

## Pay Guide - Journalists Published Media Award

[MA000067]

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Pay rates for this award will change from 01 November 2020. The rates in this guide apply from 18 June 2020.

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

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

## Rates of pay

### Adult

#### Magazine or wire service - Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Shiftwork - Monday to Friday - shift includes work between 6am and 7am	Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm	Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am	Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am	Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm
Cadet 1st year	N/A	\$14.86	\$16.35	\$16.35	\$17.46	\$17.83	\$17.83
Cadet 2nd year	N/A	\$18.58	\$20.44	\$20.44	\$21.83	\$22.30	\$22.30
Cadet 3rd year / Graduate cadet	N/A	\$22.29	\$24.52	\$24.52	\$26.19	\$26.75	\$26.75
Editorial employee band 1 - level 1	\$941.10	\$24.77	\$27.25	\$27.25	\$29.10	\$29.72	\$29.72
Editorial employee band 1 - level 2	\$967.50	\$25.46	\$28.01	\$28.01	\$29.92	\$30.55	\$30.55
Editorial employee band 1 - level 3	\$1,009.00	\$26.55	\$29.21	\$29.21	\$31.20	\$31.86	\$31.86
Editorial employee band 1 - level 4	\$1,036.10	\$27.27	\$30.00	\$30.00	\$32.04	\$32.72	\$32.72
Editorial employee band 1 - level 5	\$1,063.10	\$27.98	\$30.78	\$30.78	\$32.88	\$33.58	\$33.58
Editorial employee band 1 - level 6	\$1,117.60	\$29.41	\$32.35	\$32.35	\$34.56	\$35.29	\$35.29
Editorial employee band 1 - level 7	\$1,166.40	\$30.69	\$33.76	\$33.76	\$36.06	\$36.83	\$36.83
Editorial employee band 2 - level 8	\$1,220.80	\$32.13	\$35.34	\$35.34	\$37.75	\$38.56	\$38.56
Editorial employee band 2 - level 9	\$1,301.90	\$34.26	\$37.47	\$37.47	\$39.88	\$40.69	\$40.69
Editorial employee band 2 - level 10	\$1,383.30	\$36.40	\$39.61	\$39.61	\$42.02	\$42.83	\$42.83
Editorial employee band 3 - level 11	\$1,424.20	\$37.48	\$40.69	\$40.69	\$43.10	\$43.91	\$43.91
Editorial employee band 3 - level 12	\$1,600.30	\$42.11	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	\$1,789.90	\$47.10	N/A	N/A	N/A	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork - Saturday &amp; Sunday - shift includes work between 8.30pm and 6am</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours (full-time only)</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>
Cadet 1st year	\$18.95	\$37.15	\$22.29	\$29.72	\$22.29	\$29.72
Cadet 2nd year	\$23.69	\$46.45	\$27.87	\$37.16	\$27.87	\$37.16
Cadet 3rd year / Graduate cadet	\$28.42	\$55.73	\$33.44	\$44.58	\$33.44	\$44.58
Editorial employee band 1 - level 1	\$31.58	\$61.93	\$37.16	\$49.54	\$37.16	\$49.54
Editorial employee band 1 - level 2	\$32.46	\$63.65	\$38.19	\$50.92	\$38.19	\$50.92
Editorial employee band 1 - level 3	\$33.85	\$66.38	\$39.83	\$53.10	\$39.83	\$53.10
Editorial employee band 1 - level 4	\$34.77	\$68.18	\$40.91	\$54.54	\$40.91	\$54.54
Editorial employee band 1 - level 5	\$35.67	\$69.95	\$41.97	\$55.96	\$41.97	\$55.96
Editorial employee band 1 - level 6	\$37.50	\$73.53	\$44.12	\$58.82	\$44.12	\$58.82
Editorial employee band 1 - level 7	\$39.13	\$76.73	\$46.04	\$61.38	\$46.04	\$61.38
Editorial employee band 2 - level 8	\$40.97	\$80.33	\$48.20	\$64.26	\$48.20	\$64.26
Editorial employee band 2 - level 9	\$43.10	\$85.65	\$51.39	\$68.52	\$51.39	\$68.52
Editorial employee band 2 - level 10	\$45.24	\$91.00	\$54.60	\$72.80	\$54.60	\$72.80
Editorial employee band 3 - level 11	\$46.32	\$93.70	\$56.22	\$74.96	\$56.22	\$74.96
Editorial employee band 3 - level 12	N/A	\$105.28	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	\$117.75	N/A	N/A	N/A	N/A

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - working on a day off</b>	<b>Overtime - distant engagement - first 8 hours</b>	<b>Overtime - distant engagement - after 8 hours</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$29.72	\$22.29	\$29.72	\$22.29	\$29.72	\$22.29
Cadet 2nd year	\$37.16	\$27.87	\$37.16	\$27.87	\$37.16	\$27.87
Cadet 3rd year / Graduate cadet	\$44.58	\$33.44	\$44.58	\$33.44	\$44.58	\$33.44
Editorial employee band 1 - level 1	\$49.54	\$37.16	\$49.54	\$37.16	\$49.54	\$37.16
Editorial employee band 1 - level 2	\$50.92	\$38.19	\$50.92	\$38.19	\$50.92	\$38.19
Editorial employee band 1 - level 3	\$53.10	\$39.83	\$53.10	\$39.83	\$53.10	\$39.83
Editorial employee band 1 - level 4	\$54.54	\$40.91	\$54.54	\$40.91	\$54.54	\$40.91
Editorial employee band 1 - level 5	\$55.96	\$41.97	\$55.96	\$41.97	\$55.96	\$41.97
Editorial employee band 1 - level 6	\$58.82	\$44.12	\$58.82	\$44.12	\$58.82	\$44.12
Editorial employee band 1 - level 7	\$61.38	\$46.04	\$61.38	\$46.04	\$61.38	\$46.04
Editorial employee band 2 - level 8	\$64.26	\$48.20	\$64.26	\$48.20	\$64.26	\$48.20
Editorial employee band 2 - level 9	\$68.52	\$51.39	\$68.52	\$51.39	\$68.52	\$51.39
Editorial employee band 2 - level 10	\$72.80	\$54.60	\$72.80	\$54.60	\$72.80	\$54.60
Editorial employee band 3 - level 11	\$74.96	\$56.22	\$74.96	\$56.22	\$74.96	\$56.22
Editorial employee band 3 - level 12	\$84.22	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	\$94.20	N/A	N/A	N/A	N/A	N/A

