

Pay Guide - Aluminium Industry Award 2010

[MA000060]

Published 27 November 2020

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2017.

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

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Rates of pay

The rates below include work conditions and disability allowance.

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

Adult

Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday |
|--------------------------|-----------------|-----------------|----------|---------|----------------|------------------------------------|---|--|
| Aluminium worker grade 1 | \$756.81 | \$19.92 | \$29.88 | \$39.84 | \$49.80 | \$23.11 | \$23.11 | \$26.31 |
| Aluminium worker grade 2 | \$792.31 | \$20.85 | \$31.28 | \$41.70 | \$52.13 | \$24.04 | \$24.04 | \$27.24 |
| Aluminium worker grade 3 | \$821.51 | \$21.62 | \$32.43 | \$43.24 | \$54.05 | \$24.81 | \$24.81 | \$28.01 |
| Aluminium worker grade 4 | \$845.51 | \$22.25 | \$33.38 | \$44.50 | \$55.63 | \$25.44 | \$25.44 | \$28.64 |
| Aluminium worker grade 5 | \$899.61 | \$23.68 | \$35.52 | \$47.36 | \$59.20 | \$26.87 | \$26.87 | \$30.07 |
| Aluminium worker grade 6 | \$955.71 | \$25.15 | \$37.73 | \$50.30 | \$62.88 | \$28.34 | \$28.34 | \$31.54 |
| Aluminium worker grade 7 | \$1,000.71 | \$26.34 | \$39.51 | \$52.68 | \$65.85 | \$29.53 | \$29.53 | \$32.73 |
| Aluminium worker grade 8 | \$1,039.91 | \$27.37 | \$41.06 | \$54.74 | \$68.43 | \$30.56 | \$30.56 | \$33.76 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|--------------------------|---|---|---|---|------------------------------------|--|---|
| Aluminium worker grade 1 | \$29.88 | \$39.84 | \$39.84 | \$49.80 | \$39.84 | \$39.84 | \$39.84 |
| Aluminium worker grade 2 | \$31.28 | \$41.70 | \$41.70 | \$52.13 | \$41.70 | \$41.70 | \$41.70 |
| Aluminium worker grade 3 | \$32.43 | \$43.24 | \$43.24 | \$54.05 | \$43.24 | \$43.24 | \$43.24 |
| Aluminium worker grade 4 | \$33.38 | \$44.50 | \$44.50 | \$55.63 | \$44.50 | \$44.50 | \$44.50 |
| Aluminium worker grade 5 | \$35.52 | \$47.36 | \$47.36 | \$59.20 | \$47.36 | \$47.36 | \$47.36 |
| Aluminium worker grade 6 | \$37.73 | \$50.30 | \$50.30 | \$62.88 | \$50.30 | \$50.30 | \$50.30 |
| Aluminium worker grade 7 | \$39.51 | \$52.68 | \$52.68 | \$65.85 | \$52.68 | \$52.68 | \$52.68 |
| Aluminium worker grade 8 | \$41.06 | \$54.74 | \$54.74 | \$68.43 | \$54.74 | \$54.74 | \$54.74 |

