



Fair Work  
OMBUDSMAN

## Pay Guide - Registered and Licensed Clubs Award

**[MA000058]**

Published 12 November 2021

Pay rates for this award will change from 01 November 2021. The rates in this guide apply from the first full pay period on or after 22 June 2021.

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

If the First aid allowance applies, the rates below should not be used and should be calculated using the [PACT](#).

### Adult

### Full-time & part-time

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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	\$753.80	\$19.84	\$29.76	N/A	N/A	\$34.72
Introductory maintenance and horticultural employee	\$753.80	\$19.84	N/A	\$29.76	\$39.68	\$39.68
Level 1 - food and beverage attendant grade 1	\$775.40	\$20.41	\$30.62	N/A	N/A	\$35.72
Level 1 - PGA associate year 1	\$775.40	\$20.41	\$30.62	N/A	N/A	\$35.72
Level 1 - guest service grade 1	\$775.40	\$20.41	\$30.62	N/A	N/A	\$35.72
Level 1 - kitchen attendant grade 1	\$775.40	\$20.41	\$30.62	N/A	N/A	\$35.72
Level 2 - child care worker grade 1	\$805.10	\$21.19	\$31.79	N/A	N/A	\$37.08
Level 2 - clerical grade 1	\$805.10	\$21.19	\$31.79	N/A	N/A	\$37.08
Level 2 - cook grade 1	\$805.10	\$21.19	\$31.79	N/A	N/A	\$37.08
Level 2 - doorman/security officer grade 1	\$805.10	\$21.19	\$31.79	N/A	N/A	\$37.08
Level 2 - food and beverage attendant grade 2	\$805.10	\$21.19	\$31.79	N/A	N/A	\$37.08
Level 2 - front office grade 1	\$805.10	\$21.19	\$31.79	N/A	N/A	\$37.08
Level 2 - PGA associate years 2 and 3	\$805.10	\$21.19	\$31.79	N/A	N/A	\$37.08
Level 2 - guest service grade 2	\$805.10	\$21.19	\$31.79	N/A	N/A	\$37.08
Level 2 - kitchen attendant grade 2	\$805.10	\$21.19	\$31.79	N/A	N/A	\$37.08
Level 2 - leisure attendant grade 1	\$805.10	\$21.19	\$31.79	N/A	N/A	\$37.08
Level 2 - maintenance and horticultural employee level 1	\$805.10	\$21.19	N/A	\$31.79	\$42.38	\$42.38

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>	<b>Sunday</b>
Level 2 - storeperson grade 1	\$805.10	\$21.19	\$31.79	N/A	N/A	\$37.08
Level 3 - clerical grade 2	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 3 - cook grade 2	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 3 - fitness instructor	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 3 - food and beverage and gaming attendant grade 3	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 3 - forklift driver	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 3 - front office grade 2	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 3 - guest service grade 3	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 3 - handyperson	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 3 - kitchen attendant grade 3	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 3 - leisure attendant grade 2	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 3 - maintenance and horticultural employee level 2	\$832.80	\$21.92	N/A	\$32.88	\$43.84	\$43.84
Level 3 - storeperson grade 2	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 3 - timekeeper/security officer grade 2	\$832.80	\$21.92	\$32.88	N/A	N/A	\$38.36
Level 4 - clerical grade 3	\$877.60	\$23.09	\$34.64	N/A	N/A	\$40.41
Level 4 - cook (tradesperson) grade 3	\$877.60	\$23.09	\$34.64	N/A	N/A	\$40.41
Level 4 - food and beverage attendant (tradesperson) grade 4	\$877.60	\$23.09	\$34.64	N/A	N/A	\$40.41
Level 4 - front office grade 3	\$877.60	\$23.09	\$34.64	N/A	N/A	\$40.41
Level 4 - guest service grade 4	\$877.60	\$23.09	\$34.64	N/A	N/A	\$40.41
Level 4 - leisure attendant grade 3	\$877.60	\$23.09	\$34.64	N/A	N/A	\$40.41
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$877.60	\$23.09	N/A	\$34.64	\$46.18	\$46.18
Level 4 - storeperson grade 3	\$877.60	\$23.09	\$34.64	N/A	N/A	\$40.41
Level 5 - assistant or teaching professional	\$932.60	\$24.54	\$36.81	N/A	N/A	\$42.95
Level 5 - child care worker grade 2	\$932.60	\$24.54	\$36.81	N/A	N/A	\$42.95

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>	<b>Sunday</b>
Level 5 - clerical supervisor	\$932.60	\$24.54	\$36.81	N/A	N/A	\$42.95
Level 5 - cook (tradesperson) grade 4	\$932.60	\$24.54	\$36.81	N/A	N/A	\$42.95
Level 5 - food and beverage and gaming attendant grade 5	N/A	\$24.54	\$36.81	N/A	N/A	\$42.95
Level 5 - front office supervisor	\$932.60	\$24.54	\$36.81	N/A	N/A	\$42.95
Level 5 - guest service supervisor	\$932.60	\$24.54	\$36.81	N/A	N/A	\$42.95
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$932.60	\$24.54	N/A	\$36.81	\$49.08	\$49.08
Level 6 - cook (tradesperson) grade 5	\$957.60	\$25.20	\$37.80	N/A	N/A	\$44.10
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$957.60	\$25.20	\$37.80	N/A	N/A	\$44.10
Level 6 - child care worker grade 3	\$957.60	\$25.20	\$37.80	N/A	N/A	\$44.10
Level 7 - level A manager	\$981.70	\$25.83	\$38.75	N/A	N/A	\$45.20
Level 8 - level B manager	\$1,023.20	\$26.93	\$40.40	N/A	N/A	\$47.13
Level 8 - maintenance and horticultural management level 1	\$1,023.20	\$26.93	N/A	\$40.40	\$53.86	\$53.86
Level 9 - level C manager	\$1,036.80	\$27.28	\$40.92	N/A	N/A	\$47.74
Level 10 - level D manager	\$1,074.90	\$28.29	\$42.44	N/A	N/A	\$49.51
Level 11 - level E manager	\$1,114.10	\$29.32	\$43.98	N/A	N/A	\$51.31
Level 11 - maintenance and horticultural management level 2	\$1,114.10	\$29.32	N/A	\$43.98	\$58.64	\$58.64
Level 12 - lead golf professional	\$1,184.60	\$31.17	\$46.76	N/A	N/A	\$54.55
Level 12 - level F manager	\$1,184.60	\$31.17	\$46.76	N/A	N/A	\$54.55
Level 13 - level G manager	\$1,207.80	\$31.78	\$47.67	N/A	N/A	\$55.62
Management trainee - 1st year	N/A	\$24.24	\$36.36	N/A	N/A	\$42.42
Management trainee - 2nd year	N/A	\$25.58	\$38.37	N/A	N/A	\$44.77
Management trainee - 3rd year	N/A	\$26.26	\$39.39	N/A	N/A	\$45.96
Management trainee - 4th year	N/A	\$26.93	\$40.40	N/A	N/A	\$47.13

**Table 2 of 3**

<b>Classification</b>	<b>Public holiday</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>
Introductory	\$49.60	\$29.76	\$29.76	\$22.15	\$23.30	\$29.76
Introductory maintenance and horticultural employee	\$49.60	\$29.76	N/A	N/A	N/A	\$29.76
Level 1 - food and beverage attendant grade 1	\$51.03	\$30.62	\$30.62	\$22.72	\$23.87	\$30.62
Level 1 - PGA associate year 1	\$51.03	\$30.62	\$30.62	\$22.72	\$23.87	\$30.62
Level 1 - guest service grade 1	\$51.03	\$30.62	\$30.62	\$22.72	\$23.87	\$30.62
Level 1 - kitchen attendant grade 1	\$51.03	\$30.62	\$30.62	\$22.72	\$23.87	\$30.62
Level 2 - child care worker grade 1	\$52.98	\$31.79	\$31.79	\$23.50	\$24.65	\$31.79
Level 2 - clerical grade 1	\$52.98	\$31.79	\$31.79	\$23.50	\$24.65	\$31.79
Level 2 - cook grade 1	\$52.98	\$31.79	\$31.79	\$23.50	\$24.65	\$31.79
Level 2 - doorperson/security officer grade 1	\$52.98	\$31.79	\$31.79	\$23.50	\$24.65	\$31.79
Level 2 - food and beverage attendant grade 2	\$52.98	\$31.79	\$31.79	\$23.50	\$24.65	\$31.79
Level 2 - front office grade 1	\$52.98	\$31.79	\$31.79	\$23.50	\$24.65	\$31.79
Level 2 - PGA associate years 2 and 3	\$52.98	\$31.79	\$31.79	\$23.50	\$24.65	\$31.79
Level 2 - guest service grade 2	\$52.98	\$31.79	\$31.79	\$23.50	\$24.65	\$31.79
Level 2 - kitchen attendant grade 2	\$52.98	\$31.79	\$31.79	\$23.50	\$24.65	\$31.79
Level 2 - leisure attendant grade 1	\$52.98	\$31.79	\$31.79	\$23.50	\$24.65	\$31.79
Level 2 - maintenance and horticultural employee level 1	\$52.98	\$31.79	N/A	N/A	N/A	\$31.79
Level 2 - storeperson grade 1	\$52.98	\$31.79	\$31.79	\$23.50	\$24.65	\$31.79
Level 3 - clerical grade 2	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88
Level 3 - cook grade 2	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88
Level 3 - fitness instructor	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88
Level 3 - food and beverage and gaming attendant grade 3	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88
Level 3 - forklift driver	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88

<b>Classification</b>	<b>Public holiday</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>
Level 3 - front office grade 2	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88
Level 3 - guest service grade 3	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88
Level 3 - handy person	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88
Level 3 - kitchen attendant grade 3	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88
Level 3 - leisure attendant grade 2	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88
Level 3 - maintenance and horticultural employee level 2	\$54.80	\$32.88	N/A	N/A	N/A	\$32.88
Level 3 - storeperson grade 2	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88
Level 3 - timekeeper/security officer grade 2	\$54.80	\$32.88	\$32.88	\$24.23	\$25.38	\$32.88
Level 4 - clerical grade 3	\$57.73	\$34.64	\$34.64	\$25.40	\$26.55	\$34.64
Level 4 - cook (tradesperson) grade 3	\$57.73	\$34.64	\$34.64	\$25.40	\$26.55	\$34.64
Level 4 - food and beverage attendant (tradesperson) grade 4	\$57.73	\$34.64	\$34.64	\$25.40	\$26.55	\$34.64
Level 4 - front office grade 3	\$57.73	\$34.64	\$34.64	\$25.40	\$26.55	\$34.64
Level 4 - guest service grade 4	\$57.73	\$34.64	\$34.64	\$25.40	\$26.55	\$34.64
Level 4 - leisure attendant grade 3	\$57.73	\$34.64	\$34.64	\$25.40	\$26.55	\$34.64
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$57.73	\$34.64	N/A	N/A	N/A	\$34.64
Level 4 - storeperson grade 3	\$57.73	\$34.64	\$34.64	\$25.40	\$26.55	\$34.64
Level 5 - assistant or teaching professional	\$61.35	\$36.81	\$36.81	\$26.85	\$28.00	\$36.81
Level 5 - child care worker grade 2	\$61.35	\$36.81	\$36.81	\$26.85	\$28.00	\$36.81
Level 5 - clerical supervisor	\$61.35	\$36.81	\$36.81	\$26.85	\$28.00	\$36.81
Level 5 - cook (tradesperson) grade 4	\$61.35	\$36.81	\$36.81	\$26.85	\$28.00	\$36.81
Level 5 - food and beverage and gaming attendant grade 5	\$61.35	\$36.81	\$36.81	\$26.85	\$28.00	\$36.81
Level 5 - front office supervisor	\$61.35	\$36.81	\$36.81	\$26.85	\$28.00	\$36.81
Level 5 - guest service supervisor	\$61.35	\$36.81	\$36.81	\$26.85	\$28.00	\$36.81

<b>Classification</b>	<b>Public holiday</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$61.35	\$36.81	N/A	N/A	N/A	\$36.81
Level 6 - cook (tradesperson) grade 5	\$63.00	\$37.80	\$37.80	\$27.51	\$28.66	\$37.80
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$63.00	\$37.80	\$37.80	\$27.51	\$28.66	\$37.80
Level 6 - child care worker grade 3	\$63.00	\$37.80	\$37.80	\$27.51	\$28.66	\$37.80
Level 7 - level A manager	\$64.58	\$38.75	\$38.75	\$28.14	\$29.29	\$38.75
Level 8 - level B manager	\$67.33	\$40.40	\$40.40	\$29.24	\$30.39	\$40.40
Level 8 - maintenance and horticultural management level 1	\$67.33	\$40.40	N/A	N/A	N/A	\$40.40
Level 9 - level C manager	\$68.20	\$40.92	\$40.92	\$29.59	\$30.74	\$40.92
Level 10 - level D manager	\$70.73	\$42.44	\$42.44	\$30.60	\$31.75	\$42.44
Level 11 - level E manager	\$73.30	\$43.98	\$43.98	\$31.63	\$32.78	\$43.98
Level 11 - maintenance and horticultural management level 2	\$73.30	\$43.98	N/A	N/A	N/A	\$43.98
Level 12 - lead golf professional	\$77.93	\$46.76	\$46.76	\$33.48	\$34.63	\$46.76
Level 12 - level F manager	\$77.93	\$46.76	\$46.76	\$33.48	\$34.63	\$46.76
Level 13 - level G manager	\$79.45	\$47.67	\$47.67	\$34.09	\$35.24	\$47.67
Management trainee - 1st year	\$60.60	\$36.36	\$36.36	\$26.55	\$27.70	\$36.36
Management trainee - 2nd year	\$63.95	\$38.37	\$38.37	\$27.89	\$29.04	\$38.37
Management trainee - 3rd year	\$65.65	\$39.39	\$39.39	\$28.57	\$29.72	\$39.39
Management trainee - 4th year	\$67.33	\$40.40	\$40.40	\$29.24	\$30.39	\$40.40

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Introductory	\$39.68	\$34.72	\$39.68	\$39.68	\$49.60	\$39.68
Introductory maintenance and horticultural employee	\$39.68	\$34.72	\$39.68	\$39.68	\$49.60	\$39.68
Level 1 - food and beverage attendant grade 1	\$40.82	\$35.72	\$40.82	\$40.82	\$51.03	\$40.82
Level 1 - PGA associate year 1	\$40.82	\$35.72	\$40.82	\$40.82	\$51.03	\$40.82
Level 1 - guest service grade 1	\$40.82	\$35.72	\$40.82	\$40.82	\$51.03	\$40.82
Level 1 - kitchen attendant grade 1	\$40.82	\$35.72	\$40.82	\$40.82	\$51.03	\$40.82
Level 2 - child care worker grade 1	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 2 - clerical grade 1	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 2 - cook grade 1	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 2 - doorman/security officer grade 1	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 2 - food and beverage attendant grade 2	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 2 - front office grade 1	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 2 - PGA associate years 2 and 3	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 2 - guest service grade 2	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 2 - kitchen attendant grade 2	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 2 - leisure attendant grade 1	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 2 - maintenance and horticultural employee level 1	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 2 - storeperson grade 1	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98	\$42.38
Level 3 - clerical grade 2	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 3 - cook grade 2	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 3 - fitness instructor	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 3 - food and beverage and gaming attendant grade 3	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 3 - forklift driver	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 3 - front office grade 2	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 3 - guest service grade 3	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84



<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Level 3 - handyperson	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 3 - kitchen attendant grade 3	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 3 - leisure attendant grade 2	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 3 - maintenance and horticultural employee level 2	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 3 - storeperson grade 2	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 3 - timekeeper/security officer grade 2	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80	\$43.84
Level 4 - clerical grade 3	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73	\$46.18
Level 4 - cook (tradesperson) grade 3	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73	\$46.18
Level 4 - food and beverage attendant (tradesperson) grade 4	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73	\$46.18
Level 4 - front office grade 3	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73	\$46.18
Level 4 - guest service grade 4	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73	\$46.18
Level 4 - leisure attendant grade 3	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73	\$46.18
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73	\$46.18
Level 4 - storeperson grade 3	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73	\$46.18
Level 5 - assistant or teaching professional	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35	\$49.08
Level 5 - child care worker grade 2	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35	\$49.08
Level 5 - clerical supervisor	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35	\$49.08
Level 5 - cook (tradesperson) grade 4	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35	\$49.08
Level 5 - food and beverage and gaming attendant grade 5	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35	\$49.08
Level 5 - front office supervisor	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35	\$49.08
Level 5 - guest service supervisor	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35	\$49.08
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35	\$49.08
Level 6 - cook (tradesperson) grade 5	\$50.40	\$44.10	\$50.40	\$50.40	\$63.00	\$50.40

