an hour	\$14.64 per hour plus \$3.31 per hour or part of an hour
Level 3 - leisure attendant grade 2	\$21.96	\$14.64 per hour plus \$2.20 per hour or part of an hour	\$14.64 per hour plus \$3.31 per hour or part of an hour
Level 3 - maintenance and horticultural employee level 2	N/A	N/A	N/A
Level 3 - storeperson grade 2	\$21.96	\$14.64 per hour plus \$2.20 per hour or part of an hour	\$14.64 per hour plus \$3.31 per hour or part of an hour
Level 3 - timekeeper/security officer grade 2	\$21.96	\$14.64 per hour plus \$2.20 per hour or part of an hour	\$14.64 per hour plus \$3.31 per hour or part of an hour
Level 4 - clerical grade 3	\$23.15	\$15.43 per hour plus \$2.20 per hour or part of an hour	\$15.43 per hour plus \$3.31 per hour or part of an hour

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 4 - front office grade 3	\$23.15	\$15.43 per hour plus \$2.20 per hour or part of an hour	\$15.43 per hour plus \$3.31 per hour or part of an hour
Level 4 - guest service grade 4	\$23.15	\$15.43 per hour plus \$2.20 per hour or part of an hour	\$15.43 per hour plus \$3.31 per hour or part of an hour
Level 4 - leisure attendant grade 3	\$23.15	\$15.43 per hour plus \$2.20 per hour or part of an hour	\$15.43 per hour plus \$3.31 per hour or part of an hour
Level 4 - storeperson grade 3	\$23.15	\$15.43 per hour plus \$2.20 per hour or part of an hour	\$15.43 per hour plus \$3.31 per hour or part of an hour
Level 5 - child care worker grade 2	\$24.59	\$16.39 per hour plus \$2.20 per hour or part of an hour	\$16.39 per hour plus \$3.31 per hour or part of an hour
Level 5 - clerical supervisor	\$24.59	\$16.39 per hour plus \$2.20 per hour or part of an hour	\$16.39 per hour plus \$3.31 per hour or part of an hour
Level 5 - food and beverage and gaming attendant grade 5	\$24.59	\$16.39 per hour plus \$2.20 per hour or part of an hour	\$16.39 per hour plus \$3.31 per hour or part of an hour
Level 5 - front office supervisor	\$24.59	\$16.39 per hour plus \$2.20 per hour or part of an hour	\$16.39 per hour plus \$3.31 per hour or part of an hour
Level 5 - guest service supervisor	\$24.59	\$16.39 per hour plus \$2.20 per hour or part of an hour	\$16.39 per hour plus \$3.31 per hour or part of an hour
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$25.25	\$16.83 per hour plus \$2.20 per hour or part of an hour	\$16.83 per hour plus \$3.31 per hour or part of an hour
Level 6 - child care worker grade 3	\$25.25	\$16.83 per hour plus \$2.20 per hour or part of an hour	\$16.83 per hour plus \$3.31 per hour or part of an hour
Level 7 - level A manager	\$25.89	\$17.26 per hour plus \$2.20 per hour or part of an hour	\$17.26 per hour plus \$3.31 per hour or part of an hour
Level 8 - level B manager	\$26.97	\$17.98 per hour plus \$2.20 per hour or part of an hour	\$17.98 per hour plus \$3.31 per hour or part of an hour
Level 8 - maintenance and horticultural management level 1	N/A	N/A	N/A
Level 9 - level C manager	\$27.33	\$18.22 per hour plus \$2.20 per hour or part of an hour	\$18.22 per hour plus \$3.31 per hour or part of an hour
Level 10 - level D manager	\$28.34	\$18.89 per hour plus \$2.20 per hour or part of an hour	\$18.89 per hour plus \$3.31 per hour or part of an hour

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 11 - level E manager	\$29.37	\$19.58 per hour plus \$2.20 per hour or part of an hour	\$19.58 per hour plus \$3.31 per hour or part of an hour
Level 11 - maintenance and horticultural management level 2	N/A	N/A	N/A
Level 12 - level F manager	\$31.23	\$20.82 per hour plus \$2.20 per hour or part of an hour	\$20.82 per hour plus \$3.31 per hour or part of an hour
Level 13 - level G manager	\$31.85	\$21.23 per hour plus \$2.20 per hour or part of an hour	\$21.23 per hour plus \$3.31 per hour or part of an hour

Table 4 of 4

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	\$19.88	\$26.50	\$23.19	\$26.50	\$26.50	\$33.13	\$26.50
Introductory maintenance and horticultural employee	\$19.88	\$26.50	\$23.19	\$26.50	\$26.50	\$33.13	\$26.50
Level 1 - food and beverage attendant grade 1	\$20.45	\$27.26	\$23.85	\$27.26	\$27.26	\$34.08	\$27.26
Level 1 - guest service grade 1	\$20.45	\$27.26	\$23.85	\$27.26	\$27.26	\$34.08	\$27.26
Level 1 - kitchen attendant grade 1	\$20.45	\$27.26	\$23.85	\$27.26	\$27.26	\$34.08	\$27.26
Level 2 - child care worker grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38	\$28.30
Level 2 - clerical grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38	\$28.30
Level 2 - cook grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38	\$28.30
Level 2 - doorperson/security officer grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38	\$28.30
Level 2 - food and beverage attendant grade 2	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38	\$28.30
Level 2 - front office grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38	\$28.30
Level 2 - guest service grade 2	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38	\$28.30
Level 2 - kitchen attendant grade 2	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38	\$28.30
Level 2 - leisure attendant grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38	\$28.30
Level 2 - maintenance and horticultural employee level 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38	\$28.30

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 2 - storeperson grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38	\$28.30
Level 3 - clerical grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 3 - cook grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 3 - food and beverage and gaming attendant grade 3	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 3 - forklift driver	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 3 - front office grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 3 - guest service grade 3	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 3 - handyperson	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 3 - kitchen attendant grade 3	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 3 - leisure attendant grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 3 - maintenance and horticultural employee level 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 3 - storeperson grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 3 - timekeeper/security officer grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60	\$29.28
Level 4 - clerical grade 3	\$23.15	\$30.86	\$27.00	\$30.86	\$30.86	\$38.58	\$30.86
Level 4 - front office grade 3	\$23.15	\$30.86	\$27.00	\$30.86	\$30.86	\$38.58	\$30.86
Level 4 - guest service grade 4	\$23.15	\$30.86	\$27.00	\$30.86	\$30.86	\$38.58	\$30.86
Level 4 - leisure attendant grade 3	\$23.15	\$30.86	\$27.00	\$30.86	\$30.86	\$38.58	\$30.86
Level 4 - storeperson grade 3	\$23.15	\$30.86	\$27.00	\$30.86	\$30.86	\$38.58	\$30.86
Level 5 - child care worker grade 2	\$24.59	\$32.78	\$28.68	\$32.78	\$32.78	\$40.98	\$32.78
Level 5 - clerical supervisor	\$24.59	\$32.78	\$28.68	\$32.78	\$32.78	\$40.98	\$32.78
Level 5 - food and beverage and gaming attendant grade 5	\$24.59	\$32.78	\$28.68	\$32.78	\$32.78	\$40.98	\$32.78
Level 5 - front office supervisor	\$24.59	\$32.78	\$28.68	\$32.78	\$32.78	\$40.98	\$32.78
Level 5 - guest service supervisor	\$24.59	\$32.78	\$28.68	\$32.78	\$32.78	\$40.98	\$32.78
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$25.25	\$33.66	\$29.45	\$33.66	\$33.66	\$42.08	\$33.66
Level 6 - child care worker grade 3	\$25.25	\$33.66	\$29.45	\$33.66	\$33.66	\$42.08	\$33.66
Level 7 - level A manager	\$25.89	\$34.52	\$30.21	\$34.52	\$34.52	\$43.15	\$34.52
Level 8 - level B manager	\$26.97	\$35.96	\$31.47	\$35.96	\$35.96	\$44.95	\$35.96

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 8 - maintenance and horticultural management level 1	\$26.97	\$35.96	\$31.47	\$35.96	\$35.96	\$44.95	\$35.96
Level 9 - level C manager	\$27.33	\$36.44	\$31.89	\$36.44	\$36.44	\$45.55	\$36.44
Level 10 - level D manager	\$28.34	\$37.78	\$33.06	\$37.78	\$37.78	\$47.23	\$37.78
Level 11 - level E manager	\$29.37	\$39.16	\$34.27	\$39.16	\$39.16	\$48.95	\$39.16
Level 11 - maintenance and horticultural management level 2	\$29.37	\$39.16	\$34.27	\$39.16	\$39.16	\$48.95	\$39.16
Level 12 - level F manager	\$31.23	\$41.64	\$36.44	\$41.64	\$41.64	\$52.05	\$41.64
Level 13 - level G manager	\$31.85	\$42.46	\$37.15	\$42.46	\$42.46	\$53.08	\$42.46

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

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 4

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees	Sunday	Public holiday
Introductory	\$16.09	\$24.14	N/A	N/A	\$28.16	\$40.23
Introductory maintenance and horticultural employee	\$16.09	N/A	\$24.14	\$32.18	\$32.18	\$40.23
Level 1 - food and beverage attendant grade 1	\$16.55	\$24.83	N/A	N/A	\$28.96	\$41.38
Level 1 - guest service grade 1	\$16.55	\$24.83	N/A	N/A	\$28.96	\$41.38
Level 1 - kitchen attendant grade 1	\$16.55	\$24.83	N/A	N/A	\$28.96	\$41.38
Level 2 - child care worker grade 1	\$17.19	\$25.79	N/A	N/A	\$30.08	\$42.98
Level 2 - clerical grade 1	\$17.19	\$25.79	N/A	N/A	\$30.08	\$42.98
Level 2 - cook grade 1	\$17.19	\$25.79	N/A	N/A	\$30.08	\$42.98
Level 2 - doorperson/security officer grade 1	\$17.19	\$25.79	N/A	N/A	\$30.08	\$42.98
Level 2 - food and beverage attendant grade 2	\$17.19	\$25.79	N/A	N/A	\$30.08	\$42.98
Level 2 - front office grade 1	\$17.19	\$25.79	N/A	N/A	\$30.08	\$42.98
Level 2 - guest service grade 2	\$17.19	\$25.79	N/A	N/A	\$30.08	\$42.98
Level 2 - kitchen attendant grade 2	\$17.19	\$25.79	N/A	N/A	\$30.08	\$42.98
Level 2 - leisure attendant grade 1	\$17.19	\$25.79	N/A	N/A	\$30.08	\$42.98
Level 2 - maintenance and horticultural employee level 1	\$17.19	N/A	\$25.79	\$34.38	\$34.38	\$42.98
Level 2 - storeperson grade 1	\$17.19	\$25.79	N/A	N/A	\$30.08	\$42.98
Level 3 - clerical grade 2	\$17.77	\$26.66	N/A	N/A	\$31.10	\$44.43
Level 3 - cook grade 2	\$17.77	\$26.66	N/A	N/A	\$31.10	\$44.43
Level 3 - food and beverage and gaming attendant grade 3	\$17.77	\$26.66	N/A	N/A	\$31.10	\$44.43
Level 3 - forklift driver	\$17.77	\$26.66	N/A	N/A	\$31.10	\$44.43
Level 3 - front office grade 2	\$17.77	\$26.66	N/A	N/A	\$31.10	\$44.43
Level 3 - guest service grade 3	\$17.77	\$26.66	N/A	N/A	\$31.10	\$44.43
Level 3 - handyperson	\$17.77	\$26.66	N/A	N/A	\$31.10	\$44.43