## Country non-daily newspaper - Full-time & part-time

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Shiftwork - Monday to Friday - shift includes work between 6am and 7am	Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm	Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am	Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am
Cadet 1st year	N/A	\$14.86	\$16.35	\$16.35	\$17.09	\$16.35
Cadet 2nd year	N/A	\$18.58	\$20.44	\$20.44	\$21.37	\$20.44
Cadet 3rd year / Graduate cadet	N/A	\$22.29	\$24.52	\$24.52	\$25.63	\$24.52
Editorial employee band 1 - level 1	\$941.10	\$24.77	\$27.25	\$27.25	\$28.49	\$27.25
Editorial employee band 1 - level 2	\$967.50	\$25.46	\$28.01	\$28.01	\$29.28	\$28.01
Editorial employee band 1 - level 3	\$1,009.00	\$26.55	\$29.21	\$29.21	\$30.53	\$29.21
Editorial employee band 1 - level 4	\$1,036.10	\$27.27	\$30.00	\$30.00	\$31.36	\$30.00
Editorial employee band 1 - level 5	\$1,063.10	\$27.98	\$30.78	\$30.78	\$32.18	\$30.78
Editorial employee band 1 - level 6	\$1,117.60	\$29.41	\$32.35	\$32.35	\$33.82	\$32.35
Editorial employee band 1 - level 7	\$1,166.40	\$30.69	\$33.63	\$33.63	\$35.10	\$33.63
Editorial employee band 2 - level 8	\$1,220.80	\$32.13	\$35.07	\$35.07	\$36.54	\$35.07
Editorial employee band 2 - level 9	\$1,301.90	\$34.26	N/A	N/A	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork - Saturday &amp; Sunday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork - Saturday &amp; Sunday - shift includes work between 8.30pm and 6am</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours (full-time only)</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>
Cadet 1st year	\$16.35	\$17.09	\$37.15	\$22.29	\$29.72	\$22.29
Cadet 2nd year	\$20.44	\$21.37	\$46.45	\$27.87	\$37.16	\$27.87
Cadet 3rd year / Graduate cadet	\$24.52	\$25.63	\$55.73	\$33.44	\$44.58	\$33.44
Editorial employee band 1 - level 1	\$27.25	\$28.49	\$61.93	\$37.16	\$49.54	\$37.16
Editorial employee band 1 - level 2	\$28.01	\$29.28	\$63.65	\$38.19	\$50.92	\$38.19
Editorial employee band 1 - level 3	\$29.21	\$30.53	\$66.38	\$39.83	\$53.10	\$39.83
Editorial employee band 1 - level 4	\$30.00	\$31.36	\$68.18	\$40.91	\$54.54	\$40.91
Editorial employee band 1 - level 5	\$30.78	\$32.18	\$69.95	\$41.97	\$55.96	\$41.97
Editorial employee band 1 - level 6	\$32.35	\$33.82	\$73.53	\$44.12	\$58.82	\$44.12
Editorial employee band 1 - level 7	\$33.63	\$35.10	\$76.73	\$46.04	\$61.38	\$46.04
Editorial employee band 2 - level 8	\$35.07	\$36.54	\$80.33	\$48.20	\$64.26	\$48.20
Editorial employee band 2 - level 9	N/A	N/A	\$85.65	N/A	N/A	N/A

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<b>Classification</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$29.72	\$29.72	\$22.29	\$29.72	\$22.29
Cadet 2nd year	\$37.16	\$37.16	\$27.87	\$37.16	\$27.87
Cadet 3rd year / Graduate cadet	\$44.58	\$44.58	\$33.44	\$44.58	\$33.44
Editorial employee band 1 - level 1	\$49.54	\$49.54	\$37.16	\$49.54	\$37.16
Editorial employee band 1 - level 2	\$50.92	\$50.92	\$38.19	\$50.92	\$38.19
Editorial employee band 1 - level 3	\$53.10	\$53.10	\$39.83	\$53.10	\$39.83
Editorial employee band 1 - level 4	\$54.54	\$54.54	\$40.91	\$54.54	\$40.91
Editorial employee band 1 - level 5	\$55.96	\$55.96	\$41.97	\$55.96	\$41.97
Editorial employee band 1 - level 6	\$58.82	\$58.82	\$44.12	\$58.82	\$44.12
Editorial employee band 1 - level 7	\$61.38	\$61.38	\$46.04	\$61.38	\$46.04
Editorial employee band 2 - level 8	\$64.26	\$64.26	\$48.20	\$64.26	\$48.20
Editorial employee band 2 - level 9	N/A	\$68.52	N/A	N/A	N/A