Casual

Table 1 of 2

| Classification | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork |
|--------------------------|-----------------|----------|---------|----------------|------------------------------------|---|--|---|
| Aluminium worker grade 1 | \$24.90 | \$34.86 | \$44.82 | \$54.78 | \$28.09 | \$28.09 | \$31.29 | \$34.86 |
| Aluminium worker grade 2 | \$26.06 | \$36.49 | \$46.91 | \$57.34 | \$29.25 | \$29.25 | \$32.45 | \$36.49 |
| Aluminium worker grade 3 | \$27.03 | \$37.84 | \$48.65 | \$59.46 | \$30.22 | \$30.22 | \$33.42 | \$37.84 |
| Aluminium worker grade 4 | \$27.81 | \$38.94 | \$50.06 | \$61.19 | \$31.00 | \$31.00 | \$34.20 | \$38.94 |
| Aluminium worker grade 5 | \$29.60 | \$41.44 | \$53.28 | \$65.12 | \$32.79 | \$32.79 | \$35.99 | \$41.44 |
| Aluminium worker grade 6 | \$31.44 | \$44.01 | \$56.59 | \$69.16 | \$34.63 | \$34.63 | \$37.83 | \$44.01 |
| Aluminium worker grade 7 | \$32.93 | \$46.10 | \$59.27 | \$72.44 | \$36.12 | \$36.12 | \$39.32 | \$46.10 |
| Aluminium worker grade 8 | \$34.21 | \$47.90 | \$61.58 | \$75.27 | \$37.40 | \$37.40 | \$40.60 | \$47.90 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|--------------------------|---|---|---|------------------------------------|--|---|
| Aluminium worker grade 1 | \$44.82 | \$44.82 | \$54.78 | \$44.82 | \$44.82 | \$44.82 |
| Aluminium worker grade 2 | \$46.91 | \$46.91 | \$57.34 | \$46.91 | \$46.91 | \$46.91 |
| Aluminium worker grade 3 | \$48.65 | \$48.65 | \$59.46 | \$48.65 | \$48.65 | \$48.65 |
| Aluminium worker grade 4 | \$50.06 | \$50.06 | \$61.19 | \$50.06 | \$50.06 | \$50.06 |
| Aluminium worker grade 5 | \$53.28 | \$53.28 | \$65.12 | \$53.28 | \$53.28 | \$53.28 |
| Aluminium worker grade 6 | \$56.59 | \$56.59 | \$69.16 | \$56.59 | \$56.59 | \$56.59 |
| Aluminium worker grade 7 | \$59.27 | \$59.27 | \$72.44 | \$59.27 | \$59.27 | \$59.27 |
| Aluminium worker grade 8 | \$61.58 | \$61.58 | \$75.27 | \$61.58 | \$61.58 | \$61.58 |

Junior - Full-time - 16 years or under

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday |
|--------------------------|-----------------|-----------------|----------|---------|----------------|------------------------------------|---|--|
| Aluminium worker grade 1 | \$576.71 | \$15.18 | \$22.77 | \$30.36 | \$37.95 | \$18.37 | \$18.37 | \$21.57 |
| Aluminium worker grade 2 | \$603.34 | \$15.88 | \$23.82 | \$31.76 | \$39.70 | \$19.07 | \$19.07 | \$22.27 |
| Aluminium worker grade 3 | \$625.24 | \$16.46 | \$24.69 | \$32.92 | \$41.15 | \$19.65 | \$19.65 | \$22.85 |
| Aluminium worker grade 4 | \$643.24 | \$16.93 | \$25.40 | \$33.86 | \$42.33 | \$20.12 | \$20.12 | \$23.32 |
| Aluminium worker grade 5 | \$683.81 | \$18.00 | \$27.00 | \$36.00 | \$45.00 | \$21.19 | \$21.19 | \$24.39 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|--------------------------|---|---|---|---|------------------------------------|--|---|
| Aluminium worker grade 1 | \$22.77 | \$30.36 | \$30.36 | \$37.95 | \$30.36 | \$30.36 | \$30.36 |
| Aluminium worker grade 2 | \$23.82 | \$31.76 | \$31.76 | \$39.70 | \$31.76 | \$31.76 | \$31.76 |
| Aluminium worker grade 3 | \$24.69 | \$32.92 | \$32.92 | \$41.15 | \$32.92 | \$32.92 | \$32.92 |
| Aluminium worker grade 4 | \$25.40 | \$33.86 | \$33.86 | \$42.33 | \$33.86 | \$33.86 | \$33.86 |
| Aluminium worker grade 5 | \$27.00 | \$36.00 | \$36.00 | \$45.00 | \$36.00 | \$36.00 | \$36.00 |