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$50.40	\$44.10	\$50.40	\$50.40	\$63.00	\$50.40
Level 6 - child care worker grade 3	\$50.40	\$44.10	\$50.40	\$50.40	\$63.00	\$50.40
Level 7 - level A manager	\$51.66	\$45.20	\$51.66	\$51.66	\$64.58	\$51.66
Level 8 - level B manager	\$53.86	\$47.13	\$53.86	\$53.86	\$67.33	\$53.86
Level 8 - maintenance and horticultural management level 1	\$53.86	\$47.13	\$53.86	\$53.86	\$67.33	\$53.86
Level 9 - level C manager	\$54.56	\$47.74	\$54.56	\$54.56	\$68.20	\$54.56
Level 10 - level D manager	\$56.58	\$49.51	\$56.58	\$56.58	\$70.73	\$56.58
Level 11 - level E manager	\$58.64	\$51.31	\$58.64	\$58.64	\$73.30	\$58.64
Level 11 - maintenance and horticultural management level 2	\$58.64	\$51.31	\$58.64	\$58.64	\$73.30	\$58.64
Level 12 - lead golf professional	\$62.34	\$54.55	\$62.34	\$62.34	\$77.93	\$62.34
Level 12 - level F manager	\$62.34	\$54.55	\$62.34	\$62.34	\$77.93	\$62.34
Level 13 - level G manager	\$63.56	\$55.62	\$63.56	\$63.56	\$79.45	\$63.56
Management trainee - 1st year	\$48.48	\$42.42	\$48.48	\$48.48	\$60.60	\$48.48
Management trainee - 2nd year	\$51.16	\$44.77	\$51.16	\$51.16	\$63.95	\$51.16
Management trainee - 3rd year	\$52.52	\$45.96	\$52.52	\$52.52	\$65.65	\$52.52
Management trainee - 4th year	\$53.86	\$47.13	\$53.86	\$53.86	\$67.33	\$53.86

## 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
Introductory	\$24.80	\$29.76	N/A	N/A
Introductory maintenance and horticultural employee	\$24.80	N/A	\$29.76	\$39.68
Level 1 - food and beverage attendant grade 1	\$25.51	\$30.62	N/A	N/A
Level 1 - PGA associate year 1	\$25.51	\$30.62	N/A	N/A
Level 1 - guest service grade 1	\$25.51	\$30.62	N/A	N/A
Level 1 - kitchen attendant grade 1	\$25.51	\$30.62	N/A	N/A
Level 2 - child care worker grade 1	\$26.49	\$31.79	N/A	N/A
Level 2 - clerical grade 1	\$26.49	\$31.79	N/A	N/A
Level 2 - cook grade 1	\$26.49	\$31.79	N/A	N/A
Level 2 - doorman/security officer grade 1	\$26.49	\$31.79	N/A	N/A
Level 2 - food and beverage attendant grade 2	\$26.49	\$31.79	N/A	N/A
Level 2 - front office grade 1	\$26.49	\$31.79	N/A	N/A
Level 2 - PGA associate years 2 and 3	\$26.49	\$31.79	N/A	N/A
Level 2 - guest service grade 2	\$26.49	\$31.79	N/A	N/A
Level 2 - kitchen attendant grade 2	\$26.49	\$31.79	N/A	N/A
Level 2 - leisure attendant grade 1	\$26.49	\$31.79	N/A	N/A
Level 2 - maintenance and horticultural employee level 1	\$26.49	N/A	\$31.79	\$42.38
Level 2 - storeperson grade 1	\$26.49	\$31.79	N/A	N/A
Level 3 - clerical grade 2	\$27.40	\$32.88	N/A	N/A
Level 3 - cook grade 2	\$27.40	\$32.88	N/A	N/A
Level 3 - fitness instructor	\$27.40	\$32.88	N/A	N/A

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>
Level 3 - food and beverage and gaming attendant grade 3	\$27.40	\$32.88	N/A	N/A
Level 3 - forklift driver	\$27.40	\$32.88	N/A	N/A
Level 3 - front office grade 2	\$27.40	\$32.88	N/A	N/A
Level 3 - guest service grade 3	\$27.40	\$32.88	N/A	N/A
Level 3 - handy person	\$27.40	\$32.88	N/A	N/A
Level 3 - kitchen attendant grade 3	\$27.40	\$32.88	N/A	N/A
Level 3 - leisure attendant grade 2	\$27.40	\$32.88	N/A	N/A
Level 3 - maintenance and horticultural employee level 2	\$27.40	N/A	\$32.88	\$43.84
Level 3 - storeperson grade 2	\$27.40	\$32.88	N/A	N/A
Level 3 - timekeeper/security officer grade 2	\$27.40	\$32.88	N/A	N/A
Level 4 - clerical grade 3	\$28.86	\$34.64	N/A	N/A
Level 4 - cook (tradesperson) grade 3	\$28.86	\$34.64	N/A	N/A
Level 4 - food and beverage attendant (tradesperson) grade 4	\$28.86	\$34.64	N/A	N/A
Level 4 - front office grade 3	\$28.86	\$34.64	N/A	N/A
Level 4 - guest service grade 4	\$28.86	\$34.64	N/A	N/A
Level 4 - leisure attendant grade 3	\$28.86	\$34.64	N/A	N/A
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$28.86	N/A	\$34.64	\$46.18
Level 4 - storeperson grade 3	\$28.86	\$34.64	N/A	N/A
Level 5 - assistant or teaching professional	\$30.68	\$36.81	N/A	N/A
Level 5 - child care worker grade 2	\$30.68	\$36.81	N/A	N/A
Level 5 - clerical supervisor	\$30.68	\$36.81	N/A	N/A
Level 5 - cook (tradesperson) grade 4	\$30.68	\$36.81	N/A	N/A
Level 5 - food and beverage and gaming attendant grade 5	\$30.68	\$36.81	N/A	N/A
Level 5 - front office supervisor	\$30.68	\$36.81	N/A	N/A

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>
Level 5 - guest service supervisor	\$30.68	\$36.81	N/A	N/A
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$30.68	N/A	\$36.81	\$49.08
Level 6 - cook (tradesperson) grade 5	\$31.50	\$37.80	N/A	N/A
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$31.50	\$37.80	N/A	N/A
Level 6 - child care worker grade 3	\$31.50	\$37.80	N/A	N/A
Level 7 - level A manager	\$32.29	\$38.75	N/A	N/A
Level 8 - level B manager	\$33.66	\$40.40	N/A	N/A
Level 8 - maintenance and horticultural management level 1	\$33.66	N/A	\$40.40	\$53.86
Level 9 - level C manager	\$34.10	\$40.92	N/A	N/A
Level 10 - level D manager	\$35.36	\$42.44	N/A	N/A
Level 11 - level E manager	\$36.65	\$43.98	N/A	N/A
Level 11 - maintenance and horticultural management level 2	\$36.65	N/A	\$43.98	\$58.64
Level 12 - lead golf professional	\$38.96	\$46.76	N/A	N/A
Level 12 - level F manager	\$38.96	\$46.76	N/A	N/A
Level 13 - level G manager	\$39.73	\$47.67	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Introductory	\$34.72	\$49.60	\$27.11	\$28.26
Introductory maintenance and horticultural employee	\$39.68	\$49.60	N/A	N/A
Level 1 - food and beverage attendant grade 1	\$35.72	\$51.03	\$27.82	\$28.97
Level 1 - PGA associate year 1	\$35.72	\$51.03	\$27.82	\$28.97
Level 1 - guest service grade 1	\$35.72	\$51.03	\$27.82	\$28.97

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Level 1 - kitchen attendant grade 1	\$35.72	\$51.03	\$27.82	\$28.97
Level 2 - child care worker grade 1	\$37.08	\$52.98	\$28.80	\$29.95
Level 2 - clerical grade 1	\$37.08	\$52.98	\$28.80	\$29.95
Level 2 - cook grade 1	\$37.08	\$52.98	\$28.80	\$29.95
Level 2 - doorman/security officer grade 1	\$37.08	\$52.98	\$28.80	\$29.95
Level 2 - food and beverage attendant grade 2	\$37.08	\$52.98	\$28.80	\$29.95
Level 2 - front office grade 1	\$37.08	\$52.98	\$28.80	\$29.95
Level 2 - PGA associate years 2 and 3	\$37.08	\$52.98	\$28.80	\$29.95
Level 2 - guest service grade 2	\$37.08	\$52.98	\$28.80	\$29.95
Level 2 - kitchen attendant grade 2	\$37.08	\$52.98	\$28.80	\$29.95
Level 2 - leisure attendant grade 1	\$37.08	\$52.98	\$28.80	\$29.95
Level 2 - maintenance and horticultural employee level 1	\$42.38	\$52.98	N/A	N/A
Level 2 - storeperson grade 1	\$37.08	\$52.98	\$28.80	\$29.95
Level 3 - clerical grade 2	\$38.36	\$54.80	\$29.71	\$30.86
Level 3 - cook grade 2	\$38.36	\$54.80	\$29.71	\$30.86
Level 3 - fitness instructor	\$38.36	\$54.80	\$29.71	\$30.86
Level 3 - food and beverage and gaming attendant grade 3	\$38.36	\$54.80	\$29.71	\$30.86
Level 3 - forklift driver	\$38.36	\$54.80	\$29.71	\$30.86
Level 3 - front office grade 2	\$38.36	\$54.80	\$29.71	\$30.86
Level 3 - guest service grade 3	\$38.36	\$54.80	\$29.71	\$30.86
Level 3 - handyperson	\$38.36	\$54.80	\$29.71	\$30.86
Level 3 - kitchen attendant grade 3	\$38.36	\$54.80	\$29.71	\$30.86
Level 3 - leisure attendant grade 2	\$38.36	\$54.80	\$29.71	\$30.86
Level 3 - maintenance and horticultural employee level 2	\$43.84	\$54.80	N/A	N/A
Level 3 - storeperson grade 2	\$38.36	\$54.80	\$29.71	\$30.86
Level 3 - timekeeper/security officer grade 2	\$38.36	\$54.80	\$29.71	\$30.86
Level 4 - clerical grade 3	\$40.41	\$57.73	\$31.17	\$32.32

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Level 4 - cook (tradesperson) grade 3	\$40.41	\$57.73	\$31.17	\$32.32
Level 4 - food and beverage attendant (tradesperson) grade 4	\$40.41	\$57.73	\$31.17	\$32.32
Level 4 - front office grade 3	\$40.41	\$57.73	\$31.17	\$32.32
Level 4 - guest service grade 4	\$40.41	\$57.73	\$31.17	\$32.32
Level 4 - leisure attendant grade 3	\$40.41	\$57.73	\$31.17	\$32.32
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$46.18	\$57.73	N/A	N/A
Level 4 - storeperson grade 3	\$40.41	\$57.73	\$31.17	\$32.32
Level 5 - assistant or teaching professional	\$42.95	\$61.35	\$32.99	\$34.14
Level 5 - child care worker grade 2	\$42.95	\$61.35	\$32.99	\$34.14
Level 5 - clerical supervisor	\$42.95	\$61.35	\$32.99	\$34.14
Level 5 - cook (tradesperson) grade 4	\$42.95	\$61.35	\$32.99	\$34.14
Level 5 - food and beverage and gaming attendant grade 5	\$42.95	\$61.35	\$32.99	\$34.14
Level 5 - front office supervisor	\$42.95	\$61.35	\$32.99	\$34.14
Level 5 - guest service supervisor	\$42.95	\$61.35	\$32.99	\$34.14
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$49.08	\$61.35	N/A	N/A
Level 6 - cook (tradesperson) grade 5	\$44.10	\$63.00	\$33.81	\$34.96
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$44.10	\$63.00	\$33.81	\$34.96
Level 6 - child care worker grade 3	\$44.10	\$63.00	\$33.81	\$34.96
Level 7 - level A manager	\$45.20	\$64.58	\$34.60	\$35.75
Level 8 - level B manager	\$47.13	\$67.33	\$35.97	\$37.12
Level 8 - maintenance and horticultural management level 1	\$53.86	\$67.33	N/A	N/A
Level 9 - level C manager	\$47.74	\$68.20	\$36.41	\$37.56
Level 10 - level D manager	\$49.51	\$70.73	\$37.67	\$38.82
Level 11 - level E manager	\$51.31	\$73.30	\$38.96	\$40.11

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Level 11 - maintenance and horticultural management level 2	\$58.64	\$73.30	N/A	N/A
Level 12 - lead golf professional	\$54.55	\$77.93	\$41.27	\$42.42
Level 12 - level F manager	\$54.55	\$77.93	\$41.27	\$42.42
Level 13 - level G manager	\$55.62	\$79.45	\$42.04	\$43.19

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Introductory	\$29.76	\$39.68	\$34.72	\$39.68	\$39.68	\$49.60
Introductory maintenance and horticultural employee	\$29.76	\$39.68	\$34.72	\$39.68	\$39.68	\$49.60
Level 1 - food and beverage attendant grade 1	\$30.62	\$40.82	\$35.72	\$40.82	\$40.82	\$51.03
Level 1 - PGA associate year 1	\$30.62	\$40.82	\$35.72	\$40.82	\$40.82	\$51.03
Level 1 - guest service grade 1	\$30.62	\$40.82	\$35.72	\$40.82	\$40.82	\$51.03
Level 1 - kitchen attendant grade 1	\$30.62	\$40.82	\$35.72	\$40.82	\$40.82	\$51.03
Level 2 - child care worker grade 1	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98
Level 2 - clerical grade 1	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98
Level 2 - cook grade 1	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98
Level 2 - doorperson/security officer grade 1	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98
Level 2 - food and beverage attendant grade 2	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98
Level 2 - front office grade 1	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98
Level 2 - PGA associate years 2 and 3	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98
Level 2 - guest service grade 2	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98
Level 2 - kitchen attendant grade 2	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98
Level 2 - leisure attendant grade 1	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98
Level 2 - maintenance and horticultural employee level 1	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98
Level 2 - storeperson grade 1	\$31.79	\$42.38	\$37.08	\$42.38	\$42.38	\$52.98



<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Level 3 - clerical grade 2	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - cook grade 2	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - fitness instructor	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - food and beverage and gaming attendant grade 3	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - forklift driver	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - front office grade 2	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - guest service grade 3	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - handyperson	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - kitchen attendant grade 3	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - leisure attendant grade 2	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - maintenance and horticultural employee level 2	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - storeperson grade 2	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 3 - timekeeper/security officer grade 2	\$32.88	\$43.84	\$38.36	\$43.84	\$43.84	\$54.80
Level 4 - clerical grade 3	\$34.64	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73
Level 4 - cook (tradesperson) grade 3	\$34.64	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73
Level 4 - food and beverage attendant (tradesperson) grade 4	\$34.64	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73
Level 4 - front office grade 3	\$34.64	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73
Level 4 - guest service grade 4	\$34.64	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73
Level 4 - leisure attendant grade 3	\$34.64	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73
Level 4 - maintenance and horticultural level 3 (tradesperson)	\$34.64	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73
Level 4 - storeperson grade 3	\$34.64	\$46.18	\$40.41	\$46.18	\$46.18	\$57.73
Level 5 - assistant or teaching professional	\$36.81	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35
Level 5 - child care worker grade 2	\$36.81	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35
Level 5 - clerical supervisor	\$36.81	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35
Level 5 - cook (tradesperson) grade 4	\$36.81	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Level 5 - food and beverage and gaming attendant grade 5	\$36.81	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35
Level 5 - front office supervisor	\$36.81	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35
Level 5 - guest service supervisor	\$36.81	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35
Level 5 - maintenance and horticultural level 4 (tradesperson)	\$36.81	\$49.08	\$42.95	\$49.08	\$49.08	\$61.35
Level 6 - cook (tradesperson) grade 5	\$37.80	\$50.40	\$44.10	\$50.40	\$50.40	\$63.00
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$37.80	\$50.40	\$44.10	\$50.40	\$50.40	\$63.00
Level 6 - child care worker grade 3	\$37.80	\$50.40	\$44.10	\$50.40	\$50.40	\$63.00
Level 7 - level A manager	\$38.75	\$51.66	\$45.20	\$51.66	\$51.66	\$64.58
Level 8 - level B manager	\$40.40	\$53.86	\$47.13	\$53.86	\$53.86	\$67.33
Level 8 - maintenance and horticultural management level 1	\$40.40	\$53.86	\$47.13	\$53.86	\$53.86	\$67.33
Level 9 - level C manager	\$40.92	\$54.56	\$47.74	\$54.56	\$54.56	\$68.20
Level 10 - level D manager	\$42.44	\$56.58	\$49.51	\$56.58	\$56.58	\$70.73
Level 11 - level E manager	\$43.98	\$58.64	\$51.31	\$58.64	\$58.64	\$73.30
Level 11 - maintenance and horticultural management level 2	\$43.98	\$58.64	\$51.31	\$58.64	\$58.64	\$73.30
Level 12 - lead golf professional	\$46.76	\$62.34	\$54.55	\$62.34	\$62.34	\$77.93
Level 12 - level F manager	\$46.76	\$62.34	\$54.55	\$62.34	\$62.34	\$77.93
Level 13 - level G manager	\$47.67	\$63.56	\$55.62	\$63.56	\$63.56	\$79.45