## Metropolitan daily newspaper - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Shiftwork - Monday to Friday - shift includes work between 6am and 7am	Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm	Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am	Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am	Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm
Cadet 1st year	N/A	\$14.86	\$16.35	\$16.35	\$17.46	\$17.83	\$17.83
Cadet 2nd year	N/A	\$18.58	\$20.44	\$20.44	\$21.83	\$22.30	\$22.30
Cadet 3rd year / Graduate cadet	N/A	\$22.29	\$24.52	\$24.52	\$26.19	\$26.75	\$26.75
Editorial employee band 1 - level 1	\$941.10	\$24.77	\$27.25	\$27.25	\$29.10	\$29.72	\$29.72
Editorial employee band 1 - level 2	\$967.50	\$25.46	\$28.01	\$28.01	\$29.92	\$30.55	\$30.55
Editorial employee band 1 - level 3	\$1,009.00	\$26.55	\$29.21	\$29.21	\$31.20	\$31.86	\$31.86
Editorial employee band 1 - level 4	\$1,036.10	\$27.27	\$30.00	\$30.00	\$32.04	\$32.72	\$32.72
Editorial employee band 1 - level 5	\$1,063.10	\$27.98	\$30.78	\$30.78	\$32.88	\$33.58	\$33.58
Editorial employee band 1 - level 6	\$1,117.60	\$29.41	\$32.35	\$32.35	\$34.56	\$35.29	\$35.29
Editorial employee band 1 - level 7	\$1,166.40	\$30.69	\$33.76	\$33.76	\$36.06	\$36.83	\$36.83
Editorial employee band 2 - level 8	\$1,220.80	\$32.13	\$35.34	\$35.34	\$37.75	\$38.56	\$38.56
Editorial employee band 2 - level 9	\$1,301.90	\$34.26	\$37.47	\$37.47	\$39.88	\$40.69	\$40.69
Editorial employee band 2 - level 10	\$1,383.30	\$36.40	\$39.61	\$39.61	\$42.02	\$42.83	\$42.83
Editorial employee band 3 - level 11	\$1,424.20	\$37.48	\$40.69	\$40.69	\$43.10	\$43.91	\$43.91
Editorial employee band 3 - level 12	\$1,600.30	\$42.11	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	\$1,789.90	\$47.10	N/A	N/A	N/A	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork - Saturday &amp; Sunday - shift includes work between 8.30pm and 6am</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours (full-time only)</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>
Cadet 1st year	\$18.95	\$37.15	\$22.29	\$29.72	\$22.29	\$29.72
Cadet 2nd year	\$23.69	\$46.45	\$27.87	\$37.16	\$27.87	\$37.16
Cadet 3rd year / Graduate cadet	\$28.42	\$55.73	\$33.44	\$44.58	\$33.44	\$44.58
Editorial employee band 1 - level 1	\$31.58	\$61.93	\$37.16	\$49.54	\$37.16	\$49.54
Editorial employee band 1 - level 2	\$32.46	\$63.65	\$38.19	\$50.92	\$38.19	\$50.92
Editorial employee band 1 - level 3	\$33.85	\$66.38	\$39.83	\$53.10	\$39.83	\$53.10
Editorial employee band 1 - level 4	\$34.77	\$68.18	\$40.91	\$54.54	\$40.91	\$54.54
Editorial employee band 1 - level 5	\$35.67	\$69.95	\$41.97	\$55.96	\$41.97	\$55.96
Editorial employee band 1 - level 6	\$37.50	\$73.53	\$44.12	\$58.82	\$44.12	\$58.82
Editorial employee band 1 - level 7	\$39.13	\$76.73	\$46.04	\$61.38	\$46.04	\$61.38
Editorial employee band 2 - level 8	\$40.97	\$80.33	\$48.20	\$64.26	\$48.20	\$64.26
Editorial employee band 2 - level 9	\$43.10	\$85.65	\$51.39	\$68.52	\$51.39	\$68.52
Editorial employee band 2 - level 10	\$45.24	\$91.00	\$54.60	\$72.80	\$54.60	\$72.80
Editorial employee band 3 - level 11	\$46.32	\$93.70	\$56.22	\$74.96	\$56.22	\$74.96
Editorial employee band 3 - level 12	N/A	\$105.28	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	\$117.75	N/A	N/A	N/A	N/A



**Table 3 of 3**

<b>Classification</b>	<b>Overtime - working on a day off</b>	<b>Overtime - distant engagement - first 8 hours</b>	<b>Overtime - distant engagement - after 8 hours</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$29.72	\$22.29	\$29.72	\$22.29	\$29.72	\$22.29
Cadet 2nd year	\$37.16	\$27.87	\$37.16	\$27.87	\$37.16	\$27.87
Cadet 3rd year / Graduate cadet	\$44.58	\$33.44	\$44.58	\$33.44	\$44.58	\$33.44
Editorial employee band 1 - level 1	\$49.54	\$37.16	\$49.54	\$37.16	\$49.54	\$37.16
Editorial employee band 1 - level 2	\$50.92	\$38.19	\$50.92	\$38.19	\$50.92	\$38.19
Editorial employee band 1 - level 3	\$53.10	\$39.83	\$53.10	\$39.83	\$53.10	\$39.83
Editorial employee band 1 - level 4	\$54.54	\$40.91	\$54.54	\$40.91	\$54.54	\$40.91
Editorial employee band 1 - level 5	\$55.96	\$41.97	\$55.96	\$41.97	\$55.96	\$41.97
Editorial employee band 1 - level 6	\$58.82	\$44.12	\$58.82	\$44.12	\$58.82	\$44.12
Editorial employee band 1 - level 7	\$61.38	\$46.04	\$61.38	\$46.04	\$61.38	\$46.04
Editorial employee band 2 - level 8	\$64.26	\$48.20	\$64.26	\$48.20	\$64.26	\$48.20
Editorial employee band 2 - level 9	\$68.52	\$51.39	\$68.52	\$51.39	\$68.52	\$51.39
Editorial employee band 2 - level 10	\$72.80	\$54.60	\$72.80	\$54.60	\$72.80	\$54.60
Editorial employee band 3 - level 11	\$74.96	\$56.22	\$74.96	\$56.22	\$74.96	\$56.22
Editorial employee band 3 - level 12	\$84.22	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	\$94.20	N/A	N/A	N/A	N/A	N/A