Junior - Part-time - 16 years or under

Table 1 of 2

| Classification | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday |
|--------------------------|-----------------|----------|---------|----------------|------------------------------------|---|--|
| Aluminium worker grade 1 | \$15.18 | \$22.77 | \$30.36 | \$37.95 | \$18.37 | \$18.37 | \$21.57 |
| Aluminium worker grade 2 | \$15.88 | \$23.82 | \$31.76 | \$39.70 | \$19.07 | \$19.07 | \$22.27 |
| Aluminium worker grade 3 | \$16.46 | \$24.69 | \$32.92 | \$41.15 | \$19.65 | \$19.65 | \$22.85 |
| Aluminium worker grade 4 | \$16.93 | \$25.40 | \$33.86 | \$42.33 | \$20.12 | \$20.12 | \$23.32 |
| Aluminium worker grade 5 | \$18.00 | \$27.00 | \$36.00 | \$45.00 | \$21.19 | \$21.19 | \$24.39 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|--------------------------|---|---|---|---|------------------------------------|--|---|
| Aluminium worker grade 1 | \$22.77 | \$30.36 | \$30.36 | \$37.95 | \$30.36 | \$30.36 | \$30.36 |
| Aluminium worker grade 2 | \$23.82 | \$31.76 | \$31.76 | \$39.70 | \$31.76 | \$31.76 | \$31.76 |
| Aluminium worker grade 3 | \$24.69 | \$32.92 | \$32.92 | \$41.15 | \$32.92 | \$32.92 | \$32.92 |
| Aluminium worker grade 4 | \$25.40 | \$33.86 | \$33.86 | \$42.33 | \$33.86 | \$33.86 | \$33.86 |
| Aluminium worker grade 5 | \$27.00 | \$36.00 | \$36.00 | \$45.00 | \$36.00 | \$36.00 | \$36.00 |

Junior - Casual - 16 years or under

Table 1 of 2

| Classification | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork |
|--------------------------|-----------------|----------|---------|----------------|------------------------------------|---|--|---|
| Aluminium worker grade 1 | \$18.98 | \$26.57 | \$34.16 | \$41.75 | \$22.17 | \$22.17 | \$25.37 | \$26.57 |
| Aluminium worker grade 2 | \$19.85 | \$27.79 | \$35.73 | \$43.67 | \$23.04 | \$23.04 | \$26.24 | \$27.79 |
| Aluminium worker grade 3 | \$20.58 | \$28.81 | \$37.04 | \$45.27 | \$23.77 | \$23.77 | \$26.97 | \$28.81 |
| Aluminium worker grade 4 | \$21.16 | \$29.63 | \$38.09 | \$46.56 | \$24.35 | \$24.35 | \$27.55 | \$29.63 |
| Aluminium worker grade 5 | \$22.50 | \$31.50 | \$40.50 | \$49.50 | \$25.69 | \$25.69 | \$28.89 | \$31.50 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|--------------------------|---|---|---|------------------------------------|--|---|
| Aluminium worker grade 1 | \$34.16 | \$34.16 | \$41.75 | \$34.16 | \$34.16 | \$34.16 |
| Aluminium worker grade 2 | \$35.73 | \$35.73 | \$43.67 | \$35.73 | \$35.73 | \$35.73 |
| Aluminium worker grade 3 | \$37.04 | \$37.04 | \$45.27 | \$37.04 | \$37.04 | \$37.04 |
| Aluminium worker grade 4 | \$38.09 | \$38.09 | \$46.56 | \$38.09 | \$38.09 | \$38.09 |
| Aluminium worker grade 5 | \$40.50 | \$40.50 | \$49.50 | \$40.50 | \$40.50 | \$40.50 |

Junior - Full-time - 17 years

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday |
|--------------------------|-----------------|-----------------|----------|---------|----------------|------------------------------------|---|--|
| Aluminium worker grade 1 | \$648.75 | \$17.07 | \$25.61 | \$34.14 | \$42.68 | \$20.26 | \$20.26 | \$23.46 |
| Aluminium worker grade 2 | \$678.93 | \$17.87 | \$26.81 | \$35.74 | \$44.68 | \$21.06 | \$21.06 | \$24.26 |
| Aluminium worker grade 3 | \$703.75 | \$18.52 | \$27.78 | \$37.04 | \$46.30 | \$21.71 | \$21.71 | \$24.91 |
| Aluminium worker grade 4 | \$724.15 | \$19.06 | \$28.59 | \$38.12 | \$47.65 | \$22.25 | \$22.25 | \$25.45 |
| Aluminium worker grade 5 | \$770.13 | \$20.27 | \$30.41 | \$40.54 | \$50.68 | \$23.46 | \$23.46 | \$26.66 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|--------------------------|---|---|---|---|------------------------------------|--|---|
| Aluminium worker grade 1 | \$25.61 | \$34.14 | \$34.14 | \$42.68 | \$34.14 | \$34.14 | \$34.14 |
| Aluminium worker grade 2 | \$26.81 | \$35.74 | \$35.74 | \$44.68 | \$35.74 | \$35.74 | \$35.74 |
| Aluminium worker grade 3 | \$27.78 | \$37.04 | \$37.04 | \$46.30 | \$37.04 | \$37.04 | \$37.04 |
| Aluminium worker grade 4 | \$28.59 | \$38.12 | \$38.12 | \$47.65 | \$38.12 | \$38.12 | \$38.12 |
| Aluminium worker grade 5 | \$30.41 | \$40.54 | \$40.54 | \$50.68 | \$40.54 | \$40.54 | \$40.54 |