## 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 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	Sunday	Public holiday
Introductory	\$11.90	\$17.85	N/A	N/A	\$20.83	\$29.75
Introductory maintenance and horticultural employee	\$11.90	N/A	\$17.85	\$23.80	\$23.80	\$29.75
Level 1 - food and beverage attendant grade 1	\$12.25	\$18.38	N/A	N/A	\$21.44	\$30.63
Level 1 - PGA associate year 1	\$12.25	\$18.38	N/A	N/A	\$21.44	\$30.63
Level 1 - guest service grade 1	\$12.25	\$18.38	N/A	N/A	\$21.44	\$30.63
Level 1 - kitchen attendant grade 1	\$12.25	\$18.38	N/A	N/A	\$21.44	\$30.63
Level 2 - child care worker grade 1	\$12.71	\$19.07	N/A	N/A	\$22.24	\$31.78
Level 2 - clerical grade 1	\$12.71	\$19.07	N/A	N/A	\$22.24	\$31.78
Level 2 - cook grade 1	\$12.71	\$19.07	N/A	N/A	\$22.24	\$31.78
Level 2 - doorperson/security officer grade 1	\$12.71	\$19.07	N/A	N/A	\$22.24	\$31.78
Level 2 - food and beverage attendant grade 2	\$12.71	\$19.07	N/A	N/A	\$22.24	\$31.78
Level 2 - front office grade 1	\$12.71	\$19.07	N/A	N/A	\$22.24	\$31.78
Level 2 - PGA associate years 2 and 3	\$12.71	\$19.07	N/A	N/A	\$22.24	\$31.78
Level 2 - guest service grade 2	\$12.71	\$19.07	N/A	N/A	\$22.24	\$31.78
Level 2 - kitchen attendant grade 2	\$12.71	\$19.07	N/A	N/A	\$22.24	\$31.78
Level 2 - leisure attendant grade 1	\$12.71	\$19.07	N/A	N/A	\$22.24	\$31.78
Level 2 - maintenance and horticultural employee level 1	\$12.71	N/A	\$19.07	\$25.42	\$25.42	\$31.78
Level 2 - storeperson grade 1	\$12.71	\$19.07	N/A	N/A	\$22.24	\$31.78
Level 3 - clerical grade 2	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88
Level 3 - cook grade 2	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88
Level 3 - fitness instructor	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>	<b>Sunday</b>	<b>Public holiday</b>
Level 3 - food and beverage and gaming attendant grade 3	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88
Level 3 - forklift driver	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88
Level 3 - front office grade 2	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88
Level 3 - guest service grade 3	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88
Level 3 - handyperson	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88
Level 3 - kitchen attendant grade 3	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88
Level 3 - leisure attendant grade 2	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88
Level 3 - maintenance and horticultural employee level 2	\$13.15	N/A	\$19.73	\$26.30	\$26.30	\$32.88
Level 3 - storeperson grade 2	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88
Level 3 - timekeeper/security officer grade 2	\$13.15	\$19.73	N/A	N/A	\$23.01	\$32.88
Level 4 - clerical grade 3	\$13.85	\$20.78	N/A	N/A	\$24.24	\$34.63
Level 4 - front office grade 3	\$13.85	\$20.78	N/A	N/A	\$24.24	\$34.63
Level 4 - guest service grade 4	\$13.85	\$20.78	N/A	N/A	\$24.24	\$34.63
Level 4 - leisure attendant grade 3	\$13.85	\$20.78	N/A	N/A	\$24.24	\$34.63
Level 4 - storeperson grade 3	\$13.85	\$20.78	N/A	N/A	\$24.24	\$34.63
Level 5 - assistant or teaching professional	\$14.72	\$22.08	N/A	N/A	\$25.76	\$36.80
Level 5 - child care worker grade 2	\$14.72	\$22.08	N/A	N/A	\$25.76	\$36.80
Level 5 - clerical supervisor	\$14.72	\$22.08	N/A	N/A	\$25.76	\$36.80
Level 5 - food and beverage and gaming attendant grade 5	\$14.72	\$22.08	N/A	N/A	\$25.76	\$36.80
Level 5 - front office supervisor	\$14.72	\$22.08	N/A	N/A	\$25.76	\$36.80
Level 5 - guest service supervisor	\$14.72	\$22.08	N/A	N/A	\$25.76	\$36.80
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$15.12	\$22.68	N/A	N/A	\$26.46	\$37.80
Level 6 - child care worker grade 3	\$15.12	\$22.68	N/A	N/A	\$26.46	\$37.80

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>	<b>Sunday</b>	<b>Public holiday</b>
Level 7 - level A manager	\$15.50	\$23.25	N/A	N/A	\$27.13	\$38.75
Level 8 - level B manager	\$16.16	\$24.24	N/A	N/A	\$28.28	\$40.40
Level 8 - maintenance and horticultural management level 1	\$16.16	N/A	\$24.24	\$32.32	\$32.32	\$40.40
Level 9 - level C manager	\$16.37	\$24.56	N/A	N/A	\$28.65	\$40.93
Level 10 - level D manager	\$16.97	\$25.46	N/A	N/A	\$29.70	\$42.43
Level 11 - level E manager	\$17.59	\$26.39	N/A	N/A	\$30.78	\$43.98
Level 11 - maintenance and horticultural management level 2	\$17.59	N/A	\$26.39	\$35.18	\$35.18	\$43.98
Level 12 - lead golf professional	\$18.70	\$28.05	N/A	N/A	\$32.73	\$46.75
Level 12 - level F manager	\$18.70	\$28.05	N/A	N/A	\$32.73	\$46.75
Level 13 - level G manager	\$19.07	\$28.61	N/A	N/A	\$33.37	\$47.68

**Table 2 of 3**

<b>Classification</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Introductory	\$17.85	\$17.85	\$14.21	\$15.36	\$17.85	\$23.80
Introductory maintenance and horticultural employee	\$17.85	N/A	N/A	N/A	\$17.85	\$23.80
Level 1 - food and beverage attendant grade 1	\$18.38	\$18.38	\$14.56	\$15.71	\$18.38	\$24.50
Level 1 - PGA associate year 1	\$18.38	\$18.38	\$14.56	\$15.71	\$18.38	\$24.50
Level 1 - guest service grade 1	\$18.38	\$18.38	\$14.56	\$15.71	\$18.38	\$24.50
Level 1 - kitchen attendant grade 1	\$18.38	\$18.38	\$14.56	\$15.71	\$18.38	\$24.50
Level 2 - child care worker grade 1	\$19.07	\$19.07	\$15.02	\$16.17	\$19.07	\$25.42
Level 2 - clerical grade 1	\$19.07	\$19.07	\$15.02	\$16.17	\$19.07	\$25.42

<b>Classification</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Level 2 - cook grade 1	\$19.07	\$19.07	\$15.02	\$16.17	\$19.07	\$25.42
Level 2 - doorperson/security officer grade 1	\$19.07	\$19.07	\$15.02	\$16.17	\$19.07	\$25.42
Level 2 - food and beverage attendant grade 2	\$19.07	\$19.07	\$15.02	\$16.17	\$19.07	\$25.42
Level 2 - front office grade 1	\$19.07	\$19.07	\$15.02	\$16.17	\$19.07	\$25.42
Level 2 - PGA associate years 2 and 3	\$19.07	\$19.07	\$15.02	\$16.17	\$19.07	\$25.42
Level 2 - guest service grade 2	\$19.07	\$19.07	\$15.02	\$16.17	\$19.07	\$25.42
Level 2 - kitchen attendant grade 2	\$19.07	\$19.07	\$15.02	\$16.17	\$19.07	\$25.42
Level 2 - leisure attendant grade 1	\$19.07	\$19.07	\$15.02	\$16.17	\$19.07	\$25.42
Level 2 - maintenance and horticultural employee level 1	\$19.07	N/A	N/A	N/A	\$19.07	\$25.42
Level 2 - storeperson grade 1	\$19.07	\$19.07	\$15.02	\$16.17	\$19.07	\$25.42
Level 3 - clerical grade 2	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30
Level 3 - cook grade 2	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30
Level 3 - fitness instructor	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30
Level 3 - food and beverage and gaming attendant grade 3	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30
Level 3 - forklift driver	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30
Level 3 - front office grade 2	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30
Level 3 - guest service grade 3	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30
Level 3 - handyperson	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30
Level 3 - kitchen attendant grade 3	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30
Level 3 - leisure attendant grade 2	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30
Level 3 - maintenance and horticultural employee level 2	\$19.73	N/A	N/A	N/A	\$19.73	\$26.30
Level 3 - storeperson grade 2	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30
Level 3 - timekeeper/security officer grade 2	\$19.73	\$19.73	\$15.46	\$16.61	\$19.73	\$26.30

<b>Classification</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Level 4 - clerical grade 3	\$20.78	\$20.78	\$16.16	\$17.31	\$20.78	\$27.70
Level 4 - front office grade 3	\$20.78	\$20.78	\$16.16	\$17.31	\$20.78	\$27.70
Level 4 - guest service grade 4	\$20.78	\$20.78	\$16.16	\$17.31	\$20.78	\$27.70
Level 4 - leisure attendant grade 3	\$20.78	\$20.78	\$16.16	\$17.31	\$20.78	\$27.70
Level 4 - storeperson grade 3	\$20.78	\$20.78	\$16.16	\$17.31	\$20.78	\$27.70
Level 5 - assistant or teaching professional	\$22.08	\$22.08	\$17.03	\$18.18	\$22.08	\$29.44
Level 5 - child care worker grade 2	\$22.08	\$22.08	\$17.03	\$18.18	\$22.08	\$29.44
Level 5 - clerical supervisor	\$22.08	\$22.08	\$17.03	\$18.18	\$22.08	\$29.44
Level 5 - food and beverage and gaming attendant grade 5	\$22.08	\$22.08	\$17.03	\$18.18	\$22.08	\$29.44
Level 5 - front office supervisor	\$22.08	\$22.08	\$17.03	\$18.18	\$22.08	\$29.44
Level 5 - guest service supervisor	\$22.08	\$22.08	\$17.03	\$18.18	\$22.08	\$29.44
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$22.68	\$22.68	\$17.43	\$18.58	\$22.68	\$30.24
Level 6 - child care worker grade 3	\$22.68	\$22.68	\$17.43	\$18.58	\$22.68	\$30.24
Level 7 - level A manager	\$23.25	\$23.25	\$17.81	\$18.96	\$23.25	\$31.00
Level 8 - level B manager	\$24.24	\$24.24	\$18.47	\$19.62	\$24.24	\$32.32
Level 8 - maintenance and horticultural management level 1	\$24.24	N/A	N/A	N/A	\$24.24	\$32.32
Level 9 - level C manager	\$24.56	\$24.56	\$18.68	\$19.83	\$24.56	\$32.74
Level 10 - level D manager	\$25.46	\$25.46	\$19.28	\$20.43	\$25.46	\$33.94
Level 11 - level E manager	\$26.39	\$26.39	\$19.90	\$21.05	\$26.39	\$35.18
Level 11 - maintenance and horticultural management level 2	\$26.39	N/A	N/A	N/A	\$26.39	\$35.18
Level 12 - lead golf professional	\$28.05	\$28.05	\$21.01	\$22.16	\$28.05	\$37.40
Level 12 - level F manager	\$28.05	\$28.05	\$21.01	\$22.16	\$28.05	\$37.40
Level 13 - level G manager	\$28.61	\$28.61	\$21.38	\$22.53	\$28.61	\$38.14

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Introductory	\$20.83	\$23.80	\$23.80	\$29.75	\$23.80
Introductory maintenance and horticultural employee	\$20.83	\$23.80	\$23.80	\$29.75	\$23.80
Level 1 - food and beverage attendant grade 1	\$21.44	\$24.50	\$24.50	\$30.63	\$24.50
Level 1 - PGA associate year 1	\$21.44	\$24.50	\$24.50	\$30.63	\$24.50
Level 1 - guest service grade 1	\$21.44	\$24.50	\$24.50	\$30.63	\$24.50
Level 1 - kitchen attendant grade 1	\$21.44	\$24.50	\$24.50	\$30.63	\$24.50
Level 2 - child care worker grade 1	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 2 - clerical grade 1	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 2 - cook grade 1	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 2 - doorperson/security officer grade 1	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 2 - food and beverage attendant grade 2	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 2 - front office grade 1	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 2 - PGA associate years 2 and 3	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 2 - guest service grade 2	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 2 - kitchen attendant grade 2	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 2 - leisure attendant grade 1	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 2 - maintenance and horticultural employee level 1	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 2 - storeperson grade 1	\$22.24	\$25.42	\$25.42	\$31.78	\$25.42
Level 3 - clerical grade 2	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 3 - cook grade 2	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 3 - fitness instructor	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 3 - food and beverage and gaming attendant grade 3	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 3 - forklift driver	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 3 - front office grade 2	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 3 - guest service grade 3	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 3 - handyperson	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30



<b>Classification</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Level 3 - kitchen attendant grade 3	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 3 - leisure attendant grade 2	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 3 - maintenance and horticultural employee level 2	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 3 - storeperson grade 2	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 3 - timekeeper/security officer grade 2	\$23.01	\$26.30	\$26.30	\$32.88	\$26.30
Level 4 - clerical grade 3	\$24.24	\$27.70	\$27.70	\$34.63	\$27.70
Level 4 - front office grade 3	\$24.24	\$27.70	\$27.70	\$34.63	\$27.70
Level 4 - guest service grade 4	\$24.24	\$27.70	\$27.70	\$34.63	\$27.70
Level 4 - leisure attendant grade 3	\$24.24	\$27.70	\$27.70	\$34.63	\$27.70
Level 4 - storeperson grade 3	\$24.24	\$27.70	\$27.70	\$34.63	\$27.70
Level 5 - assistant or teaching professional	\$25.76	\$29.44	\$29.44	\$36.80	\$29.44
Level 5 - child care worker grade 2	\$25.76	\$29.44	\$29.44	\$36.80	\$29.44
Level 5 - clerical supervisor	\$25.76	\$29.44	\$29.44	\$36.80	\$29.44
Level 5 - food and beverage and gaming attendant grade 5	\$25.76	\$29.44	\$29.44	\$36.80	\$29.44
Level 5 - front office supervisor	\$25.76	\$29.44	\$29.44	\$36.80	\$29.44
Level 5 - guest service supervisor	\$25.76	\$29.44	\$29.44	\$36.80	\$29.44
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$26.46	\$30.24	\$30.24	\$37.80	\$30.24
Level 6 - child care worker grade 3	\$26.46	\$30.24	\$30.24	\$37.80	\$30.24
Level 7 - level A manager	\$27.13	\$31.00	\$31.00	\$38.75	\$31.00
Level 8 - level B manager	\$28.28	\$32.32	\$32.32	\$40.40	\$32.32
Level 8 - maintenance and horticultural management level 1	\$28.28	\$32.32	\$32.32	\$40.40	\$32.32
Level 9 - level C manager	\$28.65	\$32.74	\$32.74	\$40.93	\$32.74
Level 10 - level D manager	\$29.70	\$33.94	\$33.94	\$42.43	\$33.94
Level 11 - level E manager	\$30.78	\$35.18	\$35.18	\$43.98	\$35.18
Level 11 - maintenance and horticultural management level 2	\$30.78	\$35.18	\$35.18	\$43.98	\$35.18

<b>Classification</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Level 12 - lead golf professional	\$32.73	\$37.40	\$37.40	\$46.75	\$37.40
Level 12 - level F manager	\$32.73	\$37.40	\$37.40	\$46.75	\$37.40
Level 13 - level G manager	\$33.37	\$38.14	\$38.14	\$47.68	\$38.14