## Regional daily newspaper - Full-time & part-time

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

**Table 1 of 3**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Shiftwork - Monday to Friday - shift includes work between 6am and 7am</b>	<b>Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am</b>	<b>Shiftwork - Saturday &amp; Sunday - shift includes work between 6am and 7am</b>
Cadet 1st year	N/A	\$14.86	\$16.35	\$16.35	\$17.09	\$17.83
Cadet 2nd year	N/A	\$18.58	\$20.44	\$20.44	\$21.37	\$22.30
Cadet 3rd year / Graduate cadet	N/A	\$22.29	\$24.52	\$24.52	\$25.63	\$26.75
Editorial employee band 1 - level 1	\$941.10	\$24.77	\$27.25	\$27.25	\$28.49	\$29.72
Editorial employee band 1 - level 2	\$967.50	\$25.46	\$28.01	\$28.01	\$29.28	\$30.55
Editorial employee band 1 - level 3	\$1,009.00	\$26.55	\$29.21	\$29.21	\$30.53	\$31.86
Editorial employee band 1 - level 4	\$1,036.10	\$27.27	\$30.00	\$30.00	\$31.36	\$32.72
Editorial employee band 1 - level 5	\$1,063.10	\$27.98	\$30.78	\$30.78	\$32.18	\$33.58
Editorial employee band 1 - level 6	\$1,117.60	\$29.41	\$32.35	\$32.35	\$33.82	\$35.29
Editorial employee band 1 - level 7	\$1,166.40	\$30.69	\$33.76	\$33.76	\$35.29	\$36.83
Editorial employee band 2 - level 8	\$1,220.80	\$32.13	\$35.34	\$35.34	\$36.95	\$38.56
Editorial employee band 2 - level 9	\$1,301.90	\$34.26	\$37.47	\$37.47	\$39.08	\$40.69
Editorial employee band 2 - level 10	\$1,383.30	\$36.40	\$39.61	\$39.61	\$41.22	\$42.83

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<b>Classification</b>	<b>Shiftwork - Saturday &amp; Sunday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork - Saturday &amp; Sunday - shift includes work between 8.30pm and 6am</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours (full-time only)</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>
Cadet 1st year	\$17.83	\$18.58	\$37.15	\$22.29	\$29.72	\$22.29
Cadet 2nd year	\$22.30	\$23.23	\$46.45	\$27.87	\$37.16	\$27.87
Cadet 3rd year / Graduate cadet	\$26.75	\$27.86	\$55.73	\$33.44	\$44.58	\$33.44
Editorial employee band 1 - level 1	\$29.72	\$30.96	\$61.93	\$37.16	\$49.54	\$37.16
Editorial employee band 1 - level 2	\$30.55	\$31.83	\$63.65	\$38.19	\$50.92	\$38.19
Editorial employee band 1 - level 3	\$31.86	\$33.19	\$66.38	\$39.83	\$53.10	\$39.83
Editorial employee band 1 - level 4	\$32.72	\$34.09	\$68.18	\$40.91	\$54.54	\$40.91
Editorial employee band 1 - level 5	\$33.58	\$34.98	\$69.95	\$41.97	\$55.96	\$41.97
Editorial employee band 1 - level 6	\$35.29	\$36.76	\$73.53	\$44.12	\$58.82	\$44.12
Editorial employee band 1 - level 7	\$36.83	\$38.36	\$76.73	\$46.04	\$61.38	\$46.04
Editorial employee band 2 - level 8	\$38.56	\$40.16	\$80.33	\$48.20	\$64.26	\$48.20
Editorial employee band 2 - level 9	\$40.69	\$42.29	\$85.65	\$51.39	\$68.52	\$51.39
Editorial employee band 2 - level 10	\$42.83	\$44.43	\$91.00	\$54.60	\$72.80	\$54.60

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<b>Classification</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$29.72	\$29.72	\$22.29	\$29.72	\$22.29
Cadet 2nd year	\$37.16	\$37.16	\$27.87	\$37.16	\$27.87
Cadet 3rd year / Graduate cadet	\$44.58	\$44.58	\$33.44	\$44.58	\$33.44
Editorial employee band 1 - level 1	\$49.54	\$49.54	\$37.16	\$49.54	\$37.16
Editorial employee band 1 - level 2	\$50.92	\$50.92	\$38.19	\$50.92	\$38.19
Editorial employee band 1 - level 3	\$53.10	\$53.10	\$39.83	\$53.10	\$39.83
Editorial employee band 1 - level 4	\$54.54	\$54.54	\$40.91	\$54.54	\$40.91
Editorial employee band 1 - level 5	\$55.96	\$55.96	\$41.97	\$55.96	\$41.97
Editorial employee band 1 - level 6	\$58.82	\$58.82	\$44.12	\$58.82	\$44.12
Editorial employee band 1 - level 7	\$61.38	\$61.38	\$46.04	\$61.38	\$46.04
Editorial employee band 2 - level 8	\$64.26	\$64.26	\$48.20	\$64.26	\$48.20
Editorial employee band 2 - level 9	\$68.52	\$68.52	\$51.39	\$68.52	\$51.39
Editorial employee band 2 - level 10	\$72.80	\$72.80	\$54.60	\$72.80	\$54.60

## Specialist publications - Full-time & part-time

A specialist publication is a publication that employs 20 or fewer editorial employees, not including a regional daily newspaper, country non-daily newspaper, suburban or metropolitan daily newspaper.