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees	Sunday	Public holiday
Level 3 - kitchen attendant grade 3	\$17.77	\$26.66	N/A	N/A	\$31.10	\$44.43
Level 3 - leisure attendant grade 2	\$17.77	\$26.66	N/A	N/A	\$31.10	\$44.43
Level 3 - maintenance and horticultural employee level 2	\$17.77	N/A	\$26.66	\$35.54	\$35.54	\$44.43
Level 3 - storeperson grade 2	\$17.77	\$26.66	N/A	N/A	\$31.10	\$44.43
Level 3 - timekeeper/security officer grade 2	\$17.77	\$26.66	N/A	N/A	\$31.10	\$44.43
Level 4 - clerical grade 3	\$18.73	\$28.10	N/A	N/A	\$32.78	\$46.83
Level 4 - front office grade 3	\$18.73	\$28.10	N/A	N/A	\$32.78	\$46.83
Level 4 - guest service grade 4	\$18.73	\$28.10	N/A	N/A	\$32.78	\$46.83
Level 4 - leisure attendant grade 3	\$18.73	\$28.10	N/A	N/A	\$32.78	\$46.83
Level 4 - storeperson grade 3	\$18.73	\$28.10	N/A	N/A	\$32.78	\$46.83
Level 5 - child care worker grade 2	\$19.91	\$29.87	N/A	N/A	\$34.84	\$49.78
Level 5 - clerical supervisor	\$19.91	\$29.87	N/A	N/A	\$34.84	\$49.78
Level 5 - food and beverage and gaming attendant grade 5	\$19.91	\$29.87	N/A	N/A	\$34.84	\$49.78
Level 5 - front office supervisor	\$19.91	\$29.87	N/A	N/A	\$34.84	\$49.78
Level 5 - guest service supervisor	\$19.91	\$29.87	N/A	N/A	\$34.84	\$49.78
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$20.43	\$30.65	N/A	N/A	\$35.75	\$51.08
Level 6 - child care worker grade 3	\$20.43	\$30.65	N/A	N/A	\$35.75	\$51.08
Level 7 - level A manager	\$20.95	\$31.43	N/A	N/A	\$36.66	\$52.38
Level 8 - level B manager	\$21.84	\$32.76	N/A	N/A	\$38.22	\$54.60
Level 8 - maintenance and horticultural management level 1	\$21.84	N/A	\$32.76	\$43.68	\$43.68	\$54.60
Level 9 - level C manager	\$22.13	\$33.20	N/A	N/A	\$38.73	\$55.33
Level 10 - level D manager	\$22.94	\$34.41	N/A	N/A	\$40.15	\$57.35
Level 11 - level E manager	\$23.77	\$35.66	N/A	N/A	\$41.60	\$59.43
Level 11 - maintenance and horticultural management level 2	\$23.77	N/A	\$35.66	\$47.54	\$47.54	\$59.43
Level 12 - level F manager	\$25.28	\$37.92	N/A	N/A	\$44.24	\$63.20
Level 13 - level G manager	\$25.78	\$38.67	N/A	N/A	\$45.12	\$64.45

Table 2 of 4

Classification	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Introductory	\$32.18	N/A	N/A	N/A	\$36.20
Introductory maintenance and horticultural employee	N/A	\$24.14	\$32.18	\$40.23	\$40.23
Level 1 - food and beverage attendant grade 1	\$33.10	N/A	N/A	N/A	\$37.24
Level 1 - guest service grade 1	\$33.10	N/A	N/A	N/A	\$37.24
Level 1 - kitchen attendant grade 1	\$33.10	N/A	N/A	N/A	\$37.24
Level 2 - child care worker grade 1	\$34.38	N/A	N/A	N/A	\$38.68
Level 2 - clerical grade 1	\$34.38	N/A	N/A	N/A	\$38.68
Level 2 - cook grade 1	\$34.38	N/A	N/A	N/A	\$38.68
Level 2 - doorman/security officer grade 1	\$34.38	N/A	N/A	N/A	\$38.68
Level 2 - food and beverage attendant grade 2	\$34.38	N/A	N/A	N/A	\$38.68
Level 2 - front office grade 1	\$34.38	N/A	N/A	N/A	\$38.68
Level 2 - guest service grade 2	\$34.38	N/A	N/A	N/A	\$38.68
Level 2 - kitchen attendant grade 2	\$34.38	N/A	N/A	N/A	\$38.68
Level 2 - leisure attendant grade 1	\$34.38	N/A	N/A	N/A	\$38.68
Level 2 - maintenance and horticultural employee level 1	N/A	\$25.79	\$34.38	\$42.98	\$42.98
Level 2 - storeperson grade 1	\$34.38	N/A	N/A	N/A	\$38.68
Level 3 - clerical grade 2	\$35.54	N/A	N/A	N/A	\$39.98
Level 3 - cook grade 2	\$35.54	N/A	N/A	N/A	\$39.98
Level 3 - food and beverage and gaming attendant grade 3	\$35.54	N/A	N/A	N/A	\$39.98
Level 3 - forklift driver	\$35.54	N/A	N/A	N/A	\$39.98
Level 3 - front office grade 2	\$35.54	N/A	N/A	N/A	\$39.98
Level 3 - guest service grade 3	\$35.54	N/A	N/A	N/A	\$39.98
Level 3 - handyperson	\$35.54	N/A	N/A	N/A	\$39.98
Level 3 - kitchen attendant grade 3	\$35.54	N/A	N/A	N/A	\$39.98

Classification	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Level 3 - leisure attendant grade 2	\$35.54	N/A	N/A	N/A	\$39.98
Level 3 - maintenance and horticultural employee level 2	N/A	\$26.66	\$35.54	\$44.43	\$44.43
Level 3 - storeperson grade 2	\$35.54	N/A	N/A	N/A	\$39.98
Level 3 - timekeeper/security officer grade 2	\$35.54	N/A	N/A	N/A	\$39.98
Level 4 - clerical grade 3	\$37.46	N/A	N/A	N/A	\$42.14
Level 4 - front office grade 3	\$37.46	N/A	N/A	N/A	\$42.14
Level 4 - guest service grade 4	\$37.46	N/A	N/A	N/A	\$42.14
Level 4 - leisure attendant grade 3	\$37.46	N/A	N/A	N/A	\$42.14
Level 4 - storeperson grade 3	\$37.46	N/A	N/A	N/A	\$42.14
Level 5 - child care worker grade 2	\$39.82	N/A	N/A	N/A	\$44.80
Level 5 - clerical supervisor	\$39.82	N/A	N/A	N/A	\$44.80
Level 5 - food and beverage and gaming attendant grade 5	\$39.82	N/A	N/A	N/A	\$44.80
Level 5 - front office supervisor	\$39.82	N/A	N/A	N/A	\$44.80
Level 5 - guest service supervisor	\$39.82	N/A	N/A	N/A	\$44.80
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$40.86	N/A	N/A	N/A	\$45.97
Level 6 - child care worker grade 3	\$40.86	N/A	N/A	N/A	\$45.97
Level 7 - level A manager	\$41.90	N/A	N/A	N/A	\$47.14
Level 8 - level B manager	\$43.68	N/A	N/A	N/A	\$49.14
Level 8 - maintenance and horticultural management level 1	N/A	\$32.76	\$43.68	\$54.60	\$54.60
Level 9 - level C manager	\$44.26	N/A	N/A	N/A	\$49.79
Level 10 - level D manager	\$45.88	N/A	N/A	N/A	\$51.62
Level 11 - level E manager	\$47.54	N/A	N/A	N/A	\$53.48
Level 11 - maintenance and horticultural management level 2	N/A	\$35.66	\$47.54	\$59.43	\$59.43
Level 12 - level F manager	\$50.56	N/A	N/A	N/A	\$56.88

Classification	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday
Level 13 - level G manager	\$51.56	N/A	N/A	N/A	\$58.01

Table 3 of 4

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Introductory	\$24.14	\$16.09 per hour plus \$2.20 per hour or part of an hour	\$16.09 per hour plus \$3.31 per hour or part of an hour
Introductory maintenance and horticultural employee	N/A	N/A	N/A
Level 1 - food and beverage attendant grade 1	\$24.83	\$16.55 per hour plus \$2.20 per hour or part of an hour	\$16.55 per hour plus \$3.31 per hour or part of an hour
Level 1 - guest service grade 1	\$24.83	\$16.55 per hour plus \$2.20 per hour or part of an hour	\$16.55 per hour plus \$3.31 per hour or part of an hour
Level 1 - kitchen attendant grade 1	\$24.83	\$16.55 per hour plus \$2.20 per hour or part of an hour	\$16.55 per hour plus \$3.31 per hour or part of an hour
Level 2 - child care worker grade 1	\$25.79	\$17.19 per hour plus \$2.20 per hour or part of an hour	\$17.19 per hour plus \$3.31 per hour or part of an hour
Level 2 - clerical grade 1	\$25.79	\$17.19 per hour plus \$2.20 per hour or part of an hour	\$17.19 per hour plus \$3.31 per hour or part of an hour
Level 2 - cook grade 1	\$25.79	\$17.19 per hour plus \$2.20 per hour or part of an hour	\$17.19 per hour plus \$3.31 per hour or part of an hour
Level 2 - doorperson/security officer grade 1	\$25.79	\$17.19 per hour plus \$2.20 per hour or part of an hour	\$17.19 per hour plus \$3.31 per hour or part of an hour
Level 2 - food and beverage attendant grade 2	\$25.79	\$17.19 per hour plus \$2.20 per hour or part of an hour	\$17.19 per hour plus \$3.31 per hour or part of an hour
Level 2 - front office grade 1	\$25.79	\$17.19 per hour plus \$2.20 per hour or part of an hour	\$17.19 per hour plus \$3.31 per hour or part of an hour
Level 2 - guest service grade 2	\$25.79	\$17.19 per hour plus \$2.20 per hour or part of an hour	\$17.19 per hour plus \$3.31 per hour or part of an hour

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 2 - kitchen attendant grade 2	\$25.79	\$17.19 per hour plus \$2.20 per hour or part of an hour	\$17.19 per hour plus \$3.31 per hour or part of an hour
Level 2 - leisure attendant grade 1	\$25.79	\$17.19 per hour plus \$2.20 per hour or part of an hour	\$17.19 per hour plus \$3.31 per hour or part of an hour
Level 2 - maintenance and horticultural employee level 1	N/A	N/A	N/A
Level 2 - storeperson grade 1	\$25.79	\$17.19 per hour plus \$2.20 per hour or part of an hour	\$17.19 per hour plus \$3.31 per hour or part of an hour
Level 3 - clerical grade 2	\$26.66	\$17.77 per hour plus \$2.20 per hour or part of an hour	\$17.77 per hour plus \$3.31 per hour or part of an hour
Level 3 - cook grade 2	\$26.66	\$17.77 per hour plus \$2.20 per hour or part of an hour	\$17.77 per hour plus \$3.31 per hour or part of an hour
Level 3 - food and beverage and gaming attendant grade 3	\$26.66	\$17.77 per hour plus \$2.20 per hour or part of an hour	\$17.77 per hour plus \$3.31 per hour or part of an hour
Level 3 - forklift driver	\$26.66	\$17.77 per hour plus \$2.20 per hour or part of an hour	\$17.77 per hour plus \$3.31 per hour or part of an hour
Level 3 - front office grade 2	\$26.66	\$17.77 per hour plus \$2.20 per hour or part of an hour	\$17.77 per hour plus \$3.31 per hour or part of an hour
Level 3 - guest service grade 3	\$26.66	\$17.77 per hour plus \$2.20 per hour or part of an hour	\$17.77 per hour plus \$3.31 per hour or part of an hour
Level 3 - handyperson	\$26.66	\$17.77 per hour plus \$2.20 per hour or part of an hour	\$17.77 per hour plus \$3.31 per hour or part of an hour
Level 3 - kitchen attendant grade 3	\$26.66	\$17.77 per hour plus \$2.20 per hour or part of an hour	\$17.77 per hour plus \$3.31 per hour or part of an hour
Level 3 - leisure attendant grade 2	\$26.66	\$17.77 per hour plus \$2.20 per hour or part of an hour	\$17.77 per hour plus \$3.31 per hour or part of an hour
Level 3 - maintenance and horticultural employee level 2	N/A	N/A	N/A
Level 3 - storeperson grade 2	\$26.66	\$17.77 per hour plus \$2.20 per hour or part of an hour	\$17.77 per hour plus \$3.31 per hour or part of an hour
Level 3 - timekeeper/security officer grade 2	\$26.66	\$17.77 per hour plus \$2.20 per hour or part of an hour	\$17.77 per hour plus \$3.31 per hour or part of an hour
Level 4 - clerical grade 3	\$28.10	\$18.73 per hour plus \$2.20 per hour or part of an hour	\$18.73 per hour plus \$3.31 per hour or part of an hour