## 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 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	Sunday	Public holiday
Introductory	\$13.89	\$20.84	N/A	N/A	\$24.31	\$34.73
Introductory maintenance and horticultural employee	\$13.89	N/A	\$20.84	\$27.78	\$27.78	\$34.73
Level 1 - food and beverage attendant grade 1	\$14.29	\$21.44	N/A	N/A	\$25.01	\$35.73
Level 1 - PGA associate year 1	\$14.29	\$21.44	N/A	N/A	\$25.01	\$35.73
Level 1 - guest service grade 1	\$14.29	\$21.44	N/A	N/A	\$25.01	\$35.73
Level 1 - kitchen attendant grade 1	\$14.29	\$21.44	N/A	N/A	\$25.01	\$35.73
Level 2 - child care worker grade 1	\$14.83	\$22.25	N/A	N/A	\$25.95	\$37.08
Level 2 - clerical grade 1	\$14.83	\$22.25	N/A	N/A	\$25.95	\$37.08
Level 2 - cook grade 1	\$14.83	\$22.25	N/A	N/A	\$25.95	\$37.08
Level 2 - doorman/security officer grade 1	\$14.83	\$22.25	N/A	N/A	\$25.95	\$37.08
Level 2 - food and beverage attendant grade 2	\$14.83	\$22.25	N/A	N/A	\$25.95	\$37.08
Level 2 - front office grade 1	\$14.83	\$22.25	N/A	N/A	\$25.95	\$37.08
Level 2 - PGA associate years 2 and 3	\$14.83	\$22.25	N/A	N/A	\$25.95	\$37.08
Level 2 - guest service grade 2	\$14.83	\$22.25	N/A	N/A	\$25.95	\$37.08
Level 2 - kitchen attendant grade 2	\$14.83	\$22.25	N/A	N/A	\$25.95	\$37.08
Level 2 - leisure attendant grade 1	\$14.83	\$22.25	N/A	N/A	\$25.95	\$37.08
Level 2 - maintenance and horticultural employee level 1	\$14.83	N/A	\$22.25	\$29.66	\$29.66	\$37.08
Level 2 - storeperson grade 1	\$14.83	\$22.25	N/A	N/A	\$25.95	\$37.08
Level 3 - clerical grade 2	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35
Level 3 - cook grade 2	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35
Level 3 - fitness instructor	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>	<b>Sunday</b>	<b>Public holiday</b>
Level 3 - food and beverage and gaming attendant grade 3	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35
Level 3 - forklift driver	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35
Level 3 - front office grade 2	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35
Level 3 - guest service grade 3	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35
Level 3 - handyperson	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35
Level 3 - kitchen attendant grade 3	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35
Level 3 - leisure attendant grade 2	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35
Level 3 - maintenance and horticultural employee level 2	\$15.34	N/A	\$23.01	\$30.68	\$30.68	\$38.35
Level 3 - storeperson grade 2	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35
Level 3 - timekeeper/security officer grade 2	\$15.34	\$23.01	N/A	N/A	\$26.85	\$38.35
Level 4 - clerical grade 3	\$16.16	\$24.24	N/A	N/A	\$28.28	\$40.40
Level 4 - front office grade 3	\$16.16	\$24.24	N/A	N/A	\$28.28	\$40.40
Level 4 - guest service grade 4	\$16.16	\$24.24	N/A	N/A	\$28.28	\$40.40
Level 4 - leisure attendant grade 3	\$16.16	\$24.24	N/A	N/A	\$28.28	\$40.40
Level 4 - storeperson grade 3	\$16.16	\$24.24	N/A	N/A	\$28.28	\$40.40
Level 5 - assistant or teaching professional	\$17.18	\$25.77	N/A	N/A	\$30.07	\$42.95
Level 5 - child care worker grade 2	\$17.18	\$25.77	N/A	N/A	\$30.07	\$42.95
Level 5 - clerical supervisor	\$17.18	\$25.77	N/A	N/A	\$30.07	\$42.95
Level 5 - food and beverage and gaming attendant grade 5	\$17.18	\$25.77	N/A	N/A	\$30.07	\$42.95
Level 5 - front office supervisor	\$17.18	\$25.77	N/A	N/A	\$30.07	\$42.95
Level 5 - guest service supervisor	\$17.18	\$25.77	N/A	N/A	\$30.07	\$42.95
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$17.64	\$26.46	N/A	N/A	\$30.87	\$44.10
Level 6 - child care worker grade 3	\$17.64	\$26.46	N/A	N/A	\$30.87	\$44.10

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>	<b>Sunday</b>	<b>Public holiday</b>
Level 7 - level A manager	\$18.08	\$27.12	N/A	N/A	\$31.64	\$45.20
Level 8 - level B manager	\$18.85	\$28.28	N/A	N/A	\$32.99	\$47.13
Level 8 - maintenance and horticultural management level 1	\$18.85	N/A	\$28.28	\$37.70	\$37.70	\$47.13
Level 9 - level C manager	\$19.10	\$28.65	N/A	N/A	\$33.43	\$47.75
Level 10 - level D manager	\$19.80	\$29.70	N/A	N/A	\$34.65	\$49.50
Level 11 - level E manager	\$20.52	\$30.78	N/A	N/A	\$35.91	\$51.30
Level 11 - maintenance and horticultural management level 2	\$20.52	N/A	\$30.78	\$41.04	\$41.04	\$51.30
Level 12 - lead golf professional	\$21.82	\$32.73	N/A	N/A	\$38.19	\$54.55
Level 12 - level F manager	\$21.82	\$32.73	N/A	N/A	\$38.19	\$54.55
Level 13 - level G manager	\$22.25	\$33.38	N/A	N/A	\$38.94	\$55.63

**Table 2 of 3**

<b>Classification</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Introductory	\$20.84	\$20.84	\$16.20	\$17.35	\$20.84	\$27.78
Introductory maintenance and horticultural employee	\$20.84	N/A	N/A	N/A	\$20.84	\$27.78
Level 1 - food and beverage attendant grade 1	\$21.44	\$21.44	\$16.60	\$17.75	\$21.44	\$28.58
Level 1 - PGA associate year 1	\$21.44	\$21.44	\$16.60	\$17.75	\$21.44	\$28.58
Level 1 - guest service grade 1	\$21.44	\$21.44	\$16.60	\$17.75	\$21.44	\$28.58
Level 1 - kitchen attendant grade 1	\$21.44	\$21.44	\$16.60	\$17.75	\$21.44	\$28.58
Level 2 - child care worker grade 1	\$22.25	\$22.25	\$17.14	\$18.29	\$22.25	\$29.66
Level 2 - clerical grade 1	\$22.25	\$22.25	\$17.14	\$18.29	\$22.25	\$29.66

<b>Classification</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Level 2 - cook grade 1	\$22.25	\$22.25	\$17.14	\$18.29	\$22.25	\$29.66
Level 2 - doorperson/security officer grade 1	\$22.25	\$22.25	\$17.14	\$18.29	\$22.25	\$29.66
Level 2 - food and beverage attendant grade 2	\$22.25	\$22.25	\$17.14	\$18.29	\$22.25	\$29.66
Level 2 - front office grade 1	\$22.25	\$22.25	\$17.14	\$18.29	\$22.25	\$29.66
Level 2 - PGA associate years 2 and 3	\$22.25	\$22.25	\$17.14	\$18.29	\$22.25	\$29.66
Level 2 - guest service grade 2	\$22.25	\$22.25	\$17.14	\$18.29	\$22.25	\$29.66
Level 2 - kitchen attendant grade 2	\$22.25	\$22.25	\$17.14	\$18.29	\$22.25	\$29.66
Level 2 - leisure attendant grade 1	\$22.25	\$22.25	\$17.14	\$18.29	\$22.25	\$29.66
Level 2 - maintenance and horticultural employee level 1	\$22.25	N/A	N/A	N/A	\$22.25	\$29.66
Level 2 - storeperson grade 1	\$22.25	\$22.25	\$17.14	\$18.29	\$22.25	\$29.66
Level 3 - clerical grade 2	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68
Level 3 - cook grade 2	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68
Level 3 - fitness instructor	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68
Level 3 - food and beverage and gaming attendant grade 3	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68
Level 3 - forklift driver	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68
Level 3 - front office grade 2	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68
Level 3 - guest service grade 3	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68
Level 3 - handyperson	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68
Level 3 - kitchen attendant grade 3	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68
Level 3 - leisure attendant grade 2	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68
Level 3 - maintenance and horticultural employee level 2	\$23.01	N/A	N/A	N/A	\$23.01	\$30.68
Level 3 - storeperson grade 2	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68
Level 3 - timekeeper/security officer grade 2	\$23.01	\$23.01	\$17.65	\$18.80	\$23.01	\$30.68

<b>Classification</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Level 4 - clerical grade 3	\$24.24	\$24.24	\$18.47	\$19.62	\$24.24	\$32.32
Level 4 - front office grade 3	\$24.24	\$24.24	\$18.47	\$19.62	\$24.24	\$32.32
Level 4 - guest service grade 4	\$24.24	\$24.24	\$18.47	\$19.62	\$24.24	\$32.32
Level 4 - leisure attendant grade 3	\$24.24	\$24.24	\$18.47	\$19.62	\$24.24	\$32.32
Level 4 - storeperson grade 3	\$24.24	\$24.24	\$18.47	\$19.62	\$24.24	\$32.32
Level 5 - assistant or teaching professional	\$25.77	\$25.77	\$19.49	\$20.64	\$25.77	\$34.36
Level 5 - child care worker grade 2	\$25.77	\$25.77	\$19.49	\$20.64	\$25.77	\$34.36
Level 5 - clerical supervisor	\$25.77	\$25.77	\$19.49	\$20.64	\$25.77	\$34.36
Level 5 - food and beverage and gaming attendant grade 5	\$25.77	\$25.77	\$19.49	\$20.64	\$25.77	\$34.36
Level 5 - front office supervisor	\$25.77	\$25.77	\$19.49	\$20.64	\$25.77	\$34.36
Level 5 - guest service supervisor	\$25.77	\$25.77	\$19.49	\$20.64	\$25.77	\$34.36
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$26.46	\$26.46	\$19.95	\$21.10	\$26.46	\$35.28
Level 6 - child care worker grade 3	\$26.46	\$26.46	\$19.95	\$21.10	\$26.46	\$35.28
Level 7 - level A manager	\$27.12	\$27.12	\$20.39	\$21.54	\$27.12	\$36.16
Level 8 - level B manager	\$28.28	\$28.28	\$21.16	\$22.31	\$28.28	\$37.70
Level 8 - maintenance and horticultural management level 1	\$28.28	N/A	N/A	N/A	\$28.28	\$37.70
Level 9 - level C manager	\$28.65	\$28.65	\$21.41	\$22.56	\$28.65	\$38.20
Level 10 - level D manager	\$29.70	\$29.70	\$22.11	\$23.26	\$29.70	\$39.60
Level 11 - level E manager	\$30.78	\$30.78	\$22.83	\$23.98	\$30.78	\$41.04
Level 11 - maintenance and horticultural management level 2	\$30.78	N/A	N/A	N/A	\$30.78	\$41.04
Level 12 - lead golf professional	\$32.73	\$32.73	\$24.13	\$25.28	\$32.73	\$43.64
Level 12 - level F manager	\$32.73	\$32.73	\$24.13	\$25.28	\$32.73	\$43.64
Level 13 - level G manager	\$33.38	\$33.38	\$24.56	\$25.71	\$33.38	\$44.50

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Introductory	\$24.31	\$27.78	\$27.78	\$34.73	\$27.78
Introductory maintenance and horticultural employee	\$24.31	\$27.78	\$27.78	\$34.73	\$27.78
Level 1 - food and beverage attendant grade 1	\$25.01	\$28.58	\$28.58	\$35.73	\$28.58
Level 1 - PGA associate year 1	\$25.01	\$28.58	\$28.58	\$35.73	\$28.58
Level 1 - guest service grade 1	\$25.01	\$28.58	\$28.58	\$35.73	\$28.58
Level 1 - kitchen attendant grade 1	\$25.01	\$28.58	\$28.58	\$35.73	\$28.58
Level 2 - child care worker grade 1	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 2 - clerical grade 1	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 2 - cook grade 1	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 2 - doorman/security officer grade 1	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 2 - food and beverage attendant grade 2	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 2 - front office grade 1	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 2 - PGA associate years 2 and 3	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 2 - guest service grade 2	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 2 - kitchen attendant grade 2	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 2 - leisure attendant grade 1	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 2 - maintenance and horticultural employee level 1	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 2 - storeperson grade 1	\$25.95	\$29.66	\$29.66	\$37.08	\$29.66
Level 3 - clerical grade 2	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 3 - cook grade 2	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 3 - fitness instructor	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 3 - food and beverage and gaming attendant grade 3	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 3 - forklift driver	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 3 - front office grade 2	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 3 - guest service grade 3	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68



<b>Classification</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Level 3 - handyman	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 3 - kitchen attendant grade 3	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 3 - leisure attendant grade 2	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 3 - maintenance and horticultural employee level 2	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 3 - storeperson grade 2	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 3 - timekeeper/security officer grade 2	\$26.85	\$30.68	\$30.68	\$38.35	\$30.68
Level 4 - clerical grade 3	\$28.28	\$32.32	\$32.32	\$40.40	\$32.32
Level 4 - front office grade 3	\$28.28	\$32.32	\$32.32	\$40.40	\$32.32
Level 4 - guest service grade 4	\$28.28	\$32.32	\$32.32	\$40.40	\$32.32
Level 4 - leisure attendant grade 3	\$28.28	\$32.32	\$32.32	\$40.40	\$32.32
Level 4 - storeperson grade 3	\$28.28	\$32.32	\$32.32	\$40.40	\$32.32
Level 5 - assistant or teaching professional	\$30.07	\$34.36	\$34.36	\$42.95	\$34.36
Level 5 - child care worker grade 2	\$30.07	\$34.36	\$34.36	\$42.95	\$34.36
Level 5 - clerical supervisor	\$30.07	\$34.36	\$34.36	\$42.95	\$34.36
Level 5 - food and beverage and gaming attendant grade 5	\$30.07	\$34.36	\$34.36	\$42.95	\$34.36
Level 5 - front office supervisor	\$30.07	\$34.36	\$34.36	\$42.95	\$34.36
Level 5 - guest service supervisor	\$30.07	\$34.36	\$34.36	\$42.95	\$34.36
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$30.87	\$35.28	\$35.28	\$44.10	\$35.28
Level 6 - child care worker grade 3	\$30.87	\$35.28	\$35.28	\$44.10	\$35.28
Level 7 - level A manager	\$31.64	\$36.16	\$36.16	\$45.20	\$36.16
Level 8 - level B manager	\$32.99	\$37.70	\$37.70	\$47.13	\$37.70
Level 8 - maintenance and horticultural management level 1	\$32.99	\$37.70	\$37.70	\$47.13	\$37.70
Level 9 - level C manager	\$33.43	\$38.20	\$38.20	\$47.75	\$38.20
Level 10 - level D manager	\$34.65	\$39.60	\$39.60	\$49.50	\$39.60
Level 11 - level E manager	\$35.91	\$41.04	\$41.04	\$51.30	\$41.04

<b>Classification</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Level 11 - maintenance and horticultural management level 2	\$35.91	\$41.04	\$41.04	\$51.30	\$41.04
Level 12 - lead golf professional	\$38.19	\$43.64	\$43.64	\$54.55	\$43.64
Level 12 - level F manager	\$38.19	\$43.64	\$43.64	\$54.55	\$43.64
Level 13 - level G manager	\$38.94	\$44.50	\$44.50	\$55.63	\$44.50