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - first 8 hours	Overtime - after 8 hours in a week
Cadet 1st year	N/A	\$14.86	\$37.15	\$22.29	\$29.72
Cadet 2nd year	N/A	\$18.58	\$46.45	\$27.87	\$37.16
Cadet 3rd year / Graduate cadet	N/A	\$22.29	\$55.73	\$33.44	\$44.58
Editorial employee band 1 - level 1	\$941.10	\$24.77	\$61.93	\$37.16	\$49.54
Editorial employee band 1 - level 2	\$967.50	\$25.46	\$63.65	\$38.19	\$50.92
Editorial employee band 1 - level 3	\$1,009.00	\$26.55	\$66.38	\$39.83	\$53.10
Editorial employee band 1 - level 4	\$1,036.10	\$27.27	\$68.18	\$40.91	\$54.54
Editorial employee band 1 - level 5	\$1,063.10	\$27.98	\$69.95	\$41.97	\$55.96
Editorial employee band 1 - level 6	\$1,117.60	\$29.41	\$73.53	\$44.12	\$58.82
Editorial employee band 1 - level 7	\$1,166.40	\$30.69	\$76.73	\$46.04	\$61.38
Editorial employee band 2 - level 8	\$1,220.80	\$32.13	\$80.33	\$48.20	\$64.26
Editorial employee band 2 - level 9	\$1,301.90	\$34.26	\$85.65	\$51.39	\$68.52
Editorial employee band 2 - level 10	\$1,383.30	\$36.40	\$91.00	\$54.60	\$72.80

## Suburban newspaper - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Shiftwork - Monday to Friday - shift includes work between 6am and 7am	Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm	Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am	Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am
Cadet 1st year	N/A	\$14.86	\$16.35	\$16.35	\$17.46	\$17.83
Cadet 2nd year	N/A	\$18.58	\$20.44	\$20.44	\$21.83	\$22.30
Cadet 3rd year / Graduate cadet	N/A	\$22.29	\$24.52	\$24.52	\$26.19	\$26.75
Editorial employee band 1 - level 1	\$941.10	\$24.77	\$27.25	\$27.25	\$29.10	\$29.72
Editorial employee band 1 - level 2	\$967.50	\$25.46	\$28.01	\$28.01	\$29.92	\$30.55
Editorial employee band 1 - level 3	\$1,009.00	\$26.55	\$29.21	\$29.21	\$31.20	\$31.86
Editorial employee band 1 - level 4	\$1,036.10	\$27.27	\$29.93	\$29.93	\$31.92	\$32.58
Editorial employee band 1 - level 5	\$1,063.10	\$27.98	\$30.64	\$30.64	\$32.63	\$33.29
Editorial employee band 1 - level 6	\$1,117.60	\$29.41	\$32.07	\$32.07	\$34.06	\$34.72
Editorial employee band 1 - level 7	\$1,166.40	\$30.69	\$33.35	\$33.35	\$35.34	\$36.00
Editorial employee band 2 - level 8	\$1,220.80	\$32.13	\$34.79	\$34.79	\$36.78	\$37.44
Editorial employee band 2 - level 9	\$1,301.90	\$34.26	\$36.92	\$36.92	\$38.91	\$39.57
Editorial employee band 2 - level 10	\$1,383.30	\$36.40	N/A	N/A	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork - Saturday &amp; Sunday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork - Saturday &amp; Sunday - shift includes work between 8.30pm and 6am</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours (full-time only)</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>
Cadet 1st year	\$17.83	\$18.95	\$37.15	\$22.29	\$29.72	\$22.29
Cadet 2nd year	\$22.30	\$23.69	\$46.45	\$27.87	\$37.16	\$27.87
Cadet 3rd year / Graduate cadet	\$26.75	\$28.42	\$55.73	\$33.44	\$44.58	\$33.44
Editorial employee band 1 - level 1	\$29.72	\$31.58	\$61.93	\$37.16	\$49.54	\$37.16
Editorial employee band 1 - level 2	\$30.55	\$32.46	\$63.65	\$38.19	\$50.92	\$38.19
Editorial employee band 1 - level 3	\$31.86	\$33.85	\$66.38	\$39.83	\$53.10	\$39.83
Editorial employee band 1 - level 4	\$32.58	\$34.57	\$68.18	\$40.91	\$54.54	\$40.91
Editorial employee band 1 - level 5	\$33.29	\$35.28	\$69.95	\$41.97	\$55.96	\$41.97
Editorial employee band 1 - level 6	\$34.72	\$36.71	\$73.53	\$44.12	\$58.82	\$44.12
Editorial employee band 1 - level 7	\$36.00	\$37.99	\$76.73	\$46.04	\$61.38	\$46.04
Editorial employee band 2 - level 8	\$37.44	\$39.43	\$80.33	\$48.20	\$64.26	\$48.20
Editorial employee band 2 - level 9	\$39.57	\$41.56	\$85.65	\$51.39	\$68.52	\$51.39
Editorial employee band 2 - level 10	N/A	N/A	\$91.00	N/A	N/A	N/A

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$29.72	\$29.72	\$22.29	\$29.72	\$22.29
Cadet 2nd year	\$37.16	\$37.16	\$27.87	\$37.16	\$27.87
Cadet 3rd year / Graduate cadet	\$44.58	\$44.58	\$33.44	\$44.58	\$33.44
Editorial employee band 1 - level 1	\$49.54	\$49.54	\$37.16	\$49.54	\$37.16
Editorial employee band 1 - level 2	\$50.92	\$50.92	\$38.19	\$50.92	\$38.19
Editorial employee band 1 - level 3	\$53.10	\$53.10	\$39.83	\$53.10	\$39.83
Editorial employee band 1 - level 4	\$54.54	\$54.54	\$40.91	\$54.54	\$40.91
Editorial employee band 1 - level 5	\$55.96	\$55.96	\$41.97	\$55.96	\$41.97
Editorial employee band 1 - level 6	\$58.82	\$58.82	\$44.12	\$58.82	\$44.12
Editorial employee band 1 - level 7	\$61.38	\$61.38	\$46.04	\$61.38	\$46.04
Editorial employee band 2 - level 8	\$64.26	\$64.26	\$48.20	\$64.26	\$48.20
Editorial employee band 2 - level 9	\$68.52	\$68.52	\$51.39	\$68.52	\$51.39
Editorial employee band 2 - level 10	N/A	\$72.80	N/A	N/A	N/A



## Online publications - Full-time & part-time

These rates don't apply for online publications associated with print publications.