Junior - Part-time - 17 years

Table 1 of 2

| Classification | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday |
|--------------------------|-----------------|----------|---------|----------------|------------------------------------|---|--|
| Aluminium worker grade 1 | \$17.08 | \$25.62 | \$34.16 | \$42.70 | \$20.27 | \$20.27 | \$23.47 |
| Aluminium worker grade 2 | \$17.87 | \$26.81 | \$35.74 | \$44.68 | \$21.06 | \$21.06 | \$24.26 |
| Aluminium worker grade 3 | \$18.52 | \$27.78 | \$37.04 | \$46.30 | \$21.71 | \$21.71 | \$24.91 |
| Aluminium worker grade 4 | \$19.06 | \$28.59 | \$38.12 | \$47.65 | \$22.25 | \$22.25 | \$25.45 |
| Aluminium worker grade 5 | \$20.27 | \$30.41 | \$40.54 | \$50.68 | \$23.46 | \$23.46 | \$26.66 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|--------------------------|---|---|---|---|------------------------------------|--|---|
| Aluminium worker grade 1 | \$25.62 | \$34.16 | \$34.16 | \$42.70 | \$34.16 | \$34.16 | \$34.16 |
| Aluminium worker grade 2 | \$26.81 | \$35.74 | \$35.74 | \$44.68 | \$35.74 | \$35.74 | \$35.74 |
| Aluminium worker grade 3 | \$27.78 | \$37.04 | \$37.04 | \$46.30 | \$37.04 | \$37.04 | \$37.04 |
| Aluminium worker grade 4 | \$28.59 | \$38.12 | \$38.12 | \$47.65 | \$38.12 | \$38.12 | \$38.12 |
| Aluminium worker grade 5 | \$30.41 | \$40.54 | \$40.54 | \$50.68 | \$40.54 | \$40.54 | \$40.54 |

Junior - Casual - 17 years

Table 1 of 2

| Classification | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork |
|--------------------------|-----------------|----------|---------|----------------|------------------------------------|---|--|---|
| Aluminium worker grade 1 | \$21.35 | \$29.89 | \$38.43 | \$46.97 | \$24.54 | \$24.54 | \$27.74 | \$29.89 |
| Aluminium worker grade 2 | \$22.34 | \$31.27 | \$40.21 | \$49.14 | \$25.53 | \$25.53 | \$28.73 | \$31.27 |
| Aluminium worker grade 3 | \$23.15 | \$32.41 | \$41.67 | \$50.93 | \$26.34 | \$26.34 | \$29.54 | \$32.41 |
| Aluminium worker grade 4 | \$23.83 | \$33.36 | \$42.89 | \$52.42 | \$27.02 | \$27.02 | \$30.22 | \$33.36 |
| Aluminium worker grade 5 | \$25.34 | \$35.47 | \$45.61 | \$55.74 | \$28.53 | \$28.53 | \$31.73 | \$35.47 |

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| Classification | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|--------------------------|---|---|---|------------------------------------|--|---|
| Aluminium worker grade 1 | \$38.43 | \$38.43 | \$46.97 | \$38.43 | \$38.43 | \$38.43 |
| Aluminium worker grade 2 | \$40.21 | \$40.21 | \$49.14 | \$40.21 | \$40.21 | \$40.21 |
| Aluminium worker grade 3 | \$41.67 | \$41.67 | \$50.93 | \$41.67 | \$41.67 | \$41.67 |
| Aluminium worker grade 4 | \$42.89 | \$42.89 | \$52.42 | \$42.89 | \$42.89 | \$42.89 |
| Aluminium worker grade 5 | \$45.61 | \$45.61 | \$55.74 | \$45.61 | \$45.61 | \$45.61 |