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 4 - front office grade 3	\$28.10	\$18.73 per hour plus \$2.20 per hour or part of an hour	\$18.73 per hour plus \$3.31 per hour or part of an hour
Level 4 - guest service grade 4	\$28.10	\$18.73 per hour plus \$2.20 per hour or part of an hour	\$18.73 per hour plus \$3.31 per hour or part of an hour
Level 4 - leisure attendant grade 3	\$28.10	\$18.73 per hour plus \$2.20 per hour or part of an hour	\$18.73 per hour plus \$3.31 per hour or part of an hour
Level 4 - storeperson grade 3	\$28.10	\$18.73 per hour plus \$2.20 per hour or part of an hour	\$18.73 per hour plus \$3.31 per hour or part of an hour
Level 5 - child care worker grade 2	\$29.87	\$19.91 per hour plus \$2.20 per hour or part of an hour	\$19.91 per hour plus \$3.31 per hour or part of an hour
Level 5 - clerical supervisor	\$29.87	\$19.91 per hour plus \$2.20 per hour or part of an hour	\$19.91 per hour plus \$3.31 per hour or part of an hour
Level 5 - food and beverage and gaming attendant grade 5	\$29.87	\$19.91 per hour plus \$2.20 per hour or part of an hour	\$19.91 per hour plus \$3.31 per hour or part of an hour
Level 5 - front office supervisor	\$29.87	\$19.91 per hour plus \$2.20 per hour or part of an hour	\$19.91 per hour plus \$3.31 per hour or part of an hour
Level 5 - guest service supervisor	\$29.87	\$19.91 per hour plus \$2.20 per hour or part of an hour	\$19.91 per hour plus \$3.31 per hour or part of an hour
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$30.65	\$20.43 per hour plus \$2.20 per hour or part of an hour	\$20.43 per hour plus \$3.31 per hour or part of an hour
Level 6 - child care worker grade 3	\$30.65	\$20.43 per hour plus \$2.20 per hour or part of an hour	\$20.43 per hour plus \$3.31 per hour or part of an hour
Level 7 - level A manager	\$31.43	\$20.95 per hour plus \$2.20 per hour or part of an hour	\$20.95 per hour plus \$3.31 per hour or part of an hour
Level 8 - level B manager	\$32.76	\$21.84 per hour plus \$2.20 per hour or part of an hour	\$21.84 per hour plus \$3.31 per hour or part of an hour
Level 8 - maintenance and horticultural management level 1	N/A	N/A	N/A
Level 9 - level C manager	\$33.20	\$22.13 per hour plus \$2.20 per hour or part of an hour	\$22.13 per hour plus \$3.31 per hour or part of an hour
Level 10 - level D manager	\$34.41	\$22.94 per hour plus \$2.20 per hour or part of an hour	\$22.94 per hour plus \$3.31 per hour or part of an hour

Classification	Public holiday - equivalent paid time off - not maintenance and horticultural employees	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 11 - level E manager	\$35.66	\$23.77 per hour plus \$2.20 per hour or part of an hour	\$23.77 per hour plus \$3.31 per hour or part of an hour
Level 11 - maintenance and horticultural management level 2	N/A	N/A	N/A
Level 12 - level F manager	\$37.92	\$25.28 per hour plus \$2.20 per hour or part of an hour	\$25.28 per hour plus \$3.31 per hour or part of an hour
Level 13 - level G manager	\$38.67	\$25.78 per hour plus \$2.20 per hour or part of an hour	\$25.78 per hour plus \$3.31 per hour or part of an hour

Table 4 of 4

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	\$24.14	\$32.18	\$28.16	\$32.18	\$32.18	\$40.23	\$32.18
Introductory maintenance and horticultural employee	\$24.14	\$32.18	\$28.16	\$32.18	\$32.18	\$40.23	\$32.18
Level 1 - food and beverage attendant grade 1	\$24.83	\$33.10	\$28.96	\$33.10	\$33.10	\$41.38	\$33.10
Level 1 - guest service grade 1	\$24.83	\$33.10	\$28.96	\$33.10	\$33.10	\$41.38	\$33.10
Level 1 - kitchen attendant grade 1	\$24.83	\$33.10	\$28.96	\$33.10	\$33.10	\$41.38	\$33.10
Level 2 - child care worker grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98	\$34.38
Level 2 - clerical grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98	\$34.38
Level 2 - cook grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98	\$34.38
Level 2 - doorperson/security officer grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98	\$34.38
Level 2 - food and beverage attendant grade 2	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98	\$34.38
Level 2 - front office grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98	\$34.38
Level 2 - guest service grade 2	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98	\$34.38
Level 2 - kitchen attendant grade 2	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98	\$34.38
Level 2 - leisure attendant grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98	\$34.38
Level 2 - maintenance and horticultural employee level 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98	\$34.38

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 2 - storeperson grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98	\$34.38
Level 3 - clerical grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 3 - cook grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 3 - food and beverage and gaming attendant grade 3	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 3 - forklift driver	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 3 - front office grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 3 - guest service grade 3	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 3 - handyperson	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 3 - kitchen attendant grade 3	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 3 - leisure attendant grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 3 - maintenance and horticultural employee level 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 3 - storeperson grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 3 - timekeeper/security officer grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43	\$35.54
Level 4 - clerical grade 3	\$28.10	\$37.46	\$32.78	\$37.46	\$37.46	\$46.83	\$37.46
Level 4 - front office grade 3	\$28.10	\$37.46	\$32.78	\$37.46	\$37.46	\$46.83	\$37.46
Level 4 - guest service grade 4	\$28.10	\$37.46	\$32.78	\$37.46	\$37.46	\$46.83	\$37.46
Level 4 - leisure attendant grade 3	\$28.10	\$37.46	\$32.78	\$37.46	\$37.46	\$46.83	\$37.46
Level 4 - storeperson grade 3	\$28.10	\$37.46	\$32.78	\$37.46	\$37.46	\$46.83	\$37.46
Level 5 - child care worker grade 2	\$29.87	\$39.82	\$34.84	\$39.82	\$39.82	\$49.78	\$39.82
Level 5 - clerical supervisor	\$29.87	\$39.82	\$34.84	\$39.82	\$39.82	\$49.78	\$39.82
Level 5 - food and beverage and gaming attendant grade 5	\$29.87	\$39.82	\$34.84	\$39.82	\$39.82	\$49.78	\$39.82
Level 5 - front office supervisor	\$29.87	\$39.82	\$34.84	\$39.82	\$39.82	\$49.78	\$39.82
Level 5 - guest service supervisor	\$29.87	\$39.82	\$34.84	\$39.82	\$39.82	\$49.78	\$39.82
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$30.65	\$40.86	\$35.75	\$40.86	\$40.86	\$51.08	\$40.86
Level 6 - child care worker grade 3	\$30.65	\$40.86	\$35.75	\$40.86	\$40.86	\$51.08	\$40.86
Level 7 - level A manager	\$31.43	\$41.90	\$36.66	\$41.90	\$41.90	\$52.38	\$41.90
Level 8 - level B manager	\$32.76	\$43.68	\$38.22	\$43.68	\$43.68	\$54.60	\$43.68

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 8 - maintenance and horticultural management level 1	\$32.76	\$43.68	\$38.22	\$43.68	\$43.68	\$54.60	\$43.68
Level 9 - level C manager	\$33.20	\$44.26	\$38.73	\$44.26	\$44.26	\$55.33	\$44.26
Level 10 - level D manager	\$34.41	\$45.88	\$40.15	\$45.88	\$45.88	\$57.35	\$45.88
Level 11 - level E manager	\$35.66	\$47.54	\$41.60	\$47.54	\$47.54	\$59.43	\$47.54
Level 11 - maintenance and horticultural management level 2	\$35.66	\$47.54	\$41.60	\$47.54	\$47.54	\$59.43	\$47.54
Level 12 - level F manager	\$37.92	\$50.56	\$44.24	\$50.56	\$50.56	\$63.20	\$50.56
Level 13 - level G manager	\$38.67	\$51.56	\$45.12	\$51.56	\$51.56	\$64.45	\$51.56

Junior - Casual - 17 years of age or under

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 3

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees
Fitness instructor	\$28.64	\$34.37	N/A	N/A
Introductory	\$14.20	\$17.04	N/A	N/A
Introductory maintenance and horticultural employee	\$14.20	N/A	\$17.04	\$22.72
Level 1 - food and beverage attendant grade 1	\$14.60	\$17.52	N/A	N/A
Level 1 - guest service grade 1	\$14.60	\$17.52	N/A	N/A
Level 1 - kitchen attendant grade 1	\$14.60	\$17.52	N/A	N/A
Level 2 - child care worker grade 1	\$15.16	\$18.20	N/A	N/A
Level 2 - clerical grade 1	\$15.16	\$18.20	N/A	N/A
Level 2 - cook grade 1	\$15.16	\$18.20	N/A	N/A
Level 2 - doorman/security officer grade 1	\$15.16	\$18.20	N/A	N/A
Level 2 - food and beverage attendant grade 2	\$15.16	\$18.20	N/A	N/A
Level 2 - front office grade 1	\$15.16	\$18.20	N/A	N/A
Level 2 - guest service grade 2	\$15.16	\$18.20	N/A	N/A
Level 2 - kitchen attendant grade 2	\$15.16	\$18.20	N/A	N/A
Level 2 - leisure attendant grade 1	\$15.16	\$18.20	N/A	N/A
Level 2 - maintenance and horticultural employee level 1	\$15.16	N/A	\$18.20	\$24.26
Level 2 - storeperson grade 1	\$15.16	\$18.20	N/A	N/A
Level 3 - clerical grade 2	\$15.69	\$18.83	N/A	N/A
Level 3 - cook grade 2	\$15.69	\$18.83	N/A	N/A
Level 3 - food and beverage and gaming attendant grade 3	\$15.69	\$18.83	N/A	N/A
Level 3 - forklift driver	\$15.69	\$18.83	N/A	N/A
Level 3 - front office grade 2	\$15.69	\$18.83	N/A	N/A
Level 3 - guest service grade 3	\$15.69	\$18.83	N/A	N/A
Level 3 - handyperson	\$15.69	\$18.83	N/A	N/A

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees
Level 3 - kitchen attendant grade 3	\$15.69	\$18.83	N/A	N/A
Level 3 - leisure attendant grade 2	\$15.69	\$18.83	N/A	N/A
Level 3 - maintenance and horticultural employee level 2	\$15.69	N/A	\$18.83	\$25.10
Level 3 - storeperson grade 2	\$15.69	\$18.83	N/A	N/A
Level 3 - timekeeper/security officer grade 2	\$15.69	\$18.83	N/A	N/A
Level 4 - clerical grade 3	\$16.53	\$19.83	N/A	N/A
Level 4 - front office grade 3	\$16.53	\$19.83	N/A	N/A
Level 4 - guest service grade 4	\$16.53	\$19.83	N/A	N/A
Level 4 - leisure attendant grade 3	\$16.53	\$19.83	N/A	N/A
Level 4 - storeperson grade 3	\$16.53	\$19.83	N/A	N/A
Level 5 - child care worker grade 2	\$17.56	\$21.08	N/A	N/A
Level 5 - clerical supervisor	\$17.56	\$21.08	N/A	N/A
Level 5 - food and beverage and gaming attendant grade 5	\$17.56	\$21.08	N/A	N/A
Level 5 - front office supervisor	\$17.56	\$21.08	N/A	N/A
Level 5 - guest service supervisor	\$17.56	\$21.08	N/A	N/A
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$18.03	\$21.63	N/A	N/A
Level 6 - child care worker grade 3	\$18.03	\$21.63	N/A	N/A
Level 7 - level A manager	\$18.49	\$22.19	N/A	N/A
Level 8 - level B manager	\$19.26	\$23.12	N/A	N/A
Level 8 - maintenance and horticultural management level 1	\$19.26	N/A	\$23.12	\$30.82
Level 9 - level C manager	\$19.53	\$23.43	N/A	N/A
Level 10 - level D manager	\$20.24	\$24.29	N/A	N/A
Level 11 - level E manager	\$20.98	\$25.17	N/A	N/A
Level 11 - maintenance and horticultural management level 2	\$20.98	N/A	\$25.17	\$33.56
Level 12 - level F manager	\$22.30	\$26.76	N/A	N/A
Level 13 - level G manager	\$22.75	\$27.30	N/A	N/A

Table 2 of 3

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Fitness instructor	\$40.09	\$57.28	\$28.64 per hour plus \$2.20 per hour or part of an hour	\$28.64 per hour plus \$3.31 per hour or part of an hour
Introductory	\$19.88	\$28.40	\$14.20 per hour plus \$2.20 per hour or part of an hour	\$14.20 per hour plus \$3.31 per hour or part of an hour
Introductory maintenance and horticultural employee	\$22.72	\$28.40	N/A	N/A
Level 1 - food and beverage attendant grade 1	\$20.44	\$29.20	\$14.60 per hour plus \$2.20 per hour or part of an hour	\$14.60 per hour plus \$3.31 per hour or part of an hour
Level 1 - guest service grade 1	\$20.44	\$29.20	\$14.60 per hour plus \$2.20 per hour or part of an hour	\$14.60 per hour plus \$3.31 per hour or part of an hour
Level 1 - kitchen attendant grade 1	\$20.44	\$29.20	\$14.60 per hour plus \$2.20 per hour or part of an hour	\$14.60 per hour plus \$3.31 per hour or part of an hour
Level 2 - child care worker grade 1	\$21.23	\$30.33	\$15.16 per hour plus \$2.20 per hour or part of an hour	\$15.16 per hour plus \$3.31 per hour or part of an hour
Level 2 - clerical grade 1	\$21.23	\$30.33	\$15.16 per hour plus \$2.20 per hour or part of an hour	\$15.16 per hour plus \$3.31 per hour or part of an hour
Level 2 - cook grade 1	\$21.23	\$30.33	\$15.16 per hour plus \$2.20 per hour or part of an hour	\$15.16 per hour plus \$3.31 per hour or part of an hour
Level 2 - doorperson/security officer grade 1	\$21.23	\$30.33	\$15.16 per hour plus \$2.20 per hour or part of an hour	\$15.16 per hour plus \$3.31 per hour or part of an hour
Level 2 - food and beverage attendant grade 2	\$21.23	\$30.33	\$15.16 per hour plus \$2.20 per hour or part of an hour	\$15.16 per hour plus \$3.31 per hour or part of an hour
Level 2 - front office grade 1	\$21.23	\$30.33	\$15.16 per hour plus \$2.20 per hour or part of an hour	\$15.16 per hour plus \$3.31 per hour or part of an hour
Level 2 - guest service grade 2	\$21.23	\$30.33	\$15.16 per hour plus \$2.20 per hour or part of an hour	\$15.16 per hour plus \$3.31 per hour or part of an hour
Level 2 - kitchen attendant grade 2	\$21.23	\$30.33	\$15.16 per hour plus \$2.20 per hour or part of an hour	\$15.16 per hour plus \$3.31 per hour or part of an hour
Level 2 - leisure attendant grade 1	\$21.23	\$30.33	\$15.16 per hour plus \$2.20 per hour or part of an hour	\$15.16 per hour plus \$3.31 per hour or part of an hour
Level 2 - maintenance and horticultural employee level 1	\$24.26	\$30.33	N/A	N/A