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - working on a day off
Cadet 1st year	N/A	\$14.86	\$37.15	\$29.72
Cadet 2nd year	N/A	\$18.58	\$46.45	\$37.16
Cadet 3rd year / Graduate cadet	N/A	\$22.29	\$55.73	\$44.58
Editorial employee band 1 - level 1	\$941.10	\$24.77	\$61.93	\$49.54
Editorial employee band 1 - level 2	\$967.50	\$25.46	\$63.65	\$50.92
Editorial employee band 1 - level 3	\$1,009.00	\$26.55	\$66.38	\$53.10
Editorial employee band 1 - level 4	\$1,036.10	\$27.27	\$68.18	\$54.54
Editorial employee band 1 - level 5	\$1,063.10	\$27.98	\$69.95	\$55.96
Editorial employee band 1 - level 6	\$1,117.60	\$29.41	\$73.53	\$58.82
Editorial employee band 1 - level 7	\$1,166.40	\$30.69	\$76.73	\$61.38
Editorial employee band 2 - level 8	\$1,220.80	\$32.13	\$80.33	\$64.26
Editorial employee band 2 - level 9	\$1,301.90	\$34.26	\$85.65	\$68.52
Editorial employee band 2 - level 10	\$1,383.30	\$36.40	\$91.00	\$72.80
Editorial employee band 3 - level 11	\$1,424.20	\$37.48	\$93.70	\$74.96
Editorial employee band 3 - level 12	\$1,600.30	\$42.11	\$105.28	\$84.22
Editorial employee band 3 - level 13	\$1,789.90	\$47.10	\$117.75	\$94.20

## Other publications - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Shiftwork - Monday to Friday - shift includes work between 6am and 7am	Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm	Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am
Cadet 1st year	N/A	\$14.86	\$16.35	\$16.35	\$17.83
Cadet 2nd year	N/A	\$18.58	\$20.44	\$20.44	\$22.30
Cadet 3rd year / Graduate cadet	N/A	\$22.29	\$24.52	\$24.52	\$26.75
Editorial employee band 1 - level 1	\$941.10	\$24.77	\$27.25	\$27.25	\$29.72
Editorial employee band 1 - level 2	\$967.50	\$25.46	\$28.01	\$28.01	\$30.55
Editorial employee band 1 - level 3	\$1,009.00	\$26.55	\$29.21	\$29.21	\$31.86
Editorial employee band 1 - level 4	\$1,036.10	\$27.27	\$30.00	\$30.00	\$32.72
Editorial employee band 1 - level 5	\$1,063.10	\$27.98	\$30.78	\$30.78	\$33.58
Editorial employee band 1 - level 6	\$1,117.60	\$29.41	\$32.35	\$32.35	\$35.29
Editorial employee band 1 - level 7	\$1,166.40	\$30.69	\$33.63	\$33.63	\$36.57
Editorial employee band 2 - level 8	\$1,220.80	\$32.13	\$35.07	\$35.07	\$38.01
Editorial employee band 2 - level 9	\$1,301.90	\$34.26	\$37.20	\$37.20	\$40.14
Editorial employee band 2 - level 10	\$1,383.30	\$36.40	\$39.34	\$39.34	\$42.28
Editorial employee band 3 - level 11	\$1,424.20	\$37.48	\$40.42	\$40.42	\$43.36
Editorial employee band 3 - level 12	\$1,600.30	\$42.11	N/A	N/A	N/A
Editorial employee band 3 - level 13	\$1,789.90	\$47.10	N/A	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork - Saturday &amp; Sunday - finishes between 6pm and 8.30pm</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours (full-time only)</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>
Cadet 1st year	\$17.83	\$37.15	\$22.29	\$29.72	\$22.29
Cadet 2nd year	\$22.30	\$46.45	\$27.87	\$37.16	\$27.87
Cadet 3rd year / Graduate cadet	\$26.75	\$55.73	\$33.44	\$44.58	\$33.44
Editorial employee band 1 - level 1	\$29.72	\$61.93	\$37.16	\$49.54	\$37.16
Editorial employee band 1 - level 2	\$30.55	\$63.65	\$38.19	\$50.92	\$38.19
Editorial employee band 1 - level 3	\$31.86	\$66.38	\$39.83	\$53.10	\$39.83
Editorial employee band 1 - level 4	\$32.72	\$68.18	\$40.91	\$54.54	\$40.91
Editorial employee band 1 - level 5	\$33.58	\$69.95	\$41.97	\$55.96	\$41.97
Editorial employee band 1 - level 6	\$35.29	\$73.53	\$44.12	\$58.82	\$44.12
Editorial employee band 1 - level 7	\$36.57	\$76.73	\$46.04	\$61.38	\$46.04
Editorial employee band 2 - level 8	\$38.01	\$80.33	\$48.20	\$64.26	\$48.20
Editorial employee band 2 - level 9	\$40.14	\$85.65	\$51.39	\$68.52	\$51.39
Editorial employee band 2 - level 10	\$42.28	\$91.00	\$54.60	\$72.80	\$54.60
Editorial employee band 3 - level 11	\$43.36	\$93.70	\$56.22	\$74.96	\$56.22
Editorial employee band 3 - level 12	N/A	\$105.28	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	\$117.75	N/A	N/A	N/A