## 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 3**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>	<b>Sunday</b>	<b>Public holiday</b>
Introductory	\$16.86	\$25.29	N/A	N/A	\$29.51	\$42.15
Introductory maintenance and horticultural employee	\$16.86	N/A	\$25.29	\$33.72	\$33.72	\$42.15
Level 1 - food and beverage attendant grade 1	\$17.35	\$26.03	N/A	N/A	\$30.36	\$43.38
Level 1 - PGA associate year 1	\$17.35	\$26.03	N/A	N/A	\$30.36	\$43.38
Level 1 - guest service grade 1	\$17.35	\$26.03	N/A	N/A	\$30.36	\$43.38
Level 1 - kitchen attendant grade 1	\$17.35	\$26.03	N/A	N/A	\$30.36	\$43.38
Level 2 - child care worker grade 1	\$18.01	\$27.02	N/A	N/A	\$31.52	\$45.03
Level 2 - clerical grade 1	\$18.01	\$27.02	N/A	N/A	\$31.52	\$45.03
Level 2 - cook grade 1	\$18.01	\$27.02	N/A	N/A	\$31.52	\$45.03
Level 2 - doorperson/security officer grade 1	\$18.01	\$27.02	N/A	N/A	\$31.52	\$45.03
Level 2 - food and beverage attendant grade 2	\$18.01	\$27.02	N/A	N/A	\$31.52	\$45.03
Level 2 - front office grade 1	\$18.01	\$27.02	N/A	N/A	\$31.52	\$45.03
Level 2 - PGA associate years 2 and 3	\$18.01	\$27.02	N/A	N/A	\$31.52	\$45.03
Level 2 - guest service grade 2	\$18.01	\$27.02	N/A	N/A	\$31.52	\$45.03
Level 2 - kitchen attendant grade 2	\$18.01	\$27.02	N/A	N/A	\$31.52	\$45.03
Level 2 - leisure attendant grade 1	\$18.01	\$27.02	N/A	N/A	\$31.52	\$45.03
Level 2 - maintenance and horticultural employee level 1	\$18.01	N/A	\$27.02	\$36.02	\$36.02	\$45.03
Level 2 - storeperson grade 1	\$18.01	\$27.02	N/A	N/A	\$31.52	\$45.03
Level 3 - clerical grade 2	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58
Level 3 - cook grade 2	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58
Level 3 - fitness instructor	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>	<b>Sunday</b>	<b>Public holiday</b>
Level 3 - food and beverage and gaming attendant grade 3	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58
Level 3 - forklift driver	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58
Level 3 - front office grade 2	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58
Level 3 - guest service grade 3	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58
Level 3 - handyperson	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58
Level 3 - kitchen attendant grade 3	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58
Level 3 - leisure attendant grade 2	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58
Level 3 - maintenance and horticultural employee level 2	\$18.63	N/A	\$27.95	\$37.26	\$37.26	\$46.58
Level 3 - storeperson grade 2	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58
Level 3 - timekeeper/security officer grade 2	\$18.63	\$27.95	N/A	N/A	\$32.60	\$46.58
Level 4 - clerical grade 3	\$19.63	\$29.45	N/A	N/A	\$34.35	\$49.08
Level 4 - front office grade 3	\$19.63	\$29.45	N/A	N/A	\$34.35	\$49.08
Level 4 - guest service grade 4	\$19.63	\$29.45	N/A	N/A	\$34.35	\$49.08
Level 4 - leisure attendant grade 3	\$19.63	\$29.45	N/A	N/A	\$34.35	\$49.08
Level 4 - storeperson grade 3	\$19.63	\$29.45	N/A	N/A	\$34.35	\$49.08
Level 5 - assistant or teaching professional	\$20.86	\$31.29	N/A	N/A	\$36.51	\$52.15
Level 5 - child care worker grade 2	\$20.86	\$31.29	N/A	N/A	\$36.51	\$52.15
Level 5 - clerical supervisor	\$20.86	\$31.29	N/A	N/A	\$36.51	\$52.15
Level 5 - food and beverage and gaming attendant grade 5	\$20.86	\$31.29	N/A	N/A	\$36.51	\$52.15
Level 5 - front office supervisor	\$20.86	\$31.29	N/A	N/A	\$36.51	\$52.15
Level 5 - guest service supervisor	\$20.86	\$31.29	N/A	N/A	\$36.51	\$52.15
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$21.42	\$32.13	N/A	N/A	\$37.49	\$53.55
Level 6 - child care worker grade 3	\$21.42	\$32.13	N/A	N/A	\$37.49	\$53.55

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>	<b>Sunday</b>	<b>Public holiday</b>
Level 7 - level A manager	\$21.96	\$32.94	N/A	N/A	\$38.43	\$54.90
Level 8 - level B manager	\$22.89	\$34.34	N/A	N/A	\$40.06	\$57.23
Level 8 - maintenance and horticultural management level 1	\$22.89	N/A	\$34.34	\$45.78	\$45.78	\$57.23
Level 9 - level C manager	\$23.19	\$34.79	N/A	N/A	\$40.58	\$57.98
Level 10 - level D manager	\$24.05	\$36.08	N/A	N/A	\$42.09	\$60.13
Level 11 - level E manager	\$24.92	\$37.38	N/A	N/A	\$43.61	\$62.30
Level 11 - maintenance and horticultural management level 2	\$24.92	N/A	\$37.38	\$49.84	\$49.84	\$62.30
Level 12 - lead golf professional	\$26.49	\$39.74	N/A	N/A	\$46.36	\$66.23
Level 12 - level F manager	\$26.49	\$39.74	N/A	N/A	\$46.36	\$66.23
Level 13 - level G manager	\$27.01	\$40.52	N/A	N/A	\$47.27	\$67.53

**Table 2 of 3**

<b>Classification</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Introductory	\$25.29	\$25.29	\$19.17	\$20.32	\$25.29	\$33.72
Introductory maintenance and horticultural employee	\$25.29	N/A	N/A	N/A	\$25.29	\$33.72
Level 1 - food and beverage attendant grade 1	\$26.03	\$26.03	\$19.66	\$20.81	\$26.03	\$34.70
Level 1 - PGA associate year 1	\$26.03	\$26.03	\$19.66	\$20.81	\$26.03	\$34.70
Level 1 - guest service grade 1	\$26.03	\$26.03	\$19.66	\$20.81	\$26.03	\$34.70
Level 1 - kitchen attendant grade 1	\$26.03	\$26.03	\$19.66	\$20.81	\$26.03	\$34.70
Level 2 - child care worker grade 1	\$27.02	\$27.02	\$20.32	\$21.47	\$27.02	\$36.02
Level 2 - clerical grade 1	\$27.02	\$27.02	\$20.32	\$21.47	\$27.02	\$36.02

<b>Classification</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Level 2 - cook grade 1	\$27.02	\$27.02	\$20.32	\$21.47	\$27.02	\$36.02
Level 2 - doorperson/security officer grade 1	\$27.02	\$27.02	\$20.32	\$21.47	\$27.02	\$36.02
Level 2 - food and beverage attendant grade 2	\$27.02	\$27.02	\$20.32	\$21.47	\$27.02	\$36.02
Level 2 - front office grade 1	\$27.02	\$27.02	\$20.32	\$21.47	\$27.02	\$36.02
Level 2 - PGA associate years 2 and 3	\$27.02	\$27.02	\$20.32	\$21.47	\$27.02	\$36.02
Level 2 - guest service grade 2	\$27.02	\$27.02	\$20.32	\$21.47	\$27.02	\$36.02
Level 2 - kitchen attendant grade 2	\$27.02	\$27.02	\$20.32	\$21.47	\$27.02	\$36.02
Level 2 - leisure attendant grade 1	\$27.02	\$27.02	\$20.32	\$21.47	\$27.02	\$36.02
Level 2 - maintenance and horticultural employee level 1	\$27.02	N/A	N/A	N/A	\$27.02	\$36.02
Level 2 - storeperson grade 1	\$27.02	\$27.02	\$20.32	\$21.47	\$27.02	\$36.02
Level 3 - clerical grade 2	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26
Level 3 - cook grade 2	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26
Level 3 - fitness instructor	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26
Level 3 - food and beverage and gaming attendant grade 3	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26
Level 3 - forklift driver	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26
Level 3 - front office grade 2	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26
Level 3 - guest service grade 3	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26
Level 3 - handyperson	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26
Level 3 - kitchen attendant grade 3	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26
Level 3 - leisure attendant grade 2	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26
Level 3 - maintenance and horticultural employee level 2	\$27.95	N/A	N/A	N/A	\$27.95	\$37.26
Level 3 - storeperson grade 2	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26
Level 3 - timekeeper/security officer grade 2	\$27.95	\$27.95	\$20.94	\$22.09	\$27.95	\$37.26

<b>Classification</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Level 4 - clerical grade 3	\$29.45	\$29.45	\$21.94	\$23.09	\$29.45	\$39.26
Level 4 - front office grade 3	\$29.45	\$29.45	\$21.94	\$23.09	\$29.45	\$39.26
Level 4 - guest service grade 4	\$29.45	\$29.45	\$21.94	\$23.09	\$29.45	\$39.26
Level 4 - leisure attendant grade 3	\$29.45	\$29.45	\$21.94	\$23.09	\$29.45	\$39.26
Level 4 - storeperson grade 3	\$29.45	\$29.45	\$21.94	\$23.09	\$29.45	\$39.26
Level 5 - assistant or teaching professional	\$31.29	\$31.29	\$23.17	\$24.32	\$31.29	\$41.72
Level 5 - child care worker grade 2	\$31.29	\$31.29	\$23.17	\$24.32	\$31.29	\$41.72
Level 5 - clerical supervisor	\$31.29	\$31.29	\$23.17	\$24.32	\$31.29	\$41.72
Level 5 - food and beverage and gaming attendant grade 5	\$31.29	\$31.29	\$23.17	\$24.32	\$31.29	\$41.72
Level 5 - front office supervisor	\$31.29	\$31.29	\$23.17	\$24.32	\$31.29	\$41.72
Level 5 - guest service supervisor	\$31.29	\$31.29	\$23.17	\$24.32	\$31.29	\$41.72
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$32.13	\$32.13	\$23.73	\$24.88	\$32.13	\$42.84
Level 6 - child care worker grade 3	\$32.13	\$32.13	\$23.73	\$24.88	\$32.13	\$42.84
Level 7 - level A manager	\$32.94	\$32.94	\$24.27	\$25.42	\$32.94	\$43.92
Level 8 - level B manager	\$34.34	\$34.34	\$25.20	\$26.35	\$34.34	\$45.78
Level 8 - maintenance and horticultural management level 1	\$34.34	N/A	N/A	N/A	\$34.34	\$45.78
Level 9 - level C manager	\$34.79	\$34.79	\$25.50	\$26.65	\$34.79	\$46.38
Level 10 - level D manager	\$36.08	\$36.08	\$26.36	\$27.51	\$36.08	\$48.10
Level 11 - level E manager	\$37.38	\$37.38	\$27.23	\$28.38	\$37.38	\$49.84
Level 11 - maintenance and horticultural management level 2	\$37.38	N/A	N/A	N/A	\$37.38	\$49.84
Level 12 - lead golf professional	\$39.74	\$39.74	\$28.80	\$29.95	\$39.74	\$52.98
Level 12 - level F manager	\$39.74	\$39.74	\$28.80	\$29.95	\$39.74	\$52.98
Level 13 - level G manager	\$40.52	\$40.52	\$29.32	\$30.47	\$40.52	\$54.02

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Introductory	\$29.51	\$33.72	\$33.72	\$42.15	\$33.72
Introductory maintenance and horticultural employee	\$29.51	\$33.72	\$33.72	\$42.15	\$33.72
Level 1 - food and beverage attendant grade 1	\$30.36	\$34.70	\$34.70	\$43.38	\$34.70
Level 1 - PGA associate year 1	\$30.36	\$34.70	\$34.70	\$43.38	\$34.70
Level 1 - guest service grade 1	\$30.36	\$34.70	\$34.70	\$43.38	\$34.70
Level 1 - kitchen attendant grade 1	\$30.36	\$34.70	\$34.70	\$43.38	\$34.70
Level 2 - child care worker grade 1	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 2 - clerical grade 1	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 2 - cook grade 1	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 2 - doorperson/security officer grade 1	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 2 - food and beverage attendant grade 2	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 2 - front office grade 1	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 2 - PGA associate years 2 and 3	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 2 - guest service grade 2	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 2 - kitchen attendant grade 2	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 2 - leisure attendant grade 1	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 2 - maintenance and horticultural employee level 1	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 2 - storeperson grade 1	\$31.52	\$36.02	\$36.02	\$45.03	\$36.02
Level 3 - clerical grade 2	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 3 - cook grade 2	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 3 - fitness instructor	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 3 - food and beverage and gaming attendant grade 3	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 3 - forklift driver	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 3 - front office grade 2	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 3 - guest service grade 3	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26



<b>Classification</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Level 3 - handy person	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 3 - kitchen attendant grade 3	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 3 - leisure attendant grade 2	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 3 - maintenance and horticultural employee level 2	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 3 - storeperson grade 2	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 3 - timekeeper/security officer grade 2	\$32.60	\$37.26	\$37.26	\$46.58	\$37.26
Level 4 - clerical grade 3	\$34.35	\$39.26	\$39.26	\$49.08	\$39.26
Level 4 - front office grade 3	\$34.35	\$39.26	\$39.26	\$49.08	\$39.26
Level 4 - guest service grade 4	\$34.35	\$39.26	\$39.26	\$49.08	\$39.26
Level 4 - leisure attendant grade 3	\$34.35	\$39.26	\$39.26	\$49.08	\$39.26
Level 4 - storeperson grade 3	\$34.35	\$39.26	\$39.26	\$49.08	\$39.26
Level 5 - assistant or teaching professional	\$36.51	\$41.72	\$41.72	\$52.15	\$41.72
Level 5 - child care worker grade 2	\$36.51	\$41.72	\$41.72	\$52.15	\$41.72
Level 5 - clerical supervisor	\$36.51	\$41.72	\$41.72	\$52.15	\$41.72
Level 5 - food and beverage and gaming attendant grade 5	\$36.51	\$41.72	\$41.72	\$52.15	\$41.72
Level 5 - front office supervisor	\$36.51	\$41.72	\$41.72	\$52.15	\$41.72
Level 5 - guest service supervisor	\$36.51	\$41.72	\$41.72	\$52.15	\$41.72
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$37.49	\$42.84	\$42.84	\$53.55	\$42.84
Level 6 - child care worker grade 3	\$37.49	\$42.84	\$42.84	\$53.55	\$42.84
Level 7 - level A manager	\$38.43	\$43.92	\$43.92	\$54.90	\$43.92
Level 8 - level B manager	\$40.06	\$45.78	\$45.78	\$57.23	\$45.78
Level 8 - maintenance and horticultural management level 1	\$40.06	\$45.78	\$45.78	\$57.23	\$45.78
Level 9 - level C manager	\$40.58	\$46.38	\$46.38	\$57.98	\$46.38
Level 10 - level D manager	\$42.09	\$48.10	\$48.10	\$60.13	\$48.10
Level 11 - level E manager	\$43.61	\$49.84	\$49.84	\$62.30	\$49.84

<b>Classification</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Level 11 - maintenance and horticultural management level 2	\$43.61	\$49.84	\$49.84	\$62.30	\$49.84
Level 12 - lead golf professional	\$46.36	\$52.98	\$52.98	\$66.23	\$52.98
Level 12 - level F manager	\$46.36	\$52.98	\$52.98	\$66.23	\$52.98
Level 13 - level G manager	\$47.27	\$54.02	\$54.02	\$67.53	\$54.02

## 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**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>
Introductory	\$14.88	\$17.85	N/A	N/A
Introductory maintenance and horticultural employee	\$14.88	N/A	\$17.85	\$23.80
Level 1 - PGA associate year 1	\$15.31	\$18.38	N/A	N/A
Level 1 - food and beverage attendant grade 1	\$15.31	\$18.38	N/A	N/A
Level 1 - guest service grade 1	\$15.31	\$18.38	N/A	N/A
Level 1 - kitchen attendant grade 1	\$15.31	\$18.38	N/A	N/A
Level 2 - child care worker grade 1	\$15.89	\$19.07	N/A	N/A
Level 2 - clerical grade 1	\$15.89	\$19.07	N/A	N/A
Level 2 - cook grade 1	\$15.89	\$19.07	N/A	N/A
Level 2 - doorman/security officer grade 1	\$15.89	\$19.07	N/A	N/A
Level 2 - food and beverage attendant grade 2	\$15.89	\$19.07	N/A	N/A
Level 2 - front office grade 1	\$15.89	\$19.07	N/A	N/A
Level 2 - PGA associate years 2 and 3	\$15.89	\$19.07	N/A	N/A
Level 2 - guest service grade 2	\$15.89	\$19.07	N/A	N/A
Level 2 - kitchen attendant grade 2	\$15.89	\$19.07	N/A	N/A
Level 2 - leisure attendant grade 1	\$15.89	\$19.07	N/A	N/A
Level 2 - maintenance and horticultural employee level 1	\$15.89	N/A	\$19.07	\$25.42
Level 2 - storeperson grade 1	\$15.89	\$19.07	N/A	N/A
Level 3 - clerical grade 2	\$16.44	\$19.73	N/A	N/A
Level 3 - cook grade 2	\$16.44	\$19.73	N/A	N/A
Level 3 - fitness instructor	\$16.44	\$19.73	N/A	N/A
Level 3 - food and beverage and gaming attendant grade 3	\$16.44	\$19.73	N/A	N/A

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>
Level 3 - forklift driver	\$16.44	\$19.73	N/A	N/A
Level 3 - front office grade 2	\$16.44	\$19.73	N/A	N/A
Level 3 - guest service grade 3	\$16.44	\$19.73	N/A	N/A
Level 3 - handyman	\$16.44	\$19.73	N/A	N/A
Level 3 - kitchen attendant grade 3	\$16.44	\$19.73	N/A	N/A
Level 3 - leisure attendant grade 2	\$16.44	\$19.73	N/A	N/A
Level 3 - maintenance and horticultural employee level 2	\$16.44	N/A	\$19.73	\$26.30
Level 3 - storeperson grade 2	\$16.44	\$19.73	N/A	N/A
Level 3 - timekeeper/security officer grade 2	\$16.44	\$19.73	N/A	N/A
Level 4 - clerical grade 3	\$17.31	\$20.78	N/A	N/A
Level 4 - front office grade 3	\$17.31	\$20.78	N/A	N/A
Level 4 - guest service grade 4	\$17.31	\$20.78	N/A	N/A
Level 4 - leisure attendant grade 3	\$17.31	\$20.78	N/A	N/A
Level 4 - storeperson grade 3	\$17.31	\$20.78	N/A	N/A
Level 5 - assistant or teaching professional	\$18.40	\$22.08	N/A	N/A
Level 5 - child care worker grade 2	\$18.40	\$22.08	N/A	N/A
Level 5 - clerical supervisor	\$18.40	\$22.08	N/A	N/A
Level 5 - food and beverage and gaming attendant grade 5	\$18.40	\$22.08	N/A	N/A
Level 5 - front office supervisor	\$18.40	\$22.08	N/A	N/A
Level 5 - guest service supervisor	\$18.40	\$22.08	N/A	N/A
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$18.90	\$22.68	N/A	N/A
Level 6 - child care worker grade 3	\$18.90	\$22.68	N/A	N/A
Level 7 - level A manager	\$19.38	\$23.25	N/A	N/A
Level 8 - level B manager	\$20.20	\$24.24	N/A	N/A
Level 8 - maintenance and horticultural management level 1	\$20.20	N/A	\$24.24	\$32.32