Apprentice - Started before 1 Jan 2014

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday |
|-----------------------|-----------------|-----------------|----------|---------|----------------|------------------------------------|---|--|
| Apprentice - 1st year | \$440.96 | \$11.61 | \$17.42 | \$23.22 | \$29.03 | \$14.80 | \$14.80 | \$18.00 |
| Apprentice - 2nd year | \$521.87 | \$13.74 | \$20.61 | \$27.48 | \$34.35 | \$16.93 | \$16.93 | \$20.13 |
| Apprentice - 3rd year | \$643.24 | \$16.93 | \$25.40 | \$33.86 | \$42.33 | \$20.12 | \$20.12 | \$23.32 |
| Apprentice - 4th year | \$748.42 | \$19.70 | \$29.55 | \$39.40 | \$49.25 | \$22.89 | \$22.89 | \$26.09 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|---|---|---|---|------------------------------------|--|---|
| Apprentice - 1st year | \$17.42 | \$23.22 | \$23.22 | \$29.03 | \$23.22 | \$23.22 | \$23.22 |
| Apprentice - 2nd year | \$20.61 | \$27.48 | \$27.48 | \$34.35 | \$27.48 | \$27.48 | \$27.48 |
| Apprentice - 3rd year | \$25.40 | \$33.86 | \$33.86 | \$42.33 | \$33.86 | \$33.86 | \$33.86 |
| Apprentice - 4th year | \$29.55 | \$39.40 | \$39.40 | \$49.25 | \$39.40 | \$39.40 | \$39.40 |

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

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday |
|-----------------------|-----------------|-----------------|----------|---------|----------------|------------------------------------|---|--|
| Apprentice - 1st year | \$440.96 | \$11.61 | \$17.42 | \$23.22 | \$29.03 | \$14.80 | \$14.80 | \$18.00 |
| Apprentice - 2nd year | \$521.87 | \$13.74 | \$20.61 | \$27.48 | \$34.35 | \$16.93 | \$16.93 | \$20.13 |
| Apprentice - 3rd year | \$643.24 | \$16.93 | \$25.40 | \$33.86 | \$42.33 | \$20.12 | \$20.12 | \$23.32 |
| Apprentice - 4th year | \$748.42 | \$19.70 | \$29.55 | \$39.40 | \$49.25 | \$22.89 | \$22.89 | \$26.09 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|---|---|---|---|------------------------------------|--|---|
| Apprentice - 1st year | \$17.42 | \$23.22 | \$23.22 | \$29.03 | \$23.22 | \$23.22 | \$23.22 |
| Apprentice - 2nd year | \$20.61 | \$27.48 | \$27.48 | \$34.35 | \$27.48 | \$27.48 | \$27.48 |
| Apprentice - 3rd year | \$25.40 | \$33.86 | \$33.86 | \$42.33 | \$33.86 | \$33.86 | \$33.86 |
| Apprentice - 4th year | \$29.55 | \$39.40 | \$39.40 | \$49.25 | \$39.40 | \$39.40 | \$39.40 |

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday |
|-----------------------|-----------------|-----------------|----------|---------|----------------|------------------------------------|---|--|
| Apprentice - 1st year | \$481.42 | \$12.67 | \$19.01 | \$25.34 | \$31.68 | \$15.86 | \$15.86 | \$19.06 |
| Apprentice - 2nd year | \$562.33 | \$14.80 | \$22.20 | \$29.60 | \$37.00 | \$17.99 | \$17.99 | \$21.19 |
| Apprentice - 3rd year | \$643.24 | \$16.93 | \$25.40 | \$33.86 | \$42.33 | \$20.12 | \$20.12 | \$23.32 |
| Apprentice - 4th year | \$748.42 | \$19.70 | \$29.55 | \$39.40 | \$49.25 | \$22.89 | \$22.89 | \$26.09 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|---|---|---|---|------------------------------------|--|---|
| Apprentice - 1st year | \$19.01 | \$25.34 | \$25.34 | \$31.68 | \$25.34 | \$25.34 | \$25.34 |
| Apprentice - 2nd year | \$22.20 | \$29.60 | \$29.60 | \$37.00 | \$29.60 | \$29.60 | \$29.60 |
| Apprentice - 3rd year | \$25.40 | \$33.86 | \$33.86 | \$42.33 | \$33.86 | \$33.86 | \$33.86 |
| Apprentice - 4th year | \$29.55 | \$39.40 | \$39.40 | \$49.25 | \$39.40 | \$39.40 | \$39.40 |