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$29.72	\$29.72	\$22.29	\$29.72	\$22.29
Cadet 2nd year	\$37.16	\$37.16	\$27.87	\$37.16	\$27.87
Cadet 3rd year / Graduate cadet	\$44.58	\$44.58	\$33.44	\$44.58	\$33.44
Editorial employee band 1 - level 1	\$49.54	\$49.54	\$37.16	\$49.54	\$37.16
Editorial employee band 1 - level 2	\$50.92	\$50.92	\$38.19	\$50.92	\$38.19
Editorial employee band 1 - level 3	\$53.10	\$53.10	\$39.83	\$53.10	\$39.83
Editorial employee band 1 - level 4	\$54.54	\$54.54	\$40.91	\$54.54	\$40.91
Editorial employee band 1 - level 5	\$55.96	\$55.96	\$41.97	\$55.96	\$41.97
Editorial employee band 1 - level 6	\$58.82	\$58.82	\$44.12	\$58.82	\$44.12
Editorial employee band 1 - level 7	\$61.38	\$61.38	\$46.04	\$61.38	\$46.04
Editorial employee band 2 - level 8	\$64.26	\$64.26	\$48.20	\$64.26	\$48.20
Editorial employee band 2 - level 9	\$68.52	\$68.52	\$51.39	\$68.52	\$51.39
Editorial employee band 2 - level 10	\$72.80	\$72.80	\$54.60	\$72.80	\$54.60
Editorial employee band 3 - level 11	\$74.96	\$74.96	\$56.22	\$74.96	\$56.22
Editorial employee band 3 - level 12	N/A	\$84.22	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	\$94.20	N/A	N/A	N/A

## Magazine or wire service - Casual

Table 1 of 3

Classification	Hourly pay rate	Shiftwork - Monday to Friday - shift includes work between 6am and 7am	Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm	Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am	Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am	Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm
Editorial employee band 1 - level 1	\$30.96	\$33.44	\$33.44	\$35.29	\$35.91	\$35.91
Editorial employee band 1 - level 2	\$31.83	\$34.38	\$34.38	\$36.29	\$36.92	\$36.92
Editorial employee band 1 - level 3	\$33.19	\$35.85	\$35.85	\$37.84	\$38.50	\$38.50
Editorial employee band 1 - level 4	\$34.09	\$36.82	\$36.82	\$38.86	\$39.54	\$39.54
Editorial employee band 1 - level 5	\$34.98	\$37.78	\$37.78	\$39.88	\$40.58	\$40.58
Editorial employee band 1 - level 6	\$36.76	\$39.70	\$39.70	\$41.91	\$42.64	\$42.64
Editorial employee band 1 - level 7	\$38.36	\$41.43	\$41.43	\$43.73	\$44.50	\$44.50
Editorial employee band 2 - level 8	\$40.16	\$43.37	\$43.37	\$45.78	\$46.59	\$46.59
Editorial employee band 2 - level 9	\$42.83	\$46.04	\$46.04	\$48.45	\$49.26	\$49.26
Editorial employee band 2 - level 10	\$45.50	\$48.71	\$48.71	\$51.12	\$51.93	\$51.93
Editorial employee band 3 - level 11	\$46.85	\$50.06	\$50.06	\$52.47	\$53.28	\$53.28
Editorial employee band 3 - level 12	\$52.64	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	\$58.88	N/A	N/A	N/A	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork - Saturday &amp; Sunday - shift includes work between 8.30pm and 6am</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime - working on a day off</b>
Editorial employee band 1 - level 1	\$37.77	\$68.12	\$43.35	\$55.73	\$55.73
Editorial employee band 1 - level 2	\$38.83	\$70.02	\$44.56	\$57.29	\$57.29
Editorial employee band 1 - level 3	\$40.49	\$73.01	\$46.46	\$59.74	\$59.74
Editorial employee band 1 - level 4	\$41.59	\$74.99	\$47.72	\$61.36	\$61.36
Editorial employee band 1 - level 5	\$42.67	\$76.95	\$48.97	\$62.96	\$62.96
Editorial employee band 1 - level 6	\$44.85	\$80.88	\$51.47	\$66.17	\$66.17
Editorial employee band 1 - level 7	\$46.80	\$84.40	\$53.71	\$69.05	\$69.05
Editorial employee band 2 - level 8	\$49.00	\$88.36	\$56.23	\$72.29	\$72.29
Editorial employee band 2 - level 9	\$51.67	\$94.22	\$59.96	\$77.09	\$77.09
Editorial employee band 2 - level 10	\$54.34	\$100.10	\$63.70	\$81.90	\$81.90
Editorial employee band 3 - level 11	\$55.69	\$103.07	\$65.59	\$84.33	\$84.33
Editorial employee band 3 - level 12	N/A	\$115.80	N/A	N/A	\$94.75
Editorial employee band 3 - level 13	N/A	\$129.53	N/A	N/A	\$105.98

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - distant engagement - first 8 hours</b>	<b>Overtime - distant engagement - after 8 hours</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Editorial employee band 1 - level 1	\$43.35	\$55.73	\$43.35	\$55.73	\$43.35
Editorial employee band 1 - level 2	\$44.56	\$57.29	\$44.56	\$57.29	\$44.56
Editorial employee band 1 - level 3	\$46.46	\$59.74	\$46.46	\$59.74	\$46.46
Editorial employee band 1 - level 4	\$47.72	\$61.36	\$47.72	\$61.36	\$47.72
Editorial employee band 1 - level 5	\$48.97	\$62.96	\$48.97	\$62.96	\$48.97
Editorial employee band 1 - level 6	\$51.47	\$66.17	\$51.47	\$66.17	\$51.47
Editorial employee band 1 - level 7	\$53.71	\$69.05	\$53.71	\$69.05	\$53.71
Editorial employee band 2 - level 8	\$56.23	\$72.29	\$56.23	\$72.29	\$56.23
Editorial employee band 2 - level 9	\$59.96	\$77.09	\$59.96	\$77.09	\$59.96
Editorial employee band 2 - level 10	\$63.70	\$81.90	\$63.70	\$81.90	\$63.70
Editorial employee band 3 - level 11	\$65.59	\$84.33	\$65.59	\$84.33	\$65.59
Editorial employee band 3 - level 12	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	N/A	N/A	N/A	N/A