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>
Level 9 - level C manager	\$20.46	\$24.56	N/A	N/A
Level 10 - level D manager	\$21.21	\$25.46	N/A	N/A
Level 11 - level E manager	\$21.99	\$26.39	N/A	N/A
Level 11 - maintenance and horticultural management level 2	\$21.99	N/A	\$26.39	\$35.18
Level 12 - lead golf professional	\$23.38	\$28.05	N/A	N/A
Level 12 - level F manager	\$23.38	\$28.05	N/A	N/A
Level 13 - level G manager	\$23.84	\$28.61	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Introductory	\$20.83	\$29.75	\$17.19	\$18.34
Introductory maintenance and horticultural employee	\$23.80	\$29.75	N/A	N/A
Level 1 - PGA associate year 1	\$21.44	\$30.63	\$17.62	\$18.77
Level 1 - food and beverage attendant grade 1	\$21.44	\$30.63	\$17.62	\$18.77
Level 1 - guest service grade 1	\$21.44	\$30.63	\$17.62	\$18.77
Level 1 - kitchen attendant grade 1	\$21.44	\$30.63	\$17.62	\$18.77
Level 2 - child care worker grade 1	\$22.24	\$31.78	\$18.20	\$19.35
Level 2 - clerical grade 1	\$22.24	\$31.78	\$18.20	\$19.35
Level 2 - cook grade 1	\$22.24	\$31.78	\$18.20	\$19.35
Level 2 - doorperson/security officer grade 1	\$22.24	\$31.78	\$18.20	\$19.35
Level 2 - food and beverage attendant grade 2	\$22.24	\$31.78	\$18.20	\$19.35
Level 2 - front office grade 1	\$22.24	\$31.78	\$18.20	\$19.35
Level 2 - PGA associate years 2 and 3	\$22.24	\$31.78	\$18.20	\$19.35
Level 2 - guest service grade 2	\$22.24	\$31.78	\$18.20	\$19.35
Level 2 - kitchen attendant grade 2	\$22.24	\$31.78	\$18.20	\$19.35
Level 2 - leisure attendant grade 1	\$22.24	\$31.78	\$18.20	\$19.35

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Level 2 - maintenance and horticultural employee level 1	\$25.42	\$31.78	N/A	N/A
Level 2 - storeperson grade 1	\$22.24	\$31.78	\$18.20	\$19.35
Level 3 - clerical grade 2	\$23.01	\$32.88	\$18.75	\$19.90
Level 3 - cook grade 2	\$23.01	\$32.88	\$18.75	\$19.90
Level 3 - fitness instructor	\$23.01	\$32.88	\$18.75	\$19.90
Level 3 - food and beverage and gaming attendant grade 3	\$23.01	\$32.88	\$18.75	\$19.90
Level 3 - forklift driver	\$23.01	\$32.88	\$18.75	\$19.90
Level 3 - front office grade 2	\$23.01	\$32.88	\$18.75	\$19.90
Level 3 - guest service grade 3	\$23.01	\$32.88	\$18.75	\$19.90
Level 3 - handyperson	\$23.01	\$32.88	\$18.75	\$19.90
Level 3 - kitchen attendant grade 3	\$23.01	\$32.88	\$18.75	\$19.90
Level 3 - leisure attendant grade 2	\$23.01	\$32.88	\$18.75	\$19.90
Level 3 - maintenance and horticultural employee level 2	\$26.30	\$32.88	N/A	N/A
Level 3 - storeperson grade 2	\$23.01	\$32.88	\$18.75	\$19.90
Level 3 - timekeeper/security officer grade 2	\$23.01	\$32.88	\$18.75	\$19.90
Level 4 - clerical grade 3	\$24.24	\$34.63	\$19.62	\$20.77
Level 4 - front office grade 3	\$24.24	\$34.63	\$19.62	\$20.77
Level 4 - guest service grade 4	\$24.24	\$34.63	\$19.62	\$20.77
Level 4 - leisure attendant grade 3	\$24.24	\$34.63	\$19.62	\$20.77
Level 4 - storeperson grade 3	\$24.24	\$34.63	\$19.62	\$20.77
Level 5 - assistant or teaching professional	\$25.76	\$36.80	\$20.71	\$21.86
Level 5 - child care worker grade 2	\$25.76	\$36.80	\$20.71	\$21.86
Level 5 - clerical supervisor	\$25.76	\$36.80	\$20.71	\$21.86
Level 5 - food and beverage and gaming attendant grade 5	\$25.76	\$36.80	\$20.71	\$21.86
Level 5 - front office supervisor	\$25.76	\$36.80	\$20.71	\$21.86
Level 5 - guest service supervisor	\$25.76	\$36.80	\$20.71	\$21.86

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$26.46	\$37.80	\$21.21	\$22.36
Level 6 - child care worker grade 3	\$26.46	\$37.80	\$21.21	\$22.36
Level 7 - level A manager	\$27.13	\$38.75	\$21.69	\$22.84
Level 8 - level B manager	\$28.28	\$40.40	\$22.51	\$23.66
Level 8 - maintenance and horticultural management level 1	\$32.32	\$40.40	N/A	N/A
Level 9 - level C manager	\$28.65	\$40.93	\$22.77	\$23.92
Level 10 - level D manager	\$29.70	\$42.43	\$23.52	\$24.67
Level 11 - level E manager	\$30.78	\$43.98	\$24.30	\$25.45
Level 11 - maintenance and horticultural management level 2	\$35.18	\$43.98	N/A	N/A
Level 12 - lead golf professional	\$32.73	\$46.75	\$25.69	\$26.84
Level 12 - level F manager	\$32.73	\$46.75	\$25.69	\$26.84
Level 13 - level G manager	\$33.37	\$47.68	\$26.15	\$27.30

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Introductory	\$17.85	\$23.80	\$20.83	\$23.80	\$23.80	\$29.75
Introductory maintenance and horticultural employee	\$17.85	\$23.80	\$20.83	\$23.80	\$23.80	\$29.75
Level 1 - PGA associate year 1	\$18.38	\$24.50	\$21.44	\$24.50	\$24.50	\$30.63
Level 1 - food and beverage attendant grade 1	\$18.38	\$24.50	\$21.44	\$24.50	\$24.50	\$30.63
Level 1 - guest service grade 1	\$18.38	\$24.50	\$21.44	\$24.50	\$24.50	\$30.63
Level 1 - kitchen attendant grade 1	\$18.38	\$24.50	\$21.44	\$24.50	\$24.50	\$30.63
Level 2 - child care worker grade 1	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78
Level 2 - clerical grade 1	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78
Level 2 - cook grade 1	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Level 2 - doorperson/security officer grade 1	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78
Level 2 - food and beverage attendant grade 2	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78
Level 2 - front office grade 1	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78
Level 2 - PGA associate years 2 and 3	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78
Level 2 - guest service grade 2	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78
Level 2 - kitchen attendant grade 2	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78
Level 2 - leisure attendant grade 1	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78
Level 2 - maintenance and horticultural employee level 1	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78
Level 2 - storeperson grade 1	\$19.07	\$25.42	\$22.24	\$25.42	\$25.42	\$31.78
Level 3 - clerical grade 2	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - cook grade 2	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - fitness instructor	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - food and beverage and gaming attendant grade 3	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - forklift driver	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - front office grade 2	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - guest service grade 3	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - handyperson	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - kitchen attendant grade 3	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - leisure attendant grade 2	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - maintenance and horticultural employee level 2	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - storeperson grade 2	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 3 - timekeeper/security officer grade 2	\$19.73	\$26.30	\$23.01	\$26.30	\$26.30	\$32.88
Level 4 - clerical grade 3	\$20.78	\$27.70	\$24.24	\$27.70	\$27.70	\$34.63
Level 4 - front office grade 3	\$20.78	\$27.70	\$24.24	\$27.70	\$27.70	\$34.63
Level 4 - guest service grade 4	\$20.78	\$27.70	\$24.24	\$27.70	\$27.70	\$34.63
Level 4 - leisure attendant grade 3	\$20.78	\$27.70	\$24.24	\$27.70	\$27.70	\$34.63



<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Level 4 - storeperson grade 3	\$20.78	\$27.70	\$24.24	\$27.70	\$27.70	\$34.63
Level 5 - assistant or teaching professional	\$22.08	\$29.44	\$25.76	\$29.44	\$29.44	\$36.80
Level 5 - child care worker grade 2	\$22.08	\$29.44	\$25.76	\$29.44	\$29.44	\$36.80
Level 5 - clerical supervisor	\$22.08	\$29.44	\$25.76	\$29.44	\$29.44	\$36.80
Level 5 - food and beverage and gaming attendant grade 5	\$22.08	\$29.44	\$25.76	\$29.44	\$29.44	\$36.80
Level 5 - front office supervisor	\$22.08	\$29.44	\$25.76	\$29.44	\$29.44	\$36.80
Level 5 - guest service supervisor	\$22.08	\$29.44	\$25.76	\$29.44	\$29.44	\$36.80
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$22.68	\$30.24	\$26.46	\$30.24	\$30.24	\$37.80
Level 6 - child care worker grade 3	\$22.68	\$30.24	\$26.46	\$30.24	\$30.24	\$37.80
Level 7 - level A manager	\$23.25	\$31.00	\$27.13	\$31.00	\$31.00	\$38.75
Level 8 - level B manager	\$24.24	\$32.32	\$28.28	\$32.32	\$32.32	\$40.40
Level 8 - maintenance and horticultural management level 1	\$24.24	\$32.32	\$28.28	\$32.32	\$32.32	\$40.40
Level 9 - level C manager	\$24.56	\$32.74	\$28.65	\$32.74	\$32.74	\$40.93
Level 10 - level D manager	\$25.46	\$33.94	\$29.70	\$33.94	\$33.94	\$42.43
Level 11 - level E manager	\$26.39	\$35.18	\$30.78	\$35.18	\$35.18	\$43.98
Level 11 - maintenance and horticultural management level 2	\$26.39	\$35.18	\$30.78	\$35.18	\$35.18	\$43.98
Level 12 - lead golf professional	\$28.05	\$37.40	\$32.73	\$37.40	\$37.40	\$46.75
Level 12 - level F manager	\$28.05	\$37.40	\$32.73	\$37.40	\$37.40	\$46.75
Level 13 - level G manager	\$28.61	\$38.14	\$33.37	\$38.14	\$38.14	\$47.68

## 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**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>
Introductory	\$17.36	\$20.84	N/A	N/A
Introductory maintenance and horticultural employee	\$17.36	N/A	\$20.84	\$27.78
Level 1 - food and beverage attendant grade 1	\$17.86	\$21.44	N/A	N/A
Level 1 - PGA associate year 1	\$17.86	\$21.44	N/A	N/A
Level 1 - guest service grade 1	\$17.86	\$21.44	N/A	N/A
Level 1 - kitchen attendant grade 1	\$17.86	\$21.44	N/A	N/A
Level 2 - child care worker grade 1	\$18.54	\$22.25	N/A	N/A
Level 2 - clerical grade 1	\$18.54	\$22.25	N/A	N/A
Level 2 - cook grade 1	\$18.54	\$22.25	N/A	N/A
Level 2 - doorman/security officer grade 1	\$18.54	\$22.25	N/A	N/A
Level 2 - food and beverage attendant grade 2	\$18.54	\$22.25	N/A	N/A
Level 2 - front office grade 1	\$18.54	\$22.25	N/A	N/A
Level 2 - PGA associate years 2 and 3	\$18.54	\$22.25	N/A	N/A
Level 2 - guest service grade 2	\$18.54	\$22.25	N/A	N/A
Level 2 - kitchen attendant grade 2	\$18.54	\$22.25	N/A	N/A
Level 2 - leisure attendant grade 1	\$18.54	\$22.25	N/A	N/A
Level 2 - maintenance and horticultural employee level 1	\$18.54	N/A	\$22.25	\$29.66
Level 2 - storeperson grade 1	\$18.54	\$22.25	N/A	N/A
Level 3 - clerical grade 2	\$19.18	\$23.01	N/A	N/A
Level 3 - cook grade 2	\$19.18	\$23.01	N/A	N/A
Level 3 - food and beverage and gaming attendant grade 3	\$19.18	\$23.01	N/A	N/A
Level 3 - fitness instructor	\$19.18	\$23.01	N/A	N/A

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>
Level 3 - forklift driver	\$19.18	\$23.01	N/A	N/A
Level 3 - front office grade 2	\$19.18	\$23.01	N/A	N/A
Level 3 - guest service grade 3	\$19.18	\$23.01	N/A	N/A
Level 3 - handyman	\$19.18	\$23.01	N/A	N/A
Level 3 - kitchen attendant grade 3	\$19.18	\$23.01	N/A	N/A
Level 3 - leisure attendant grade 2	\$19.18	\$23.01	N/A	N/A
Level 3 - maintenance and horticultural employee level 2	\$19.18	N/A	\$23.01	\$30.68
Level 3 - storeperson grade 2	\$19.18	\$23.01	N/A	N/A
Level 3 - timekeeper/security officer grade 2	\$19.18	\$23.01	N/A	N/A
Level 4 - clerical grade 3	\$20.20	\$24.24	N/A	N/A
Level 4 - front office grade 3	\$20.20	\$24.24	N/A	N/A
Level 4 - guest service grade 4	\$20.20	\$24.24	N/A	N/A
Level 4 - leisure attendant grade 3	\$20.20	\$24.24	N/A	N/A
Level 4 - storeperson grade 3	\$20.20	\$24.24	N/A	N/A
Level 5 - assistant or teaching professional	\$21.48	\$25.77	N/A	N/A
Level 5 - child care worker grade 2	\$21.48	\$25.77	N/A	N/A
Level 5 - clerical supervisor	\$21.48	\$25.77	N/A	N/A
Level 5 - food and beverage and gaming attendant grade 5	\$21.48	\$25.77	N/A	N/A
Level 5 - front office supervisor	\$21.48	\$25.77	N/A	N/A
Level 5 - guest service supervisor	\$21.48	\$25.77	N/A	N/A
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$22.05	\$26.46	N/A	N/A
Level 6 - child care worker grade 3	\$22.05	\$26.46	N/A	N/A
Level 7 - level A manager	\$22.60	\$27.12	N/A	N/A
Level 8 - level B manager	\$23.56	\$28.28	N/A	N/A
Level 8 - maintenance and horticultural management level 1	\$23.56	N/A	\$28.28	\$37.70

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>
Level 9 - level C manager	\$23.88	\$28.65	N/A	N/A
Level 10 - level D manager	\$24.75	\$29.70	N/A	N/A
Level 11 - level E manager	\$25.65	\$30.78	N/A	N/A
Level 11 - maintenance and horticultural management level 2	\$25.65	N/A	\$30.78	\$41.04
Level 12 - lead golf professional	\$27.28	\$32.73	N/A	N/A
Level 12 - level F manager	\$27.28	\$32.73	N/A	N/A
Level 13 - level G manager	\$27.81	\$33.38	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Introductory	\$24.31	\$34.73	\$19.67	\$20.82
Introductory maintenance and horticultural employee	\$27.78	\$34.73	N/A	N/A
Level 1 - food and beverage attendant grade 1	\$25.01	\$35.73	\$20.17	\$21.32
Level 1 - PGA associate year 1	\$25.01	\$35.73	\$20.17	\$21.32
Level 1 - guest service grade 1	\$25.01	\$35.73	\$20.17	\$21.32
Level 1 - kitchen attendant grade 1	\$25.01	\$35.73	\$20.17	\$21.32
Level 2 - child care worker grade 1	\$25.95	\$37.08	\$20.85	\$22.00
Level 2 - clerical grade 1	\$25.95	\$37.08	\$20.85	\$22.00
Level 2 - cook grade 1	\$25.95	\$37.08	\$20.85	\$22.00
Level 2 - doorperson/security officer grade 1	\$25.95	\$37.08	\$20.85	\$22.00
Level 2 - food and beverage attendant grade 2	\$25.95	\$37.08	\$20.85	\$22.00
Level 2 - front office grade 1	\$25.95	\$37.08	\$20.85	\$22.00
Level 2 - PGA associate years 2 and 3	\$25.95	\$37.08	\$20.85	\$22.00
Level 2 - guest service grade 2	\$25.95	\$37.08	\$20.85	\$22.00
Level 2 - kitchen attendant grade 2	\$25.95	\$37.08	\$20.85	\$22.00
Level 2 - leisure attendant grade 1	\$25.95	\$37.08	\$20.85	\$22.00