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 2 - storeperson grade 1	\$21.23	\$30.33	\$15.16 per hour plus \$2.20 per hour or part of an hour	\$15.16 per hour plus \$3.31 per hour or part of an hour
Level 3 - clerical grade 2	\$21.96	\$31.38	\$15.69 per hour plus \$2.20 per hour or part of an hour	\$15.69 per hour plus \$3.31 per hour or part of an hour
Level 3 - cook grade 2	\$21.96	\$31.38	\$15.69 per hour plus \$2.20 per hour or part of an hour	\$15.69 per hour plus \$3.31 per hour or part of an hour
Level 3 - food and beverage and gaming attendant grade 3	\$21.96	\$31.38	\$15.69 per hour plus \$2.20 per hour or part of an hour	\$15.69 per hour plus \$3.31 per hour or part of an hour
Level 3 - forklift driver	\$21.96	\$31.38	\$15.69 per hour plus \$2.20 per hour or part of an hour	\$15.69 per hour plus \$3.31 per hour or part of an hour
Level 3 - front office grade 2	\$21.96	\$31.38	\$15.69 per hour plus \$2.20 per hour or part of an hour	\$15.69 per hour plus \$3.31 per hour or part of an hour
Level 3 - guest service grade 3	\$21.96	\$31.38	\$15.69 per hour plus \$2.20 per hour or part of an hour	\$15.69 per hour plus \$3.31 per hour or part of an hour
Level 3 - handyperson	\$21.96	\$31.38	\$15.69 per hour plus \$2.20 per hour or part of an hour	\$15.69 per hour plus \$3.31 per hour or part of an hour
Level 3 - kitchen attendant grade 3	\$21.96	\$31.38	\$15.69 per hour plus \$2.20 per hour or part of an hour	\$15.69 per hour plus \$3.31 per hour or part of an hour
Level 3 - leisure attendant grade 2	\$21.96	\$31.38	\$15.69 per hour plus \$2.20 per hour or part of an hour	\$15.69 per hour plus \$3.31 per hour or part of an hour
Level 3 - maintenance and horticultural employee level 2	\$25.10	\$31.38	N/A	N/A
Level 3 - storeperson grade 2	\$21.96	\$31.38	\$15.69 per hour plus \$2.20 per hour or part of an hour	\$15.69 per hour plus \$3.31 per hour or part of an hour
Level 3 - timekeeper/security officer grade 2	\$21.96	\$31.38	\$15.69 per hour plus \$2.20 per hour or part of an hour	\$15.69 per hour plus \$3.31 per hour or part of an hour
Level 4 - clerical grade 3	\$23.14	\$33.05	\$16.53 per hour plus \$2.20 per hour or part of an hour	\$16.53 per hour plus \$3.31 per hour or part of an hour
Level 4 - front office grade 3	\$23.14	\$33.05	\$16.53 per hour plus \$2.20 per hour or part of an hour	\$16.53 per hour plus \$3.31 per hour or part of an hour
Level 4 - guest service grade 4	\$23.14	\$33.05	\$16.53 per hour plus \$2.20 per hour or part of an hour	\$16.53 per hour plus \$3.31 per hour or part of an hour
Level 4 - leisure attendant grade 3	\$23.14	\$33.05	\$16.53 per hour plus \$2.20 per hour or part of an hour	\$16.53 per hour plus \$3.31 per hour or part of an hour

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 4 - storeperson grade 3	\$23.14	\$33.05	\$16.53 per hour plus \$2.20 per hour or part of an hour	\$16.53 per hour plus \$3.31 per hour or part of an hour
Level 5 - child care worker grade 2	\$24.59	\$35.13	\$17.56 per hour plus \$2.20 per hour or part of an hour	\$17.56 per hour plus \$3.31 per hour or part of an hour
Level 5 - clerical supervisor	\$24.59	\$35.13	\$17.56 per hour plus \$2.20 per hour or part of an hour	\$17.56 per hour plus \$3.31 per hour or part of an hour
Level 5 - food and beverage and gaming attendant grade 5	\$24.59	\$35.13	\$17.56 per hour plus \$2.20 per hour or part of an hour	\$17.56 per hour plus \$3.31 per hour or part of an hour
Level 5 - front office supervisor	\$24.59	\$35.13	\$17.56 per hour plus \$2.20 per hour or part of an hour	\$17.56 per hour plus \$3.31 per hour or part of an hour
Level 5 - guest service supervisor	\$24.59	\$35.13	\$17.56 per hour plus \$2.20 per hour or part of an hour	\$17.56 per hour plus \$3.31 per hour or part of an hour
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$25.24	\$36.05	\$18.03 per hour plus \$2.20 per hour or part of an hour	\$18.03 per hour plus \$3.31 per hour or part of an hour
Level 6 - child care worker grade 3	\$25.24	\$36.05	\$18.03 per hour plus \$2.20 per hour or part of an hour	\$18.03 per hour plus \$3.31 per hour or part of an hour
Level 7 - level A manager	\$25.88	\$36.98	\$18.49 per hour plus \$2.20 per hour or part of an hour	\$18.49 per hour plus \$3.31 per hour or part of an hour
Level 8 - level B manager	\$26.97	\$38.53	\$19.26 per hour plus \$2.20 per hour or part of an hour	\$19.26 per hour plus \$3.31 per hour or part of an hour
Level 8 - maintenance and horticultural management level 1	\$30.82	\$38.53	N/A	N/A
Level 9 - level C manager	\$27.34	\$39.05	\$19.53 per hour plus \$2.20 per hour or part of an hour	\$19.53 per hour plus \$3.31 per hour or part of an hour
Level 10 - level D manager	\$28.33	\$40.48	\$20.24 per hour plus \$2.20 per hour or part of an hour	\$20.24 per hour plus \$3.31 per hour or part of an hour
Level 11 - level E manager	\$29.37	\$41.95	\$20.98 per hour plus \$2.20 per hour or part of an hour	\$20.98 per hour plus \$3.31 per hour or part of an hour
Level 11 - maintenance and horticultural management level 2	\$33.56	\$41.95	N/A	N/A
Level 12 - level F manager	\$31.22	\$44.60	\$22.30 per hour plus \$2.20 per hour or part of an hour	\$22.30 per hour plus \$3.31 per hour or part of an hour
Level 13 - level G manager	\$31.85	\$45.50	\$22.75 per hour plus \$2.20 per hour or part of an hour	\$22.75 per hour plus \$3.31 per hour or part of an hour

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Fitness instructor	\$34.37	\$45.82	\$40.09	\$45.82	\$45.82	\$57.28
Introductory	\$17.04	\$22.72	\$19.88	\$22.72	\$22.72	\$28.40
Introductory maintenance and horticultural employee	\$17.04	\$22.72	\$19.88	\$22.72	\$22.72	\$28.40
Level 1 - food and beverage attendant grade 1	\$17.52	\$23.36	\$20.44	\$23.36	\$23.36	\$29.20
Level 1 - guest service grade 1	\$17.52	\$23.36	\$20.44	\$23.36	\$23.36	\$29.20
Level 1 - kitchen attendant grade 1	\$17.52	\$23.36	\$20.44	\$23.36	\$23.36	\$29.20
Level 2 - child care worker grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33
Level 2 - clerical grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33
Level 2 - cook grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33
Level 2 - doorman/security officer grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33
Level 2 - food and beverage attendant grade 2	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33
Level 2 - front office grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33
Level 2 - guest service grade 2	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33
Level 2 - kitchen attendant grade 2	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33
Level 2 - leisure attendant grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33
Level 2 - maintenance and horticultural employee level 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33
Level 2 - storeperson grade 1	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$30.33
Level 3 - clerical grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38
Level 3 - cook grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38
Level 3 - food and beverage and gaming attendant grade 3	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38
Level 3 - forklift driver	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38
Level 3 - front office grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38
Level 3 - guest service grade 3	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38
Level 3 - handyperson	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38
Level 3 - kitchen attendant grade 3	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38
Level 3 - leisure attendant grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 3 - maintenance and horticultural employee level 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38
Level 3 - storeperson grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38
Level 3 - timekeeper/security officer grade 2	\$18.83	\$25.10	\$21.96	\$25.10	\$25.10	\$31.38
Level 4 - clerical grade 3	\$19.83	\$26.44	\$23.14	\$26.44	\$26.44	\$33.05
Level 4 - front office grade 3	\$19.83	\$26.44	\$23.14	\$26.44	\$26.44	\$33.05
Level 4 - guest service grade 4	\$19.83	\$26.44	\$23.14	\$26.44	\$26.44	\$33.05
Level 4 - leisure attendant grade 3	\$19.83	\$26.44	\$23.14	\$26.44	\$26.44	\$33.05
Level 4 - storeperson grade 3	\$19.83	\$26.44	\$23.14	\$26.44	\$26.44	\$33.05
Level 5 - child care worker grade 2	\$21.08	\$28.10	\$24.59	\$28.10	\$28.10	\$35.13
Level 5 - clerical supervisor	\$21.08	\$28.10	\$24.59	\$28.10	\$28.10	\$35.13
Level 5 - food and beverage and gaming attendant grade 5	\$21.08	\$28.10	\$24.59	\$28.10	\$28.10	\$35.13
Level 5 - front office supervisor	\$21.08	\$28.10	\$24.59	\$28.10	\$28.10	\$35.13
Level 5 - guest service supervisor	\$21.08	\$28.10	\$24.59	\$28.10	\$28.10	\$35.13
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$21.63	\$28.84	\$25.24	\$28.84	\$28.84	\$36.05
Level 6 - child care worker grade 3	\$21.63	\$28.84	\$25.24	\$28.84	\$28.84	\$36.05
Level 7 - level A manager	\$22.19	\$29.58	\$25.88	\$29.58	\$29.58	\$36.98
Level 8 - level B manager	\$23.12	\$30.82	\$26.97	\$30.82	\$30.82	\$38.53
Level 8 - maintenance and horticultural management level 1	\$23.12	\$30.82	\$26.97	\$30.82	\$30.82	\$38.53
Level 9 - level C manager	\$23.43	\$31.24	\$27.34	\$31.24	\$31.24	\$39.05
Level 10 - level D manager	\$24.29	\$32.38	\$28.33	\$32.38	\$32.38	\$40.48
Level 11 - level E manager	\$25.17	\$33.56	\$29.37	\$33.56	\$33.56	\$41.95
Level 11 - maintenance and horticultural management level 2	\$25.17	\$33.56	\$29.37	\$33.56	\$33.56	\$41.95
Level 12 - level F manager	\$26.76	\$35.68	\$31.22	\$35.68	\$35.68	\$44.60
Level 13 - level G manager	\$27.30	\$36.40	\$31.85	\$36.40	\$36.40	\$45.50