Adult apprentice - Started before 1 Jan 2014

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday |
|-----------------------|-----------------|-----------------|----------|---------|----------------|------------------------------------|---|--|
| Apprentice - 1st year | \$764.60 | \$20.12 | \$30.18 | \$40.24 | \$50.30 | \$23.31 | \$23.31 | \$26.51 |
| Apprentice - 2nd year | \$764.60 | \$20.12 | \$30.18 | \$40.24 | \$50.30 | \$23.31 | \$23.31 | \$26.51 |
| Apprentice - 3rd year | \$764.60 | \$20.12 | \$30.18 | \$40.24 | \$50.30 | \$23.31 | \$23.31 | \$26.51 |
| Apprentice - 4th year | \$805.06 | \$21.19 | \$31.79 | \$42.38 | \$52.98 | \$24.38 | \$24.38 | \$27.58 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|---|---|---|---|------------------------------------|--|---|
| Apprentice - 1st year | \$30.18 | \$40.24 | \$40.24 | \$50.30 | \$40.24 | \$40.24 | \$40.24 |
| Apprentice - 2nd year | \$30.18 | \$40.24 | \$40.24 | \$50.30 | \$40.24 | \$40.24 | \$40.24 |
| Apprentice - 3rd year | \$30.18 | \$40.24 | \$40.24 | \$50.30 | \$40.24 | \$40.24 | \$40.24 |
| Apprentice - 4th year | \$31.79 | \$42.38 | \$42.38 | \$52.98 | \$42.38 | \$42.38 | \$42.38 |

Adult apprentice - Started after 1 Jan 2014

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday | Sunday | Public holiday | Afternoon shift - Monday to Friday | Night shift (rotating) - Monday to Friday | Permanent night shift - Monday to Friday |
|-----------------------|-----------------|-----------------|----------|---------|----------------|------------------------------------|---|--|
| Apprentice - 1st year | \$764.60 | \$20.12 | \$30.18 | \$40.24 | \$50.30 | \$23.31 | \$23.31 | \$26.51 |
| Apprentice - 2nd year | \$764.60 | \$20.12 | \$30.18 | \$40.24 | \$50.30 | \$23.31 | \$23.31 | \$26.51 |
| Apprentice - 3rd year | \$764.60 | \$20.12 | \$30.18 | \$40.24 | \$50.30 | \$23.31 | \$23.31 | \$26.51 |
| Apprentice - 4th year | \$805.06 | \$21.19 | \$31.79 | \$42.38 | \$52.98 | \$24.38 | \$24.38 | \$27.58 |

Table 2 of 2

| Classification | Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork | Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork | Overtime - Sunday - day work and non-continuous shiftwork | Overtime - public holiday - day work and non-continuous shiftwork | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|---|---|---|---|------------------------------------|--|---|
| Apprentice - 1st year | \$30.18 | \$40.24 | \$40.24 | \$50.30 | \$40.24 | \$40.24 | \$40.24 |
| Apprentice - 2nd year | \$30.18 | \$40.24 | \$40.24 | \$50.30 | \$40.24 | \$40.24 | \$40.24 |
| Apprentice - 3rd year | \$30.18 | \$40.24 | \$40.24 | \$50.30 | \$40.24 | \$40.24 | \$40.24 |
| Apprentice - 4th year | \$31.79 | \$42.38 | \$42.38 | \$52.98 | \$42.38 | \$42.38 | \$42.38 |

Allowances

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

| Allowances | Rate |
|--|--|
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| First aid allowance | \$0.43 per hour up to a maximum of \$16.18 per week |
| Leading hand allowance - Grade 4 and above - in charge of 3-10 employees | \$0.94 per hour up to a maximum of \$35.60 per week |
| Leading hand allowance - Grade 4 and above - in charge of 11-20 employees | \$1.19 per hour up to a maximum of \$45.31 per week |
| Leading hand allowance - Grade 4 and above - in charge of more than 20 employees | \$1.60 per hour up to a maximum of \$60.68 per week |
| Meal allowance | \$16.08 per meal |
| Tool allowance | \$0.40 per hour up to a maximum of \$15.25 per week |
| Transport after overtime - reasonable means of transport not available | payment at the minimum hourly rate for the time reasonably occupied in reaching home |
| * Work conditions and disability allowance (already included in the rate tables above) | \$0.96 per hour |

Disclaimer

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

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