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Level 2 - maintenance and horticultural employee level 1	\$29.66	\$37.08	N/A	N/A
Level 2 - storeperson grade 1	\$25.95	\$37.08	\$20.85	\$22.00
Level 3 - clerical grade 2	\$26.85	\$38.35	\$21.49	\$22.64
Level 3 - cook grade 2	\$26.85	\$38.35	\$21.49	\$22.64
Level 3 - food and beverage and gaming attendant grade 3	\$26.85	\$38.35	\$21.49	\$22.64
Level 3 - fitness instructor	\$26.85	\$38.35	\$21.49	\$22.64
Level 3 - forklift driver	\$26.85	\$38.35	\$21.49	\$22.64
Level 3 - front office grade 2	\$26.85	\$38.35	\$21.49	\$22.64
Level 3 - guest service grade 3	\$26.85	\$38.35	\$21.49	\$22.64
Level 3 - handyman	\$26.85	\$38.35	\$21.49	\$22.64
Level 3 - kitchen attendant grade 3	\$26.85	\$38.35	\$21.49	\$22.64
Level 3 - leisure attendant grade 2	\$26.85	\$38.35	\$21.49	\$22.64
Level 3 - maintenance and horticultural employee level 2	\$30.68	\$38.35	N/A	N/A
Level 3 - storeperson grade 2	\$26.85	\$38.35	\$21.49	\$22.64
Level 3 - timekeeper/security officer grade 2	\$26.85	\$38.35	\$21.49	\$22.64
Level 4 - clerical grade 3	\$28.28	\$40.40	\$22.51	\$23.66
Level 4 - front office grade 3	\$28.28	\$40.40	\$22.51	\$23.66
Level 4 - guest service grade 4	\$28.28	\$40.40	\$22.51	\$23.66
Level 4 - leisure attendant grade 3	\$28.28	\$40.40	\$22.51	\$23.66
Level 4 - storeperson grade 3	\$28.28	\$40.40	\$22.51	\$23.66
Level 5 - assistant or teaching professional	\$30.07	\$42.95	\$23.79	\$24.94
Level 5 - child care worker grade 2	\$30.07	\$42.95	\$23.79	\$24.94
Level 5 - clerical supervisor	\$30.07	\$42.95	\$23.79	\$24.94
Level 5 - food and beverage and gaming attendant grade 5	\$30.07	\$42.95	\$23.79	\$24.94
Level 5 - front office supervisor	\$30.07	\$42.95	\$23.79	\$24.94
Level 5 - guest service supervisor	\$30.07	\$42.95	\$23.79	\$24.94

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$30.87	\$44.10	\$24.36	\$25.51
Level 6 - child care worker grade 3	\$30.87	\$44.10	\$24.36	\$25.51
Level 7 - level A manager	\$31.64	\$45.20	\$24.91	\$26.06
Level 8 - level B manager	\$32.99	\$47.13	\$25.87	\$27.02
Level 8 - maintenance and horticultural management level 1	\$37.70	\$47.13	N/A	N/A
Level 9 - level C manager	\$33.43	\$47.75	\$26.19	\$27.34
Level 10 - level D manager	\$34.65	\$49.50	\$27.06	\$28.21
Level 11 - level E manager	\$35.91	\$51.30	\$27.96	\$29.11
Level 11 - maintenance and horticultural management level 2	\$41.04	\$51.30	N/A	N/A
Level 12 - lead golf professional	\$38.19	\$54.55	\$29.59	\$30.74
Level 12 - level F manager	\$38.19	\$54.55	\$29.59	\$30.74
Level 13 - level G manager	\$38.94	\$55.63	\$30.12	\$31.27

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Introductory	\$20.84	\$27.78	\$24.31	\$27.78	\$27.78	\$34.73
Introductory maintenance and horticultural employee	\$20.84	\$27.78	\$24.31	\$27.78	\$27.78	\$34.73
Level 1 - food and beverage attendant grade 1	\$21.44	\$28.58	\$25.01	\$28.58	\$28.58	\$35.73
Level 1 - PGA associate year 1	\$21.44	\$28.58	\$25.01	\$28.58	\$28.58	\$35.73
Level 1 - guest service grade 1	\$21.44	\$28.58	\$25.01	\$28.58	\$28.58	\$35.73
Level 1 - kitchen attendant grade 1	\$21.44	\$28.58	\$25.01	\$28.58	\$28.58	\$35.73
Level 2 - child care worker grade 1	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08
Level 2 - clerical grade 1	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08
Level 2 - cook grade 1	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Level 2 - doorman/security officer grade 1	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08
Level 2 - food and beverage attendant grade 2	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08
Level 2 - front office grade 1	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08
Level 2 - PGA associate years 2 and 3	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08
Level 2 - guest service grade 2	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08
Level 2 - kitchen attendant grade 2	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08
Level 2 - leisure attendant grade 1	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08
Level 2 - maintenance and horticultural employee level 1	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08
Level 2 - storeperson grade 1	\$22.25	\$29.66	\$25.95	\$29.66	\$29.66	\$37.08
Level 3 - clerical grade 2	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - cook grade 2	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - food and beverage and gaming attendant grade 3	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - fitness instructor	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - forklift driver	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - front office grade 2	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - guest service grade 3	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - handyperson	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - kitchen attendant grade 3	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - leisure attendant grade 2	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - maintenance and horticultural employee level 2	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - storeperson grade 2	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 3 - timekeeper/security officer grade 2	\$23.01	\$30.68	\$26.85	\$30.68	\$30.68	\$38.35
Level 4 - clerical grade 3	\$24.24	\$32.32	\$28.28	\$32.32	\$32.32	\$40.40
Level 4 - front office grade 3	\$24.24	\$32.32	\$28.28	\$32.32	\$32.32	\$40.40
Level 4 - guest service grade 4	\$24.24	\$32.32	\$28.28	\$32.32	\$32.32	\$40.40
Level 4 - leisure attendant grade 3	\$24.24	\$32.32	\$28.28	\$32.32	\$32.32	\$40.40

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Level 4 - storeperson grade 3	\$24.24	\$32.32	\$28.28	\$32.32	\$32.32	\$40.40
Level 5 - assistant or teaching professional	\$25.77	\$34.36	\$30.07	\$34.36	\$34.36	\$42.95
Level 5 - child care worker grade 2	\$25.77	\$34.36	\$30.07	\$34.36	\$34.36	\$42.95
Level 5 - clerical supervisor	\$25.77	\$34.36	\$30.07	\$34.36	\$34.36	\$42.95
Level 5 - food and beverage and gaming attendant grade 5	\$25.77	\$34.36	\$30.07	\$34.36	\$34.36	\$42.95
Level 5 - front office supervisor	\$25.77	\$34.36	\$30.07	\$34.36	\$34.36	\$42.95
Level 5 - guest service supervisor	\$25.77	\$34.36	\$30.07	\$34.36	\$34.36	\$42.95
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$26.46	\$35.28	\$30.87	\$35.28	\$35.28	\$44.10
Level 6 - child care worker grade 3	\$26.46	\$35.28	\$30.87	\$35.28	\$35.28	\$44.10
Level 7 - level A manager	\$27.12	\$36.16	\$31.64	\$36.16	\$36.16	\$45.20
Level 8 - level B manager	\$28.28	\$37.70	\$32.99	\$37.70	\$37.70	\$47.13
Level 8 - maintenance and horticultural management level 1	\$28.28	\$37.70	\$32.99	\$37.70	\$37.70	\$47.13
Level 9 - level C manager	\$28.65	\$38.20	\$33.43	\$38.20	\$38.20	\$47.75
Level 10 - level D manager	\$29.70	\$39.60	\$34.65	\$39.60	\$39.60	\$49.50
Level 11 - level E manager	\$30.78	\$41.04	\$35.91	\$41.04	\$41.04	\$51.30
Level 11 - maintenance and horticultural management level 2	\$30.78	\$41.04	\$35.91	\$41.04	\$41.04	\$51.30
Level 12 - lead golf professional	\$32.73	\$43.64	\$38.19	\$43.64	\$43.64	\$54.55
Level 12 - level F manager	\$32.73	\$43.64	\$38.19	\$43.64	\$43.64	\$54.55
Level 13 - level G manager	\$33.38	\$44.50	\$38.94	\$44.50	\$44.50	\$55.63



## 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
Introductory	\$21.08	\$25.29	N/A	N/A
Introductory maintenance and horticultural employee	\$21.08	N/A	\$25.29	\$33.72
Level 1 - food and beverage attendant grade 1	\$21.69	\$26.03	N/A	N/A
Level 1 - PGA associate year 1	\$21.69	\$26.03	N/A	N/A
Level 1 - guest service grade 1	\$21.69	\$26.03	N/A	N/A
Level 1 - kitchen attendant grade 1	\$21.69	\$26.03	N/A	N/A
Level 2 - child care worker grade 1	\$22.51	\$27.02	N/A	N/A
Level 2 - clerical grade 1	\$22.51	\$27.02	N/A	N/A
Level 2 - cook grade 1	\$22.51	\$27.02	N/A	N/A
Level 2 - doorman/security officer grade 1	\$22.51	\$27.02	N/A	N/A
Level 2 - food and beverage attendant grade 2	\$22.51	\$27.02	N/A	N/A
Level 2 - front office grade 1	\$22.51	\$27.02	N/A	N/A
Level 2 - PGA associate years 2 and 3	\$22.51	\$27.02	N/A	N/A
Level 2 - guest service grade 2	\$22.51	\$27.02	N/A	N/A
Level 2 - kitchen attendant grade 2	\$22.51	\$27.02	N/A	N/A
Level 2 - leisure attendant grade 1	\$22.51	\$27.02	N/A	N/A
Level 2 - maintenance and horticultural employee level 1	\$22.51	N/A	\$27.02	\$36.02
Level 2 - storeperson grade 1	\$22.51	\$27.02	N/A	N/A
Level 3 - clerical grade 2	\$23.29	\$27.95	N/A	N/A
Level 3 - cook grade 2	\$23.29	\$27.95	N/A	N/A
Level 3 - fitness instructor	\$23.29	\$27.95	N/A	N/A
Level 3 - food and beverage and gaming attendant grade 3	\$23.29	\$27.95	N/A	N/A

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>
Level 3 - forklift driver	\$23.29	\$27.95	N/A	N/A
Level 3 - front office grade 2	\$23.29	\$27.95	N/A	N/A
Level 3 - guest service grade 3	\$23.29	\$27.95	N/A	N/A
Level 3 - handyman	\$23.29	\$27.95	N/A	N/A
Level 3 - kitchen attendant grade 3	\$23.29	\$27.95	N/A	N/A
Level 3 - leisure attendant grade 2	\$23.29	\$27.95	N/A	N/A
Level 3 - maintenance and horticultural employee level 2	\$23.29	N/A	\$27.95	\$37.26
Level 3 - storeperson grade 2	\$23.29	\$27.95	N/A	N/A
Level 3 - timekeeper/security officer grade 2	\$23.29	\$27.95	N/A	N/A
Level 4 - clerical grade 3	\$24.54	\$29.45	N/A	N/A
Level 4 - front office grade 3	\$24.54	\$29.45	N/A	N/A
Level 4 - guest service grade 4	\$24.54	\$29.45	N/A	N/A
Level 4 - leisure attendant grade 3	\$24.54	\$29.45	N/A	N/A
Level 4 - storeperson grade 3	\$24.54	\$29.45	N/A	N/A
Level 5 - assistant or teaching professional	\$26.08	\$31.29	N/A	N/A
Level 5 - child care worker grade 2	\$26.08	\$31.29	N/A	N/A
Level 5 - clerical supervisor	\$26.08	\$31.29	N/A	N/A
Level 5 - food and beverage and gaming attendant grade 5	\$26.08	\$31.29	N/A	N/A
Level 5 - front office supervisor	\$26.08	\$31.29	N/A	N/A
Level 5 - guest service supervisor	\$26.08	\$31.29	N/A	N/A
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$26.78	\$32.13	N/A	N/A
Level 6 - child care worker grade 3	\$26.78	\$32.13	N/A	N/A
Level 7 - level A manager	\$27.45	\$32.94	N/A	N/A
Level 8 - level B manager	\$28.61	\$34.34	N/A	N/A
Level 8 - maintenance and horticultural management level 1	\$28.61	N/A	\$34.34	\$45.78

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>
Level 9 - level C manager	\$28.99	\$34.79	N/A	N/A
Level 10 - level D manager	\$30.06	\$36.08	N/A	N/A
Level 11 - level E manager	\$31.15	\$37.38	N/A	N/A
Level 11 - maintenance and horticultural management level 2	\$31.15	N/A	\$37.38	\$49.84
Level 12 - lead golf professional	\$33.11	\$39.74	N/A	N/A
Level 12 - level F manager	\$33.11	\$39.74	N/A	N/A
Level 13 - level G manager	\$33.76	\$40.52	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Introductory	\$29.51	\$42.15	\$23.39	\$24.54
Introductory maintenance and horticultural employee	\$33.72	\$42.15	N/A	N/A
Level 1 - food and beverage attendant grade 1	\$30.36	\$43.38	\$24.00	\$25.15
Level 1 - PGA associate year 1	\$30.36	\$43.38	\$24.00	\$25.15
Level 1 - guest service grade 1	\$30.36	\$43.38	\$24.00	\$25.15
Level 1 - kitchen attendant grade 1	\$30.36	\$43.38	\$24.00	\$25.15
Level 2 - child care worker grade 1	\$31.52	\$45.03	\$24.82	\$25.97
Level 2 - clerical grade 1	\$31.52	\$45.03	\$24.82	\$25.97
Level 2 - cook grade 1	\$31.52	\$45.03	\$24.82	\$25.97
Level 2 - doorperson/security officer grade 1	\$31.52	\$45.03	\$24.82	\$25.97
Level 2 - food and beverage attendant grade 2	\$31.52	\$45.03	\$24.82	\$25.97
Level 2 - front office grade 1	\$31.52	\$45.03	\$24.82	\$25.97
Level 2 - PGA associate years 2 and 3	\$31.52	\$45.03	\$24.82	\$25.97
Level 2 - guest service grade 2	\$31.52	\$45.03	\$24.82	\$25.97
Level 2 - kitchen attendant grade 2	\$31.52	\$45.03	\$24.82	\$25.97
Level 2 - leisure attendant grade 1	\$31.52	\$45.03	\$24.82	\$25.97

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Level 2 - maintenance and horticultural employee level 1	\$36.02	\$45.03	N/A	N/A
Level 2 - storeperson grade 1	\$31.52	\$45.03	\$24.82	\$25.97
Level 3 - clerical grade 2	\$32.60	\$46.58	\$25.60	\$26.75
Level 3 - cook grade 2	\$32.60	\$46.58	\$25.60	\$26.75
Level 3 - fitness instructor	\$32.60	\$46.58	\$25.60	\$26.75
Level 3 - food and beverage and gaming attendant grade 3	\$32.60	\$46.58	\$25.60	\$26.75
Level 3 - forklift driver	\$32.60	\$46.58	\$25.60	\$26.75
Level 3 - front office grade 2	\$32.60	\$46.58	\$25.60	\$26.75
Level 3 - guest service grade 3	\$32.60	\$46.58	\$25.60	\$26.75
Level 3 - handyperson	\$32.60	\$46.58	\$25.60	\$26.75
Level 3 - kitchen attendant grade 3	\$32.60	\$46.58	\$25.60	\$26.75
Level 3 - leisure attendant grade 2	\$32.60	\$46.58	\$25.60	\$26.75
Level 3 - maintenance and horticultural employee level 2	\$37.26	\$46.58	N/A	N/A
Level 3 - storeperson grade 2	\$32.60	\$46.58	\$25.60	\$26.75
Level 3 - timekeeper/security officer grade 2	\$32.60	\$46.58	\$25.60	\$26.75
Level 4 - clerical grade 3	\$34.35	\$49.08	\$26.85	\$28.00
Level 4 - front office grade 3	\$34.35	\$49.08	\$26.85	\$28.00
Level 4 - guest service grade 4	\$34.35	\$49.08	\$26.85	\$28.00
Level 4 - leisure attendant grade 3	\$34.35	\$49.08	\$26.85	\$28.00
Level 4 - storeperson grade 3	\$34.35	\$49.08	\$26.85	\$28.00
Level 5 - assistant or teaching professional	\$36.51	\$52.15	\$28.39	\$29.54
Level 5 - child care worker grade 2	\$36.51	\$52.15	\$28.39	\$29.54
Level 5 - clerical supervisor	\$36.51	\$52.15	\$28.39	\$29.54
Level 5 - food and beverage and gaming attendant grade 5	\$36.51	\$52.15	\$28.39	\$29.54
Level 5 - front office supervisor	\$36.51	\$52.15	\$28.39	\$29.54
Level 5 - guest service supervisor	\$36.51	\$52.15	\$28.39	\$29.54