Junior - Casual - 18 years of age

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 3

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees
Fitness instructor	\$33.40	\$40.08	N/A	N/A
Introductory	\$16.56	\$19.88	N/A	N/A
Introductory maintenance and horticultural employee	\$16.56	N/A	\$19.88	\$26.50
Level 1 - food and beverage attendant grade 1	\$17.04	\$20.45	N/A	N/A
Level 1 - guest service grade 1	\$17.04	\$20.45	N/A	N/A
Level 1 - kitchen attendant grade 1	\$17.04	\$20.45	N/A	N/A
Level 2 - child care worker grade 1	\$17.69	\$21.23	N/A	N/A
Level 2 - clerical grade 1	\$17.69	\$21.23	N/A	N/A
Level 2 - cook grade 1	\$17.69	\$21.23	N/A	N/A
Level 2 - doorman/security officer grade 1	\$17.69	\$21.23	N/A	N/A
Level 2 - food and beverage attendant grade 2	\$17.69	\$21.23	N/A	N/A
Level 2 - front office grade 1	\$17.69	\$21.23	N/A	N/A
Level 2 - guest service grade 2	\$17.69	\$21.23	N/A	N/A
Level 2 - kitchen attendant grade 2	\$17.69	\$21.23	N/A	N/A
Level 2 - leisure attendant grade 1	\$17.69	\$21.23	N/A	N/A
Level 2 - maintenance and horticultural employee level 1	\$17.69	N/A	\$21.23	\$28.30
Level 2 - storeperson grade 1	\$17.69	\$21.23	N/A	N/A
Level 3 - clerical grade 2	\$18.30	\$21.96	N/A	N/A
Level 3 - cook grade 2	\$18.30	\$21.96	N/A	N/A
Level 3 - food and beverage and gaming attendant grade 3	\$18.30	\$21.96	N/A	N/A
Level 3 - forklift driver	\$18.30	\$21.96	N/A	N/A
Level 3 - front office grade 2	\$18.30	\$21.96	N/A	N/A
Level 3 - guest service grade 3	\$18.30	\$21.96	N/A	N/A
Level 3 - handyperson	\$18.30	\$21.96	N/A	N/A

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees
Level 3 - kitchen attendant grade 3	\$18.30	\$21.96	N/A	N/A
Level 3 - leisure attendant grade 2	\$18.30	\$21.96	N/A	N/A
Level 3 - maintenance and horticultural employee level 2	\$18.30	N/A	\$21.96	\$29.28
Level 3 - storeperson grade 2	\$18.30	\$21.96	N/A	N/A
Level 3 - timekeeper/security officer grade 2	\$18.30	\$21.96	N/A	N/A
Level 4 - clerical grade 3	\$19.29	\$23.15	N/A	N/A
Level 4 - front office grade 3	\$19.29	\$23.15	N/A	N/A
Level 4 - guest service grade 4	\$19.29	\$23.15	N/A	N/A
Level 4 - leisure attendant grade 3	\$19.29	\$23.15	N/A	N/A
Level 4 - storeperson grade 3	\$19.29	\$23.15	N/A	N/A
Level 5 - child care worker grade 2	\$20.49	\$24.59	N/A	N/A
Level 5 - clerical supervisor	\$20.49	\$24.59	N/A	N/A
Level 5 - food and beverage and gaming attendant grade 5	\$20.49	\$24.59	N/A	N/A
Level 5 - front office supervisor	\$20.49	\$24.59	N/A	N/A
Level 5 - guest service supervisor	\$20.49	\$24.59	N/A	N/A
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$21.04	\$25.25	N/A	N/A
Level 6 - child care worker grade 3	\$21.04	\$25.25	N/A	N/A
Level 7 - level A manager	\$21.58	\$25.89	N/A	N/A
Level 8 - level B manager	\$22.48	\$26.97	N/A	N/A
Level 8 - maintenance and horticultural management level 1	\$22.48	N/A	\$26.97	\$35.96
Level 9 - level C manager	\$22.78	\$27.33	N/A	N/A
Level 10 - level D manager	\$23.61	\$28.34	N/A	N/A
Level 11 - level E manager	\$24.48	\$29.37	N/A	N/A
Level 11 - maintenance and horticultural management level 2	\$24.48	N/A	\$29.37	\$39.16
Level 12 - level F manager	\$26.03	\$31.23	N/A	N/A
Level 13 - level G manager	\$26.54	\$31.85	N/A	N/A

Table 2 of 3

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Fitness instructor	\$46.76	\$66.80	\$33.40 per hour plus \$2.20 per hour or part of an hour	\$33.40 per hour plus \$3.31 per hour or part of an hour
Introductory	\$23.19	\$33.13	\$16.56 per hour plus \$2.20 per hour or part of an hour	\$16.56 per hour plus \$3.31 per hour or part of an hour
Introductory maintenance and horticultural employee	\$26.50	\$33.13	N/A	N/A
Level 1 - food and beverage attendant grade 1	\$23.85	\$34.08	\$17.04 per hour plus \$2.20 per hour or part of an hour	\$17.04 per hour plus \$3.31 per hour or part of an hour
Level 1 - guest service grade 1	\$23.85	\$34.08	\$17.04 per hour plus \$2.20 per hour or part of an hour	\$17.04 per hour plus \$3.31 per hour or part of an hour
Level 1 - kitchen attendant grade 1	\$23.85	\$34.08	\$17.04 per hour plus \$2.20 per hour or part of an hour	\$17.04 per hour plus \$3.31 per hour or part of an hour
Level 2 - child care worker grade 1	\$24.76	\$35.38	\$17.69 per hour plus \$2.20 per hour or part of an hour	\$17.69 per hour plus \$3.31 per hour or part of an hour
Level 2 - clerical grade 1	\$24.76	\$35.38	\$17.69 per hour plus \$2.20 per hour or part of an hour	\$17.69 per hour plus \$3.31 per hour or part of an hour
Level 2 - cook grade 1	\$24.76	\$35.38	\$17.69 per hour plus \$2.20 per hour or part of an hour	\$17.69 per hour plus \$3.31 per hour or part of an hour
Level 2 - doorman/security officer grade 1	\$24.76	\$35.38	\$17.69 per hour plus \$2.20 per hour or part of an hour	\$17.69 per hour plus \$3.31 per hour or part of an hour
Level 2 - food and beverage attendant grade 2	\$24.76	\$35.38	\$17.69 per hour plus \$2.20 per hour or part of an hour	\$17.69 per hour plus \$3.31 per hour or part of an hour
Level 2 - front office grade 1	\$24.76	\$35.38	\$17.69 per hour plus \$2.20 per hour or part of an hour	\$17.69 per hour plus \$3.31 per hour or part of an hour
Level 2 - guest service grade 2	\$24.76	\$35.38	\$17.69 per hour plus \$2.20 per hour or part of an hour	\$17.69 per hour plus \$3.31 per hour or part of an hour
Level 2 - kitchen attendant grade 2	\$24.76	\$35.38	\$17.69 per hour plus \$2.20 per hour or part of an hour	\$17.69 per hour plus \$3.31 per hour or part of an hour
Level 2 - leisure attendant grade 1	\$24.76	\$35.38	\$17.69 per hour plus \$2.20 per hour or part of an hour	\$17.69 per hour plus \$3.31 per hour or part of an hour
Level 2 - maintenance and horticultural employee level 1	\$28.30	\$35.38	N/A	N/A

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 2 - storeperson grade 1	\$24.76	\$35.38	\$17.69 per hour plus \$2.20 per hour or part of an hour	\$17.69 per hour plus \$3.31 per hour or part of an hour
Level 3 - clerical grade 2	\$25.62	\$36.60	\$18.30 per hour plus \$2.20 per hour or part of an hour	\$18.30 per hour plus \$3.31 per hour or part of an hour
Level 3 - cook grade 2	\$25.62	\$36.60	\$18.30 per hour plus \$2.20 per hour or part of an hour	\$18.30 per hour plus \$3.31 per hour or part of an hour
Level 3 - food and beverage and gaming attendant grade 3	\$25.62	\$36.60	\$18.30 per hour plus \$2.20 per hour or part of an hour	\$18.30 per hour plus \$3.31 per hour or part of an hour
Level 3 - forklift driver	\$25.62	\$36.60	\$18.30 per hour plus \$2.20 per hour or part of an hour	\$18.30 per hour plus \$3.31 per hour or part of an hour
Level 3 - front office grade 2	\$25.62	\$36.60	\$18.30 per hour plus \$2.20 per hour or part of an hour	\$18.30 per hour plus \$3.31 per hour or part of an hour
Level 3 - guest service grade 3	\$25.62	\$36.60	\$18.30 per hour plus \$2.20 per hour or part of an hour	\$18.30 per hour plus \$3.31 per hour or part of an hour
Level 3 - handyperson	\$25.62	\$36.60	\$18.30 per hour plus \$2.20 per hour or part of an hour	\$18.30 per hour plus \$3.31 per hour or part of an hour
Level 3 - kitchen attendant grade 3	\$25.62	\$36.60	\$18.30 per hour plus \$2.20 per hour or part of an hour	\$18.30 per hour plus \$3.31 per hour or part of an hour
Level 3 - leisure attendant grade 2	\$25.62	\$36.60	\$18.30 per hour plus \$2.20 per hour or part of an hour	\$18.30 per hour plus \$3.31 per hour or part of an hour
Level 3 - maintenance and horticultural employee level 2	\$29.28	\$36.60	N/A	N/A
Level 3 - storeperson grade 2	\$25.62	\$36.60	\$18.30 per hour plus \$2.20 per hour or part of an hour	\$18.30 per hour plus \$3.31 per hour or part of an hour
Level 3 - timekeeper/security officer grade 2	\$25.62	\$36.60	\$18.30 per hour plus \$2.20 per hour or part of an hour	\$18.30 per hour plus \$3.31 per hour or part of an hour
Level 4 - clerical grade 3	\$27.00	\$38.58	\$19.29 per hour plus \$2.20 per hour or part of an hour	\$19.29 per hour plus \$3.31 per hour or part of an hour
Level 4 - front office grade 3	\$27.00	\$38.58	\$19.29 per hour plus \$2.20 per hour or part of an hour	\$19.29 per hour plus \$3.31 per hour or part of an hour
Level 4 - guest service grade 4	\$27.00	\$38.58	\$19.29 per hour plus \$2.20 per hour or part of an hour	\$19.29 per hour plus \$3.31 per hour or part of an hour
Level 4 - leisure attendant grade 3	\$27.00	\$38.58	\$19.29 per hour plus \$2.20 per hour or part of an hour	\$19.29 per hour plus \$3.31 per hour or part of an hour

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 4 - storeperson grade 3	\$27.00	\$38.58	\$19.29 per hour plus \$2.20 per hour or part of an hour	\$19.29 per hour plus \$3.31 per hour or part of an hour
Level 5 - child care worker grade 2	\$28.68	\$40.98	\$20.49 per hour plus \$2.20 per hour or part of an hour	\$20.49 per hour plus \$3.31 per hour or part of an hour
Level 5 - clerical supervisor	\$28.68	\$40.98	\$20.49 per hour plus \$2.20 per hour or part of an hour	\$20.49 per hour plus \$3.31 per hour or part of an hour
Level 5 - food and beverage and gaming attendant grade 5	\$28.68	\$40.98	\$20.49 per hour plus \$2.20 per hour or part of an hour	\$20.49 per hour plus \$3.31 per hour or part of an hour
Level 5 - front office supervisor	\$28.68	\$40.98	\$20.49 per hour plus \$2.20 per hour or part of an hour	\$20.49 per hour plus \$3.31 per hour or part of an hour
Level 5 - guest service supervisor	\$28.68	\$40.98	\$20.49 per hour plus \$2.20 per hour or part of an hour	\$20.49 per hour plus \$3.31 per hour or part of an hour
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$29.45	\$42.08	\$21.04 per hour plus \$2.20 per hour or part of an hour	\$21.04 per hour plus \$3.31 per hour or part of an hour
Level 6 - child care worker grade 3	\$29.45	\$42.08	\$21.04 per hour plus \$2.20 per hour or part of an hour	\$21.04 per hour plus \$3.31 per hour or part of an hour
Level 7 - level A manager	\$30.21	\$43.15	\$21.58 per hour plus \$2.20 per hour or part of an hour	\$21.58 per hour plus \$3.31 per hour or part of an hour
Level 8 - level B manager	\$31.47	\$44.95	\$22.48 per hour plus \$2.20 per hour or part of an hour	\$22.48 per hour plus \$3.31 per hour or part of an hour
Level 8 - maintenance and horticultural management level 1	\$35.96	\$44.95	N/A	N/A
Level 9 - level C manager	\$31.89	\$45.55	\$22.78 per hour plus \$2.20 per hour or part of an hour	\$22.78 per hour plus \$3.31 per hour or part of an hour
Level 10 - level D manager	\$33.06	\$47.23	\$23.61 per hour plus \$2.20 per hour or part of an hour	\$23.61 per hour plus \$3.31 per hour or part of an hour
Level 11 - level E manager	\$34.27	\$48.95	\$24.48 per hour plus \$2.20 per hour or part of an hour	\$24.48 per hour plus \$3.31 per hour or part of an hour
Level 11 - maintenance and horticultural management level 2	\$39.16	\$48.95	N/A	N/A
Level 12 - level F manager	\$36.44	\$52.05	\$26.03 per hour plus \$2.20 per hour or part of an hour	\$26.03 per hour plus \$3.31 per hour or part of an hour
Level 13 - level G manager	\$37.15	\$53.08	\$26.54 per hour plus \$2.20 per hour or part of an hour	\$26.54 per hour plus \$3.31 per hour or part of an hour

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Fitness instructor	\$40.08	\$53.44	\$46.76	\$53.44	\$53.44	\$66.80
Introductory	\$19.88	\$26.50	\$23.19	\$26.50	\$26.50	\$33.13
Introductory maintenance and horticultural employee	\$19.88	\$26.50	\$23.19	\$26.50	\$26.50	\$33.13
Level 1 - food and beverage attendant grade 1	\$20.45	\$27.26	\$23.85	\$27.26	\$27.26	\$34.08
Level 1 - guest service grade 1	\$20.45	\$27.26	\$23.85	\$27.26	\$27.26	\$34.08
Level 1 - kitchen attendant grade 1	\$20.45	\$27.26	\$23.85	\$27.26	\$27.26	\$34.08
Level 2 - child care worker grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38
Level 2 - clerical grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38
Level 2 - cook grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38
Level 2 - doorperson/security officer grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38
Level 2 - food and beverage attendant grade 2	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38
Level 2 - front office grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38
Level 2 - guest service grade 2	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38
Level 2 - kitchen attendant grade 2	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38
Level 2 - leisure attendant grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38
Level 2 - maintenance and horticultural employee level 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38
Level 2 - storeperson grade 1	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$35.38
Level 3 - clerical grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60
Level 3 - cook grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60
Level 3 - food and beverage and gaming attendant grade 3	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60
Level 3 - forklift driver	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60
Level 3 - front office grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60
Level 3 - guest service grade 3	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60
Level 3 - handyperson	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60
Level 3 - kitchen attendant grade 3	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60
Level 3 - leisure attendant grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 3 - maintenance and horticultural employee level 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60
Level 3 - storeperson grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60
Level 3 - timekeeper/security officer grade 2	\$21.96	\$29.28	\$25.62	\$29.28	\$29.28	\$36.60
Level 4 - clerical grade 3	\$23.15	\$30.86	\$27.00	\$30.86	\$30.86	\$38.58
Level 4 - front office grade 3	\$23.15	\$30.86	\$27.00	\$30.86	\$30.86	\$38.58
Level 4 - guest service grade 4	\$23.15	\$30.86	\$27.00	\$30.86	\$30.86	\$38.58
Level 4 - leisure attendant grade 3	\$23.15	\$30.86	\$27.00	\$30.86	\$30.86	\$38.58
Level 4 - storeperson grade 3	\$23.15	\$30.86	\$27.00	\$30.86	\$30.86	\$38.58
Level 5 - child care worker grade 2	\$24.59	\$32.78	\$28.68	\$32.78	\$32.78	\$40.98
Level 5 - clerical supervisor	\$24.59	\$32.78	\$28.68	\$32.78	\$32.78	\$40.98
Level 5 - food and beverage and gaming attendant grade 5	\$24.59	\$32.78	\$28.68	\$32.78	\$32.78	\$40.98
Level 5 - front office supervisor	\$24.59	\$32.78	\$28.68	\$32.78	\$32.78	\$40.98
Level 5 - guest service supervisor	\$24.59	\$32.78	\$28.68	\$32.78	\$32.78	\$40.98
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$25.25	\$33.66	\$29.45	\$33.66	\$33.66	\$42.08
Level 6 - child care worker grade 3	\$25.25	\$33.66	\$29.45	\$33.66	\$33.66	\$42.08
Level 7 - level A manager	\$25.89	\$34.52	\$30.21	\$34.52	\$34.52	\$43.15
Level 8 - level B manager	\$26.97	\$35.96	\$31.47	\$35.96	\$35.96	\$44.95
Level 8 - maintenance and horticultural management level 1	\$26.97	\$35.96	\$31.47	\$35.96	\$35.96	\$44.95
Level 9 - level C manager	\$27.33	\$36.44	\$31.89	\$36.44	\$36.44	\$45.55
Level 10 - level D manager	\$28.34	\$37.78	\$33.06	\$37.78	\$37.78	\$47.23
Level 11 - level E manager	\$29.37	\$39.16	\$34.27	\$39.16	\$39.16	\$48.95
Level 11 - maintenance and horticultural management level 2	\$29.37	\$39.16	\$34.27	\$39.16	\$39.16	\$48.95
Level 12 - level F manager	\$31.23	\$41.64	\$36.44	\$41.64	\$41.64	\$52.05
Level 13 - level G manager	\$31.85	\$42.46	\$37.15	\$42.46	\$42.46	\$53.08

Junior - Casual - 19 years of age

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 3

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees
Fitness instructor	\$40.56	\$48.68	N/A	N/A
Introductory	\$20.11	\$24.14	N/A	N/A
Introductory maintenance and horticultural employee	\$20.11	N/A	\$24.14	\$32.18
Level 1 - food and beverage attendant grade 1	\$20.69	\$24.83	N/A	N/A
Level 1 - guest service grade 1	\$20.69	\$24.83	N/A	N/A
Level 1 - kitchen attendant grade 1	\$20.69	\$24.83	N/A	N/A
Level 2 - child care worker grade 1	\$21.49	\$25.79	N/A	N/A
Level 2 - clerical grade 1	\$21.49	\$25.79	N/A	N/A
Level 2 - cook grade 1	\$21.49	\$25.79	N/A	N/A
Level 2 - doorman/security officer grade 1	\$21.49	\$25.79	N/A	N/A
Level 2 - food and beverage attendant grade 2	\$21.49	\$25.79	N/A	N/A
Level 2 - front office grade 1	\$21.49	\$25.79	N/A	N/A
Level 2 - guest service grade 2	\$21.49	\$25.79	N/A	N/A
Level 2 - kitchen attendant grade 2	\$21.49	\$25.79	N/A	N/A
Level 2 - leisure attendant grade 1	\$21.49	\$25.79	N/A	N/A
Level 2 - maintenance and horticultural employee level 1	\$21.49	N/A	\$25.79	\$34.38
Level 2 - storeperson grade 1	\$21.49	\$25.79	N/A	N/A
Level 3 - clerical grade 2	\$22.21	\$26.66	N/A	N/A
Level 3 - cook grade 2	\$22.21	\$26.66	N/A	N/A
Level 3 - food and beverage and gaming attendant grade 3	\$22.21	\$26.66	N/A	N/A
Level 3 - forklift driver	\$22.21	\$26.66	N/A	N/A
Level 3 - front office grade 2	\$22.21	\$26.66	N/A	N/A
Level 3 - guest service grade 3	\$22.21	\$26.66	N/A	N/A
Level 3 - handyperson	\$22.21	\$26.66	N/A	N/A

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees
Level 3 - kitchen attendant grade 3	\$22.21	\$26.66	N/A	N/A
Level 3 - leisure attendant grade 2	\$22.21	\$26.66	N/A	N/A
Level 3 - maintenance and horticultural employee level 2	\$22.21	N/A	\$26.66	\$35.54
Level 3 - storeperson grade 2	\$22.21	\$26.66	N/A	N/A
Level 3 - timekeeper/security officer grade 2	\$22.21	\$26.66	N/A	N/A
Level 4 - clerical grade 3	\$23.41	\$28.10	N/A	N/A
Level 4 - front office grade 3	\$23.41	\$28.10	N/A	N/A
Level 4 - guest service grade 4	\$23.41	\$28.10	N/A	N/A
Level 4 - leisure attendant grade 3	\$23.41	\$28.10	N/A	N/A
Level 4 - storeperson grade 3	\$23.41	\$28.10	N/A	N/A
Level 5 - child care worker grade 2	\$24.89	\$29.87	N/A	N/A
Level 5 - clerical supervisor	\$24.89	\$29.87	N/A	N/A
Level 5 - food and beverage and gaming attendant grade 5	\$24.89	\$29.87	N/A	N/A
Level 5 - front office supervisor	\$24.89	\$29.87	N/A	N/A
Level 5 - guest service supervisor	\$24.89	\$29.87	N/A	N/A
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$25.54	\$30.65	N/A	N/A
Level 6 - child care worker grade 3	\$25.54	\$30.65	N/A	N/A
Level 7 - level A manager	\$26.19	\$31.43	N/A	N/A
Level 8 - level B manager	\$27.30	\$32.76	N/A	N/A
Level 8 - maintenance and horticultural management level 1	\$27.30	N/A	\$32.76	\$43.68
Level 9 - level C manager	\$27.66	\$33.20	N/A	N/A
Level 10 - level D manager	\$28.68	\$34.41	N/A	N/A
Level 11 - level E manager	\$29.71	\$35.66	N/A	N/A
Level 11 - maintenance and horticultural management level 2	\$29.71	N/A	\$35.66	\$47.54
Level 12 - level F manager	\$31.60	\$37.92	N/A	N/A
Level 13 - level G manager	\$32.23	\$38.67	N/A	N/A

Table 2 of 3

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Fitness instructor	\$56.79	\$81.13	\$40.56 per hour plus \$2.20 per hour or part of an hour	\$40.56 per hour plus \$3.31 per hour or part of an hour
Introductory	\$28.16	\$40.23	\$20.11 per hour plus \$2.20 per hour or part of an hour	\$20.11 per hour plus \$3.31 per hour or part of an hour
Introductory maintenance and horticultural employee	\$32.18	\$40.23	N/A	N/A
Level 1 - food and beverage attendant grade 1	\$28.96	\$41.38	\$20.69 per hour plus \$2.20 per hour or part of an hour	\$20.69 per hour plus \$3.31 per hour or part of an hour
Level 1 - guest service grade 1	\$28.96	\$41.38	\$20.69 per hour plus \$2.20 per hour or part of an hour	\$20.69 per hour plus \$3.31 per hour or part of an hour
Level 1 - kitchen attendant grade 1	\$28.96	\$41.38	\$20.69 per hour plus \$2.20 per hour or part of an hour	\$20.69 per hour plus \$3.31 per hour or part of an hour
Level 2 - child care worker grade 1	\$30.08	\$42.98	\$21.49 per hour plus \$2.20 per hour or part of an hour	\$21.49 per hour plus \$3.31 per hour or part of an hour
Level 2 - clerical grade 1	\$30.08	\$42.98	\$21.49 per hour plus \$2.20 per hour or part of an hour	\$21.49 per hour plus \$3.31 per hour or part of an hour
Level 2 - cook grade 1	\$30.08	\$42.98	\$21.49 per hour plus \$2.20 per hour or part of an hour	\$21.49 per hour plus \$3.31 per hour or part of an hour
Level 2 - doorperson/security officer grade 1	\$30.08	\$42.98	\$21.49 per hour plus \$2.20 per hour or part of an hour	\$21.49 per hour plus \$3.31 per hour or part of an hour
Level 2 - food and beverage attendant grade 2	\$30.08	\$42.98	\$21.49 per hour plus \$2.20 per hour or part of an hour	\$21.49 per hour plus \$3.31 per hour or part of an hour
Level 2 - front office grade 1	\$30.08	\$42.98	\$21.49 per hour plus \$2.20 per hour or part of an hour	\$21.49 per hour plus \$3.31 per hour or part of an hour
Level 2 - guest service grade 2	\$30.08	\$42.98	\$21.49 per hour plus \$2.20 per hour or part of an hour	\$21.49 per hour plus \$3.31 per hour or part of an hour
Level 2 - kitchen attendant grade 2	\$30.08	\$42.98	\$21.49 per hour plus \$2.20 per hour or part of an hour	\$21.49 per hour plus \$3.31 per hour or part of an hour
Level 2 - leisure attendant grade 1	\$30.08	\$42.98	\$21.49 per hour plus \$2.20 per hour or part of an hour	\$21.49 per hour plus \$3.31 per hour or part of an hour
Level 2 - maintenance and horticultural employee level 1	\$34.38	\$42.98	N/A	N/A