<b>Classification</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$37.49	\$53.55	\$29.09	\$30.24
Level 6 - child care worker grade 3	\$37.49	\$53.55	\$29.09	\$30.24
Level 7 - level A manager	\$38.43	\$54.90	\$29.76	\$30.91
Level 8 - level B manager	\$40.06	\$57.23	\$30.92	\$32.07
Level 8 - maintenance and horticultural management level 1	\$45.78	\$57.23	N/A	N/A
Level 9 - level C manager	\$40.58	\$57.98	\$31.30	\$32.45
Level 10 - level D manager	\$42.09	\$60.13	\$32.37	\$33.52
Level 11 - level E manager	\$43.61	\$62.30	\$33.46	\$34.61
Level 11 - maintenance and horticultural management level 2	\$49.84	\$62.30	N/A	N/A
Level 12 - lead golf professional	\$46.36	\$66.23	\$35.42	\$36.57
Level 12 - level F manager	\$46.36	\$66.23	\$35.42	\$36.57
Level 13 - level G manager	\$47.27	\$67.53	\$36.07	\$37.22

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Introductory	\$25.29	\$33.72	\$29.51	\$33.72	\$33.72	\$42.15
Introductory maintenance and horticultural employee	\$25.29	\$33.72	\$29.51	\$33.72	\$33.72	\$42.15
Level 1 - food and beverage attendant grade 1	\$26.03	\$34.70	\$30.36	\$34.70	\$34.70	\$43.38
Level 1 - PGA associate year 1	\$26.03	\$34.70	\$30.36	\$34.70	\$34.70	\$43.38
Level 1 - guest service grade 1	\$26.03	\$34.70	\$30.36	\$34.70	\$34.70	\$43.38
Level 1 - kitchen attendant grade 1	\$26.03	\$34.70	\$30.36	\$34.70	\$34.70	\$43.38
Level 2 - child care worker grade 1	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03
Level 2 - clerical grade 1	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03
Level 2 - cook grade 1	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Level 2 - doorperson/security officer grade 1	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03
Level 2 - food and beverage attendant grade 2	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03
Level 2 - front office grade 1	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03
Level 2 - PGA associate years 2 and 3	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03
Level 2 - guest service grade 2	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03
Level 2 - kitchen attendant grade 2	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03
Level 2 - leisure attendant grade 1	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03
Level 2 - maintenance and horticultural employee level 1	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03
Level 2 - storeperson grade 1	\$27.02	\$36.02	\$31.52	\$36.02	\$36.02	\$45.03
Level 3 - clerical grade 2	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - cook grade 2	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - fitness instructor	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - food and beverage and gaming attendant grade 3	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - forklift driver	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - front office grade 2	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - guest service grade 3	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - handyperson	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - kitchen attendant grade 3	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - leisure attendant grade 2	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - maintenance and horticultural employee level 2	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - storeperson grade 2	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 3 - timekeeper/security officer grade 2	\$27.95	\$37.26	\$32.60	\$37.26	\$37.26	\$46.58
Level 4 - clerical grade 3	\$29.45	\$39.26	\$34.35	\$39.26	\$39.26	\$49.08
Level 4 - front office grade 3	\$29.45	\$39.26	\$34.35	\$39.26	\$39.26	\$49.08
Level 4 - guest service grade 4	\$29.45	\$39.26	\$34.35	\$39.26	\$39.26	\$49.08
Level 4 - leisure attendant grade 3	\$29.45	\$39.26	\$34.35	\$39.26	\$39.26	\$49.08

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>
Level 4 - storeperson grade 3	\$29.45	\$39.26	\$34.35	\$39.26	\$39.26	\$49.08
Level 5 - assistant or teaching professional	\$31.29	\$41.72	\$36.51	\$41.72	\$41.72	\$52.15
Level 5 - child care worker grade 2	\$31.29	\$41.72	\$36.51	\$41.72	\$41.72	\$52.15
Level 5 - clerical supervisor	\$31.29	\$41.72	\$36.51	\$41.72	\$41.72	\$52.15
Level 5 - food and beverage and gaming attendant grade 5	\$31.29	\$41.72	\$36.51	\$41.72	\$41.72	\$52.15
Level 5 - front office supervisor	\$31.29	\$41.72	\$36.51	\$41.72	\$41.72	\$52.15
Level 5 - guest service supervisor	\$31.29	\$41.72	\$36.51	\$41.72	\$41.72	\$52.15
Level 6 - club manager of a club with a gross annual revenue of less than \$500,000	\$32.13	\$42.84	\$37.49	\$42.84	\$42.84	\$53.55
Level 6 - child care worker grade 3	\$32.13	\$42.84	\$37.49	\$42.84	\$42.84	\$53.55
Level 7 - level A manager	\$32.94	\$43.92	\$38.43	\$43.92	\$43.92	\$54.90
Level 8 - level B manager	\$34.34	\$45.78	\$40.06	\$45.78	\$45.78	\$57.23
Level 8 - maintenance and horticultural management level 1	\$34.34	\$45.78	\$40.06	\$45.78	\$45.78	\$57.23
Level 9 - level C manager	\$34.79	\$46.38	\$40.58	\$46.38	\$46.38	\$57.98
Level 10 - level D manager	\$36.08	\$48.10	\$42.09	\$48.10	\$48.10	\$60.13
Level 11 - level E manager	\$37.38	\$49.84	\$43.61	\$49.84	\$49.84	\$62.30
Level 11 - maintenance and horticultural management level 2	\$37.38	\$49.84	\$43.61	\$49.84	\$49.84	\$62.30
Level 12 - lead golf professional	\$39.74	\$52.98	\$46.36	\$52.98	\$52.98	\$66.23
Level 12 - level F manager	\$39.74	\$52.98	\$46.36	\$52.98	\$52.98	\$66.23
Level 13 - level G manager	\$40.52	\$54.02	\$47.27	\$54.02	\$54.02	\$67.53

## 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 3**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - not maintenance and horticultural employees</b>	<b>Saturday - after midday - first 2 hours - maintenance and horticultural employees</b>	<b>Saturday - after midday - after 2 hours - maintenance and horticultural employees</b>	<b>Sunday</b>	<b>Public holiday</b>
Cooking - Apprentice 1st year	\$12.70	\$19.05	N/A	N/A	\$22.23	\$31.75
Cooking - Apprentice 2nd year	\$15.01	\$22.52	N/A	N/A	\$26.27	\$37.53
Cooking - Apprentice 3rd year	\$18.47	\$27.71	N/A	N/A	\$32.32	\$46.18
Cooking - Apprentice 4th year	\$21.94	\$32.91	N/A	N/A	\$38.40	\$54.85
Waiting - Apprentice 1st six months (0-6 months)	\$16.16	\$24.24	N/A	N/A	\$28.28	\$40.40
Waiting - Apprentice 2nd six months (7-12 months)	\$19.63	\$29.45	N/A	N/A	\$34.35	\$49.08
Waiting - Apprentice 3rd six months (13-18 months)	\$22.14	\$33.21	N/A	N/A	\$38.75	\$55.35
Waiting - Apprentice 4th six months (18 months and over)	\$22.62	\$33.93	N/A	N/A	\$39.59	\$56.55
Maintenance and horticulture - Apprentice 1st year	\$12.70	N/A	\$19.05	\$25.40	\$25.40	\$31.75
Maintenance and horticulture - Apprentice 2nd year	\$15.01	N/A	\$22.52	\$30.02	\$30.02	\$37.53
Maintenance and horticulture - Apprentice 3rd year	\$18.47	N/A	\$27.71	\$36.94	\$36.94	\$46.18
Maintenance and horticulture - Apprentice 4th year	\$21.94	N/A	\$32.91	\$43.88	\$43.88	\$54.85



**Table 2 of 3**

<b>Classification</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Cooking - Apprentice 1st year	\$19.05	\$19.05	\$15.01	\$16.16	\$19.05	\$25.40
Cooking - Apprentice 2nd year	\$22.52	\$22.52	\$17.32	\$18.47	\$22.52	\$30.02
Cooking - Apprentice 3rd year	\$27.71	\$27.71	\$20.78	\$21.93	\$27.71	\$36.94
Cooking - Apprentice 4th year	\$32.91	\$32.91	\$24.25	\$25.40	\$32.91	\$43.88
Waiting - Apprentice 1st six months (0-6 months)	\$24.24	\$24.24	\$18.47	\$19.62	\$24.24	\$32.32
Waiting - Apprentice 2nd six months (7-12 months)	\$29.45	\$29.45	\$21.94	\$23.09	\$29.45	\$39.26
Waiting - Apprentice 3rd six months (13-18 months)	\$33.21	\$33.21	\$24.45	\$25.60	\$33.21	\$44.28
Waiting - Apprentice 4th six months (18 months and over)	\$33.93	\$33.93	\$24.93	\$26.08	\$33.93	\$45.24
Maintenance and horticulture - Apprentice 1st year	\$19.05	N/A	N/A	N/A	\$19.05	\$25.40
Maintenance and horticulture - Apprentice 2nd year	\$22.52	N/A	N/A	N/A	\$22.52	\$30.02
Maintenance and horticulture - Apprentice 3rd year	\$27.71	N/A	N/A	N/A	\$27.71	\$36.94
Maintenance and horticulture - Apprentice 4th year	\$32.91	N/A	N/A	N/A	\$32.91	\$43.88

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Cooking - Apprentice 1st year	\$22.23	\$25.40	\$25.40	\$31.75	\$25.40
Cooking - Apprentice 2nd year	\$26.27	\$30.02	\$30.02	\$37.53	\$30.02
Cooking - Apprentice 3rd year	\$32.32	\$36.94	\$36.94	\$46.18	\$36.94
Cooking - Apprentice 4th year	\$38.40	\$43.88	\$43.88	\$54.85	\$43.88
Waiting - Apprentice 1st six months (0-6 months)	\$28.28	\$32.32	\$32.32	\$40.40	\$32.32
Waiting - Apprentice 2nd six months (7-12 months)	\$34.35	\$39.26	\$39.26	\$49.08	\$39.26
Waiting - Apprentice 3rd six months (13-18 months)	\$38.75	\$44.28	\$44.28	\$55.35	\$44.28
Waiting - Apprentice 4th six months (18 months and over)	\$39.59	\$45.24	\$45.24	\$56.55	\$45.24
Maintenance and horticulture - Apprentice 1st year	\$22.23	\$25.40	\$25.40	\$31.75	\$25.40
Maintenance and horticulture - Apprentice 2nd year	\$26.27	\$30.02	\$30.02	\$37.53	\$30.02
Maintenance and horticulture - Apprentice 3rd year	\$32.32	\$36.94	\$36.94	\$46.18	\$36.94
Maintenance and horticulture - Apprentice 4th year	\$38.40	\$43.88	\$43.88	\$54.85	\$43.88

## 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 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	Sunday	Public holiday
Cooking - Apprentice 1st year	\$18.47	\$27.71	N/A	N/A	\$32.32	\$46.18
Cooking - Apprentice 2nd year	\$19.84	\$29.76	N/A	N/A	\$34.72	\$49.60
Cooking - Apprentice 3rd year	\$19.84	\$29.76	N/A	N/A	\$34.72	\$49.60
Cooking - Apprentice 4th year	\$21.94	\$32.91	N/A	N/A	\$38.40	\$54.85
Waiting - Apprentice 1st six months (0-6 months)	\$18.47	\$27.71	N/A	N/A	\$32.32	\$46.18
Waiting - Apprentice 2nd six months (7-12 months)	\$19.63	\$29.45	N/A	N/A	\$34.35	\$49.08
Waiting - Apprentice 3rd six months (13-18 months)	\$22.14	\$33.21	N/A	N/A	\$38.75	\$55.35
Waiting - Apprentice 4th six months (18 months and over)	\$22.62	\$33.93	N/A	N/A	\$39.59	\$56.55
Maintenance and horticulture - Apprentice 1st year	\$18.47	N/A	\$27.71	\$36.94	\$36.94	\$46.18
Maintenance and horticulture - Apprentice 2nd year	\$19.84	N/A	\$29.76	\$39.68	\$39.68	\$49.60
Maintenance and horticulture - Apprentice 3rd year	\$19.84	N/A	\$29.76	\$39.68	\$39.68	\$49.60
Maintenance and horticulture - Apprentice 4th year	\$21.94	N/A	\$32.91	\$43.88	\$43.88	\$54.85

**Table 2 of 3**

<b>Classification</b>	<b>Christmas Day - Saturday or Sunday</b>	<b>Public holiday - equivalent paid time off - not maintenance and horticultural employees</b>	<b>Monday to Friday - 7pm to midnight - not maintenance and horticultural employees</b>	<b>Monday to Friday - midnight to 7am - not maintenance and horticultural employees</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Cooking - Apprentice 1st year	\$27.71	\$27.71	\$20.78	\$21.93	\$27.71	\$36.94
Cooking - Apprentice 2nd year	\$29.76	\$29.76	\$22.15	\$23.30	\$29.76	\$39.68
Cooking - Apprentice 3rd year	\$29.76	\$29.76	\$22.15	\$23.30	\$29.76	\$39.68
Cooking - Apprentice 4th year	\$32.91	\$32.91	\$24.25	\$25.40	\$32.91	\$43.88
Waiting - Apprentice 1st six months (0-6 months)	\$27.71	\$27.71	\$20.78	\$21.93	\$27.71	\$36.94
Waiting - Apprentice 2nd six months (7-12 months)	\$29.45	\$29.45	\$21.94	\$23.09	\$29.45	\$39.26
Waiting - Apprentice 3rd six months (13-18 months)	\$33.21	\$33.21	\$24.45	\$25.60	\$33.21	\$44.28
Waiting - Apprentice 4th six months (18 months and over)	\$33.93	\$33.93	\$24.93	\$26.08	\$33.93	\$45.24
Maintenance and horticulture - Apprentice 1st year	\$27.71	N/A	N/A	N/A	\$27.71	\$36.94
Maintenance and horticulture - Apprentice 2nd year	\$29.76	N/A	N/A	N/A	\$29.76	\$39.68
Maintenance and horticulture - Apprentice 3rd year	\$29.76	N/A	N/A	N/A	\$29.76	\$39.68
Maintenance and horticulture - Apprentice 4th year	\$32.91	N/A	N/A	N/A	\$32.91	\$43.88

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - first 2 hours</b>	<b>Overtime - Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Overtime - working on RDO</b>
Cooking - Apprentice 1st year	\$32.32	\$36.94	\$36.94	\$46.18	\$36.94
Cooking - Apprentice 2nd year	\$34.72	\$39.68	\$39.68	\$49.60	\$39.68
Cooking - Apprentice 3rd year	\$34.72	\$39.68	\$39.68	\$49.60	\$39.68
Cooking - Apprentice 4th year	\$38.40	\$43.88	\$43.88	\$54.85	\$43.88
Waiting - Apprentice 1st six months (0-6 months)	\$32.32	\$36.94	\$36.94	\$46.18	\$36.94
Waiting - Apprentice 2nd six months (7-12 months)	\$34.35	\$39.26	\$39.26	\$49.08	\$39.26
Waiting - Apprentice 3rd six months (13-18 months)	\$38.75	\$44.28	\$44.28	\$55.35	\$44.28
Waiting - Apprentice 4th six months (18 months and over)	\$39.59	\$45.24	\$45.24	\$56.55	\$45.24
Maintenance and horticulture - Apprentice 1st year	\$32.32	\$36.94	\$36.94	\$46.18	\$36.94
Maintenance and horticulture - Apprentice 2nd year	\$34.72	\$39.68	\$39.68	\$49.60	\$39.68
Maintenance and horticulture - Apprentice 3rd year	\$34.72	\$39.68	\$39.68	\$49.60	\$39.68
Maintenance and horticulture - Apprentice 4th year	\$38.40	\$43.88	\$43.88	\$54.85	\$43.88

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before casual loading, 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	\$3.51 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	\$0.28 per hour
Laundry allowance - club manager	\$10.00 per week
Laundry reimbursement	reimbursement for the demonstrated costs of laundering the special clothing
Meal allowance	\$13.79 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	\$1.82 per day up to a maximum of \$8.92 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	an amount equal to the cost of fares from the usual workplace to the new workplace

## Disclaimer

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We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in

awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](#) at [www.fairwork.gov.au/awards](http://www.fairwork.gov.au/awards). If our data is inconsistent with the award, then the award applies.

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