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 2 - storeperson grade 1	\$30.08	\$42.98	\$21.49 per hour plus \$2.20 per hour or part of an hour	\$21.49 per hour plus \$3.31 per hour or part of an hour
Level 3 - clerical grade 2	\$31.10	\$44.43	\$22.21 per hour plus \$2.20 per hour or part of an hour	\$22.21 per hour plus \$3.31 per hour or part of an hour
Level 3 - cook grade 2	\$31.10	\$44.43	\$22.21 per hour plus \$2.20 per hour or part of an hour	\$22.21 per hour plus \$3.31 per hour or part of an hour
Level 3 - food and beverage and gaming attendant grade 3	\$31.10	\$44.43	\$22.21 per hour plus \$2.20 per hour or part of an hour	\$22.21 per hour plus \$3.31 per hour or part of an hour
Level 3 - forklift driver	\$31.10	\$44.43	\$22.21 per hour plus \$2.20 per hour or part of an hour	\$22.21 per hour plus \$3.31 per hour or part of an hour
Level 3 - front office grade 2	\$31.10	\$44.43	\$22.21 per hour plus \$2.20 per hour or part of an hour	\$22.21 per hour plus \$3.31 per hour or part of an hour
Level 3 - guest service grade 3	\$31.10	\$44.43	\$22.21 per hour plus \$2.20 per hour or part of an hour	\$22.21 per hour plus \$3.31 per hour or part of an hour
Level 3 - handyperson	\$31.10	\$44.43	\$22.21 per hour plus \$2.20 per hour or part of an hour	\$22.21 per hour plus \$3.31 per hour or part of an hour
Level 3 - kitchen attendant grade 3	\$31.10	\$44.43	\$22.21 per hour plus \$2.20 per hour or part of an hour	\$22.21 per hour plus \$3.31 per hour or part of an hour
Level 3 - leisure attendant grade 2	\$31.10	\$44.43	\$22.21 per hour plus \$2.20 per hour or part of an hour	\$22.21 per hour plus \$3.31 per hour or part of an hour
Level 3 - maintenance and horticultural employee level 2	\$35.54	\$44.43	N/A	N/A
Level 3 - storeperson grade 2	\$31.10	\$44.43	\$22.21 per hour plus \$2.20 per hour or part of an hour	\$22.21 per hour plus \$3.31 per hour or part of an hour
Level 3 - timekeeper/security officer grade 2	\$31.10	\$44.43	\$22.21 per hour plus \$2.20 per hour or part of an hour	\$22.21 per hour plus \$3.31 per hour or part of an hour
Level 4 - clerical grade 3	\$32.78	\$46.83	\$23.41 per hour plus \$2.20 per hour or part of an hour	\$23.41 per hour plus \$3.31 per hour or part of an hour
Level 4 - front office grade 3	\$32.78	\$46.83	\$23.41 per hour plus \$2.20 per hour or part of an hour	\$23.41 per hour plus \$3.31 per hour or part of an hour
Level 4 - guest service grade 4	\$32.78	\$46.83	\$23.41 per hour plus \$2.20 per hour or part of an hour	\$23.41 per hour plus \$3.31 per hour or part of an hour
Level 4 - leisure attendant grade 3	\$32.78	\$46.83	\$23.41 per hour plus \$2.20 per hour or part of an hour	\$23.41 per hour plus \$3.31 per hour or part of an hour

Classification	Sunday	Public holiday	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees
Level 4 - storeperson grade 3	\$32.78	\$46.83	\$23.41 per hour plus \$2.20 per hour or part of an hour	\$23.41 per hour plus \$3.31 per hour or part of an hour
Level 5 - child care worker grade 2	\$34.84	\$49.78	\$24.89 per hour plus \$2.20 per hour or part of an hour	\$24.89 per hour plus \$3.31 per hour or part of an hour
Level 5 - clerical supervisor	\$34.84	\$49.78	\$24.89 per hour plus \$2.20 per hour or part of an hour	\$24.89 per hour plus \$3.31 per hour or part of an hour
Level 5 - food and beverage and gaming attendant grade 5	\$34.84	\$49.78	\$24.89 per hour plus \$2.20 per hour or part of an hour	\$24.89 per hour plus \$3.31 per hour or part of an hour
Level 5 - front office supervisor	\$34.84	\$49.78	\$24.89 per hour plus \$2.20 per hour or part of an hour	\$24.89 per hour plus \$3.31 per hour or part of an hour
Level 5 - guest service supervisor	\$34.84	\$49.78	\$24.89 per hour plus \$2.20 per hour or part of an hour	\$24.89 per hour plus \$3.31 per hour or part of an hour
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$35.75	\$51.08	\$25.54 per hour plus \$2.20 per hour or part of an hour	\$25.54 per hour plus \$3.31 per hour or part of an hour
Level 6 - child care worker grade 3	\$35.75	\$51.08	\$25.54 per hour plus \$2.20 per hour or part of an hour	\$25.54 per hour plus \$3.31 per hour or part of an hour
Level 7 - level A manager	\$36.66	\$52.38	\$26.19 per hour plus \$2.20 per hour or part of an hour	\$26.19 per hour plus \$3.31 per hour or part of an hour
Level 8 - level B manager	\$38.22	\$54.60	\$27.30 per hour plus \$2.20 per hour or part of an hour	\$27.30 per hour plus \$3.31 per hour or part of an hour
Level 8 - maintenance and horticultural management level 1	\$43.68	\$54.60	N/A	N/A
Level 9 - level C manager	\$38.73	\$55.33	\$27.66 per hour plus \$2.20 per hour or part of an hour	\$27.66 per hour plus \$3.31 per hour or part of an hour
Level 10 - level D manager	\$40.15	\$57.35	\$28.68 per hour plus \$2.20 per hour or part of an hour	\$28.68 per hour plus \$3.31 per hour or part of an hour
Level 11 - level E manager	\$41.60	\$59.43	\$29.71 per hour plus \$2.20 per hour or part of an hour	\$29.71 per hour plus \$3.31 per hour or part of an hour
Level 11 - maintenance and horticultural management level 2	\$47.54	\$59.43	N/A	N/A
Level 12 - level F manager	\$44.24	\$63.20	\$31.60 per hour plus \$2.20 per hour or part of an hour	\$31.60 per hour plus \$3.31 per hour or part of an hour
Level 13 - level G manager	\$45.12	\$64.45	\$32.23 per hour plus \$2.20 per hour or part of an hour	\$32.23 per hour plus \$3.31 per hour or part of an hour

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Fitness instructor	\$48.68	\$64.90	\$56.79	\$64.90	\$64.90	\$81.13
Introductory	\$24.14	\$32.18	\$28.16	\$32.18	\$32.18	\$40.23
Introductory maintenance and horticultural employee	\$24.14	\$32.18	\$28.16	\$32.18	\$32.18	\$40.23
Level 1 - food and beverage attendant grade 1	\$24.83	\$33.10	\$28.96	\$33.10	\$33.10	\$41.38
Level 1 - guest service grade 1	\$24.83	\$33.10	\$28.96	\$33.10	\$33.10	\$41.38
Level 1 - kitchen attendant grade 1	\$24.83	\$33.10	\$28.96	\$33.10	\$33.10	\$41.38
Level 2 - child care worker grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98
Level 2 - clerical grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98
Level 2 - cook grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98
Level 2 - doorperson/security officer grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98
Level 2 - food and beverage attendant grade 2	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98
Level 2 - front office grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98
Level 2 - guest service grade 2	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98
Level 2 - kitchen attendant grade 2	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98
Level 2 - leisure attendant grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98
Level 2 - maintenance and horticultural employee level 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98
Level 2 - storeperson grade 1	\$25.79	\$34.38	\$30.08	\$34.38	\$34.38	\$42.98
Level 3 - clerical grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43
Level 3 - cook grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43
Level 3 - food and beverage and gaming attendant grade 3	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43
Level 3 - forklift driver	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43
Level 3 - front office grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43
Level 3 - guest service grade 3	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43
Level 3 - handyperson	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43
Level 3 - kitchen attendant grade 3	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43
Level 3 - leisure attendant grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 3 - maintenance and horticultural employee level 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43
Level 3 - storeperson grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43
Level 3 - timekeeper/security officer grade 2	\$26.66	\$35.54	\$31.10	\$35.54	\$35.54	\$44.43
Level 4 - clerical grade 3	\$28.10	\$37.46	\$32.78	\$37.46	\$37.46	\$46.83
Level 4 - front office grade 3	\$28.10	\$37.46	\$32.78	\$37.46	\$37.46	\$46.83
Level 4 - guest service grade 4	\$28.10	\$37.46	\$32.78	\$37.46	\$37.46	\$46.83
Level 4 - leisure attendant grade 3	\$28.10	\$37.46	\$32.78	\$37.46	\$37.46	\$46.83
Level 4 - storeperson grade 3	\$28.10	\$37.46	\$32.78	\$37.46	\$37.46	\$46.83
Level 5 - child care worker grade 2	\$29.87	\$39.82	\$34.84	\$39.82	\$39.82	\$49.78
Level 5 - clerical supervisor	\$29.87	\$39.82	\$34.84	\$39.82	\$39.82	\$49.78
Level 5 - food and beverage and gaming attendant grade 5	\$29.87	\$39.82	\$34.84	\$39.82	\$39.82	\$49.78
Level 5 - front office supervisor	\$29.87	\$39.82	\$34.84	\$39.82	\$39.82	\$49.78
Level 5 - guest service supervisor	\$29.87	\$39.82	\$34.84	\$39.82	\$39.82	\$49.78
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$30.65	\$40.86	\$35.75	\$40.86	\$40.86	\$51.08
Level 6 - child care worker grade 3	\$30.65	\$40.86	\$35.75	\$40.86	\$40.86	\$51.08
Level 7 - level A manager	\$31.43	\$41.90	\$36.66	\$41.90	\$41.90	\$52.38
Level 8 - level B manager	\$32.76	\$43.68	\$38.22	\$43.68	\$43.68	\$54.60
Level 8 - maintenance and horticultural management level 1	\$32.76	\$43.68	\$38.22	\$43.68	\$43.68	\$54.60
Level 9 - level C manager	\$33.20	\$44.26	\$38.73	\$44.26	\$44.26	\$55.33
Level 10 - level D manager	\$34.41	\$45.88	\$40.15	\$45.88	\$45.88	\$57.35
Level 11 - level E manager	\$35.66	\$47.54	\$41.60	\$47.54	\$47.54	\$59.43
Level 11 - maintenance and horticultural management level 2	\$35.66	\$47.54	\$41.60	\$47.54	\$47.54	\$59.43
Level 12 - level F manager	\$37.92	\$50.56	\$44.24	\$50.56	\$50.56	\$63.20
Level 13 - level G manager	\$38.67	\$51.56	\$45.12	\$51.56	\$51.56	\$64.45

Apprentice

Where the standard of proficiency has been obtained on at least one occasion, the 4th year apprentice rates below may not apply and should be calculated using [the PACT](#).

Table 1 of 4

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees	Sunday	Public holiday
Cooking - Apprentice 1st year	\$12.12	\$18.18	N/A	N/A	\$21.21	\$30.30
Cooking - Apprentice 2nd year	\$14.33	\$21.50	N/A	N/A	\$25.08	\$35.83
Cooking - Apprentice 3rd year	\$17.63	\$26.45	N/A	N/A	\$30.85	\$44.08
Cooking - Apprentice 4th year	\$20.94	\$31.41	N/A	N/A	\$36.65	\$52.35
Waiting - Apprentice 1st six months (0-6 months)	\$15.43	\$23.15	N/A	N/A	\$27.00	\$38.58
Waiting - Apprentice 2nd six months (7-12 months)	\$18.73	\$28.10	N/A	N/A	\$32.78	\$46.83
Waiting - Apprentice 3rd six months (13-18 months)	\$21.13	\$31.70	N/A	N/A	\$36.98	\$52.83
Waiting - Apprentice 4th six months (18 months and over)	\$21.59	\$32.39	N/A	N/A	\$37.78	\$53.98
Maintenance and horticulture - Apprentice 1st year	\$12.12	N/A	\$18.18	\$24.24	\$24.24	\$30.30
Maintenance and horticulture - Apprentice 2nd year	\$14.33	N/A	\$21.50	\$28.66	\$28.66	\$35.83
Maintenance and horticulture - Apprentice 3rd year	\$17.63	N/A	\$26.45	\$35.26	\$35.26	\$44.08
Maintenance and horticulture - Apprentice 4th year	\$20.94	N/A	\$31.41	\$41.88	\$41.88	\$52.35

Table 2 of 4

Classification	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday	Public holiday - equivalent paid time off - not maintenance and horticultural employees
Cooking - Apprentice 1st year	\$24.24	N/A	N/A	N/A	\$27.27	\$18.18
Cooking - Apprentice 2nd year	\$28.66	N/A	N/A	N/A	\$32.24	\$21.50
Cooking - Apprentice 3rd year	\$35.26	N/A	N/A	N/A	\$39.67	\$26.45
Cooking - Apprentice 4th year	\$41.88	N/A	N/A	N/A	\$47.12	\$31.41
Waiting - Apprentice 1st six months (0-6 months)	\$30.86	N/A	N/A	N/A	\$34.72	\$23.15
Waiting - Apprentice 2nd six months (7-12 months)	\$37.46	N/A	N/A	N/A	\$42.14	\$28.10
Waiting - Apprentice 3rd six months (13-18 months)	\$42.26	N/A	N/A	N/A	\$47.54	\$31.70
Waiting - Apprentice 4th six months (18 months and over)	\$43.18	N/A	N/A	N/A	\$48.58	\$32.39
Maintenance and horticulture - Apprentice 1st year	N/A	\$18.18	\$24.24	\$30.30	\$30.30	N/A
Maintenance and horticulture - Apprentice 2nd year	N/A	\$21.50	\$28.66	\$35.83	\$35.83	N/A
Maintenance and horticulture - Apprentice 3rd year	N/A	\$26.45	\$35.26	\$44.08	\$44.08	N/A
Maintenance and horticulture - Apprentice 4th year	N/A	\$31.41	\$41.88	\$52.35	\$52.35	N/A

Table 3 of 4

Classification	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Cooking - Apprentice 1st year	\$12.12 per hour plus \$2.20 per hour or part of an hour	\$12.12 per hour plus \$3.31 per hour or part of an hour	\$18.18	\$24.24
Cooking - Apprentice 2nd year	\$14.33 per hour plus \$2.20 per hour or part of an hour	\$14.33 per hour plus \$3.31 per hour or part of an hour	\$21.50	\$28.66
Cooking - Apprentice 3rd year	\$17.63 per hour plus \$2.20 per hour or part of an hour	\$17.63 per hour plus \$3.31 per hour or part of an hour	\$26.45	\$35.26
Cooking - Apprentice 4th year	\$20.94 per hour plus \$2.20 per hour or part of an hour	\$20.94 per hour plus \$3.31 per hour or part of an hour	\$31.41	\$41.88
Waiting - Apprentice 1st six months (0-6 months)	\$15.43 per hour plus \$2.20 per hour or part of an hour	\$15.43 per hour plus \$3.31 per hour or part of an hour	\$23.15	\$30.86
Waiting - Apprentice 2nd six months (7-12 months)	\$18.73 per hour plus \$2.20 per hour or part of an hour	\$18.73 per hour plus \$3.31 per hour or part of an hour	\$28.10	\$37.46
Waiting - Apprentice 3rd six months (13-18 months)	\$21.13 per hour plus \$2.20 per hour or part of an hour	\$21.13 per hour plus \$3.31 per hour or part of an hour	\$31.70	\$42.26
Waiting - Apprentice 4th six months (18 months and over)	\$21.59 per hour plus \$2.20 per hour or part of an hour	\$21.59 per hour plus \$3.31 per hour or part of an hour	\$32.39	\$43.18
Maintenance and horticulture - Apprentice 1st year	N/A	N/A	\$18.18	\$24.24
Maintenance and horticulture - Apprentice 2nd year	N/A	N/A	\$21.50	\$28.66
Maintenance and horticulture - Apprentice 3rd year	N/A	N/A	\$26.45	\$35.26
Maintenance and horticulture - Apprentice 4th year	N/A	N/A	\$31.41	\$41.88

Table 4 of 4

Classification	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Cooking - Apprentice 1st year	\$21.21	\$24.24	\$24.24	\$30.30	\$24.24
Cooking - Apprentice 2nd year	\$25.08	\$28.66	\$28.66	\$35.83	\$28.66
Cooking - Apprentice 3rd year	\$30.85	\$35.26	\$35.26	\$44.08	\$35.26
Cooking - Apprentice 4th year	\$36.65	\$41.88	\$41.88	\$52.35	\$41.88
Waiting - Apprentice 1st six months (0-6 months)	\$27.00	\$30.86	\$30.86	\$38.58	\$30.86
Waiting - Apprentice 2nd six months (7-12 months)	\$32.78	\$37.46	\$37.46	\$46.83	\$37.46
Waiting - Apprentice 3rd six months (13-18 months)	\$36.98	\$42.26	\$42.26	\$52.83	\$42.26
Waiting - Apprentice 4th six months (18 months and over)	\$37.78	\$43.18	\$43.18	\$53.98	\$43.18
Maintenance and horticulture - Apprentice 1st year	\$21.21	\$24.24	\$24.24	\$30.30	\$24.24
Maintenance and horticulture - Apprentice 2nd year	\$25.08	\$28.66	\$28.66	\$35.83	\$28.66
Maintenance and horticulture - Apprentice 3rd year	\$30.85	\$35.26	\$35.26	\$44.08	\$35.26
Maintenance and horticulture - Apprentice 4th year	\$36.65	\$41.88	\$41.88	\$52.35	\$41.88

Adult apprentice - Started after 1 Jan 2014

Where the standard of proficiency has been obtained on at least one occasion, the 4th year apprentice rates below may not apply and should be calculated using [the PACT](#).

Table 1 of 4

Classification	Hourly pay rate	Saturday - not maintenance and horticultural employees	Saturday - after midday - first 2 hours - maintenance and horticultural employees	Saturday - after midday - after 2 hours - maintenance and horticultural employees	Sunday	Public holiday
Cooking - Apprentice 1st year	\$17.63	\$26.45	N/A	N/A	\$30.85	\$44.08
Cooking - Apprentice 2nd year	\$18.93	\$28.40	N/A	N/A	\$33.13	\$47.33
Cooking - Apprentice 3rd year	\$18.93	\$28.40	N/A	N/A	\$33.13	\$47.33
Cooking - Apprentice 4th year	\$20.94	\$31.41	N/A	N/A	\$36.65	\$52.35
Waiting - Apprentice 1st six months (0-6 months)	\$17.63	\$26.45	N/A	N/A	\$30.85	\$44.08
Waiting - Apprentice 2nd six months (7-12 months)	\$18.73	\$28.10	N/A	N/A	\$32.78	\$46.83
Waiting - Apprentice 3rd six months (13-18 months)	\$21.13	\$31.70	N/A	N/A	\$36.98	\$52.83
Waiting - Apprentice 4th six months (18 months and over)	\$21.59	\$32.39	N/A	N/A	\$37.78	\$53.98
Maintenance and horticulture - Apprentice 1st year	\$17.63	N/A	\$26.45	\$35.26	\$35.26	\$44.08
Maintenance and horticulture - Apprentice 2nd year	\$18.93	N/A	\$28.40	\$37.86	\$37.86	\$47.33
Maintenance and horticulture - Apprentice 3rd year	\$18.93	N/A	\$28.40	\$37.86	\$37.86	\$47.33
Maintenance and horticulture - Apprentice 4th year	\$20.94	N/A	\$31.41	\$41.88	\$41.88	\$52.35

Table 2 of 4

Classification	Christmas Day - Saturday - not maintenance and horticultural employees	Christmas Day - Saturday - before midday - maintenance and horticultural employees	Christmas Day - Saturday - after midday - first 2 hours - maintenance and horticultural employees	Christmas Day - Saturday - after midday - after 2 hours - maintenance and horticultural employees	Christmas Day - Sunday	Public holiday - equivalent paid time off - not maintenance and horticultural employees
Cooking - Apprentice 1st year	\$35.26	N/A	N/A	N/A	\$39.67	\$26.45
Cooking - Apprentice 2nd year	\$37.86	N/A	N/A	N/A	\$42.59	\$28.40
Cooking - Apprentice 3rd year	\$37.86	N/A	N/A	N/A	\$42.59	\$28.40
Cooking - Apprentice 4th year	\$41.88	N/A	N/A	N/A	\$47.12	\$31.41
Waiting - Apprentice 1st six months (0-6 months)	\$35.26	N/A	N/A	N/A	\$39.67	\$26.45
Waiting - Apprentice 2nd six months (7-12 months)	\$37.46	N/A	N/A	N/A	\$42.14	\$28.10
Waiting - Apprentice 3rd six months (13-18 months)	\$42.26	N/A	N/A	N/A	\$47.54	\$31.70
Waiting - Apprentice 4th six months (18 months and over)	\$43.18	N/A	N/A	N/A	\$48.58	\$32.39
Maintenance and horticulture - Apprentice 1st year	N/A	\$26.45	\$35.26	\$44.08	\$44.08	N/A
Maintenance and horticulture - Apprentice 2nd year	N/A	\$28.40	\$37.86	\$47.33	\$47.33	N/A
Maintenance and horticulture - Apprentice 3rd year	N/A	\$28.40	\$37.86	\$47.33	\$47.33	N/A
Maintenance and horticulture - Apprentice 4th year	N/A	\$31.41	\$41.88	\$52.35	\$52.35	N/A

Table 3 of 4

Classification	Monday to Friday - 7pm to midnight - not maintenance and horticultural employees	Monday to Friday - midnight to 7am - not maintenance and horticultural employees	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Cooking - Apprentice 1st year	\$17.63 per hour plus \$2.20 per hour or part of an hour	\$17.63 per hour plus \$3.31 per hour or part of an hour	\$26.45	\$35.26
Cooking - Apprentice 2nd year	\$18.93 per hour plus \$2.20 per hour or part of an hour	\$18.93 per hour plus \$3.31 per hour or part of an hour	\$28.40	\$37.86
Cooking - Apprentice 3rd year	\$18.93 per hour plus \$2.20 per hour or part of an hour	\$18.93 per hour plus \$3.31 per hour or part of an hour	\$28.40	\$37.86
Cooking - Apprentice 4th year	\$20.94 per hour plus \$2.20 per hour or part of an hour	\$20.94 per hour plus \$3.31 per hour or part of an hour	\$31.41	\$41.88
Waiting - Apprentice 1st six months (0-6 months)	\$17.63 per hour plus \$2.20 per hour or part of an hour	\$17.63 per hour plus \$3.31 per hour or part of an hour	\$26.45	\$35.26
Waiting - Apprentice 2nd six months (7-12 months)	\$18.73 per hour plus \$2.20 per hour or part of an hour	\$18.73 per hour plus \$3.31 per hour or part of an hour	\$28.10	\$37.46
Waiting - Apprentice 3rd six months (13-18 months)	\$21.13 per hour plus \$2.20 per hour or part of an hour	\$21.13 per hour plus \$3.31 per hour or part of an hour	\$31.70	\$42.26
Waiting - Apprentice 4th six months (18 months and over)	\$21.59 per hour plus \$2.20 per hour or part of an hour	\$21.59 per hour plus \$3.31 per hour or part of an hour	\$32.39	\$43.18
Maintenance and horticulture - Apprentice 1st year	N/A	N/A	\$26.45	\$35.26
Maintenance and horticulture - Apprentice 2nd year	N/A	N/A	\$28.40	\$37.86
Maintenance and horticulture - Apprentice 3rd year	N/A	N/A	\$28.40	\$37.86
Maintenance and horticulture - Apprentice 4th year	N/A	N/A	\$31.41	\$41.88

Table 4 of 4

Classification	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Cooking - Apprentice 1st year	\$30.85	\$35.26	\$35.26	\$44.08	\$35.26
Cooking - Apprentice 2nd year	\$33.13	\$37.86	\$37.86	\$47.33	\$37.86
Cooking - Apprentice 3rd year	\$33.13	\$37.86	\$37.86	\$47.33	\$37.86
Cooking - Apprentice 4th year	\$36.65	\$41.88	\$41.88	\$52.35	\$41.88
Waiting - Apprentice 1st six months (0-6 months)	\$30.85	\$35.26	\$35.26	\$44.08	\$35.26
Waiting - Apprentice 2nd six months (7-12 months)	\$32.78	\$37.46	\$37.46	\$46.83	\$37.46
Waiting - Apprentice 3rd six months (13-18 months)	\$36.98	\$42.26	\$42.26	\$52.83	\$42.26
Waiting - Apprentice 4th six months (18 months and over)	\$37.78	\$43.18	\$43.18	\$53.98	\$43.18
Maintenance and horticulture - Apprentice 1st year	\$30.85	\$35.26	\$35.26	\$44.08	\$35.26
Maintenance and horticulture - Apprentice 2nd year	\$33.13	\$37.86	\$37.86	\$47.33	\$37.86
Maintenance and horticulture - Apprentice 3rd year	\$33.13	\$37.86	\$37.86	\$47.33	\$37.86
Maintenance and horticulture - Apprentice 4th year	\$36.65	\$41.88	\$41.88	\$52.35	\$41.88

Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the costs 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
Broken shift allowance - not casuals	\$3.35 per day
Equipment reimbursement	reimbursement for the cost of purchasing such equipment
Expenses reimbursement - club manager	reimbursement for all monies reasonably spent by the employee for and on behalf of the employer with board approval
* First aid allowance	\$0.26 per hour
Laundry - club manager	\$10.00 per week
Laundry reimbursement	reimbursement for the demonstrated costs of laundering the special clothing
Meal allowance	\$12.97 for a meal
Protective clothing reimbursement	reimbursement for the cost of purchasing the protective clothing
Special clothing reimbursement	reimbursement for the cost of purchasing the special clothing
Tool allowance - cook	\$1.55 per day up to a maximum of \$7.60 per week
Tool allowance - maintenance and horticultural employee	reimbursement for the cost of the tools
Training fees reimbursement - maintenance and horticultural employee	reimbursement for the cost of course fees
Uniform reimbursement - club manager	reimbursement for the cost of purchasing the uniform
Vehicle allowance	\$0.78 per km of authorised travel
Working away from usual workplace - excess travel costs allowance - not casuals	an amount equal to the cost of fares from the usual workplace to the new workplace

Disclaimer

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

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