## Country non-daily newspaper - Casual

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

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday - shift includes work between 6am and 7am	Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm	Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am	Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am	Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm	Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am
Editorial employee band 1 - level 1	\$30.96	\$33.44	\$33.44	\$34.68	\$33.44	\$33.44	\$34.68
Editorial employee band 1 - level 2	\$31.83	\$34.38	\$34.38	\$35.65	\$34.38	\$34.38	\$35.65
Editorial employee band 1 - level 3	\$33.19	\$35.85	\$35.85	\$37.17	\$35.85	\$35.85	\$37.17
Editorial employee band 1 - level 4	\$34.09	\$36.82	\$36.82	\$38.18	\$36.82	\$36.82	\$38.18
Editorial employee band 1 - level 5	\$34.98	\$37.78	\$37.78	\$39.18	\$37.78	\$37.78	\$39.18
Editorial employee band 1 - level 6	\$36.76	\$39.70	\$39.70	\$41.17	\$39.70	\$39.70	\$41.17
Editorial employee band 1 - level 7	\$38.36	\$41.30	\$41.30	\$42.77	\$41.30	\$41.30	\$42.77
Editorial employee band 2 - level 8	\$40.16	\$43.10	\$43.10	\$44.57	\$43.10	\$43.10	\$44.57
Editorial employee band 2 - level 9	\$42.83	N/A	N/A	N/A	N/A	N/A	N/A



**Table 2 of 2**

<b>Classification</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Editorial employee band 1 - level 1	\$68.12	\$43.35	\$55.73	\$55.73	\$43.35	\$55.73	\$43.35
Editorial employee band 1 - level 2	\$70.02	\$44.56	\$57.29	\$57.29	\$44.56	\$57.29	\$44.56
Editorial employee band 1 - level 3	\$73.01	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74	\$46.46
Editorial employee band 1 - level 4	\$74.99	\$47.72	\$61.36	\$61.36	\$47.72	\$61.36	\$47.72
Editorial employee band 1 - level 5	\$76.95	\$48.97	\$62.96	\$62.96	\$48.97	\$62.96	\$48.97
Editorial employee band 1 - level 6	\$80.88	\$51.47	\$66.17	\$66.17	\$51.47	\$66.17	\$51.47
Editorial employee band 1 - level 7	\$84.40	\$53.71	\$69.05	\$69.05	\$53.71	\$69.05	\$53.71
Editorial employee band 2 - level 8	\$88.36	\$56.23	\$72.29	\$72.29	\$56.23	\$72.29	\$56.23
Editorial employee band 2 - level 9	\$94.22	N/A	N/A	\$77.09	N/A	N/A	N/A

## Metropolitan daily newspaper - Casual

Table 1 of 3

Classification	Hourly pay rate	Shiftwork - Monday to Friday - shift includes work between 6am and 7am	Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm	Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am	Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am	Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm
Editorial employee band 1 - level 1	\$30.96	\$33.44	\$33.44	\$35.29	\$35.91	\$35.91
Editorial employee band 1 - level 2	\$31.83	\$34.38	\$34.38	\$36.29	\$36.92	\$36.92
Editorial employee band 1 - level 3	\$33.19	\$35.85	\$35.85	\$37.84	\$38.50	\$38.50
Editorial employee band 1 - level 4	\$34.09	\$36.82	\$36.82	\$38.86	\$39.54	\$39.54
Editorial employee band 1 - level 5	\$34.98	\$37.78	\$37.78	\$39.88	\$40.58	\$40.58
Editorial employee band 1 - level 6	\$36.76	\$39.70	\$39.70	\$41.91	\$42.64	\$42.64
Editorial employee band 1 - level 7	\$38.36	\$41.43	\$41.43	\$43.73	\$44.50	\$44.50
Editorial employee band 2 - level 8	\$40.16	\$43.37	\$43.37	\$45.78	\$46.59	\$46.59
Editorial employee band 2 - level 9	\$42.83	\$46.04	\$46.04	\$48.45	\$49.26	\$49.26
Editorial employee band 2 - level 10	\$45.50	\$48.71	\$48.71	\$51.12	\$51.93	\$51.93
Editorial employee band 3 - level 11	\$46.85	\$50.06	\$50.06	\$52.47	\$53.28	\$53.28
Editorial employee band 3 - level 12	\$52.64	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	\$58.88	N/A	N/A	N/A	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork - Saturday &amp; Sunday - shift includes work between 8.30pm and 6am</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime - working on a day off</b>
Editorial employee band 1 - level 1	\$37.77	\$68.12	\$43.35	\$55.73	\$55.73
Editorial employee band 1 - level 2	\$38.83	\$70.02	\$44.56	\$57.29	\$57.29
Editorial employee band 1 - level 3	\$40.49	\$73.01	\$46.46	\$59.74	\$59.74
Editorial employee band 1 - level 4	\$41.59	\$74.99	\$47.72	\$61.36	\$61.36
Editorial employee band 1 - level 5	\$42.67	\$76.95	\$48.97	\$62.96	\$62.96
Editorial employee band 1 - level 6	\$44.85	\$80.88	\$51.47	\$66.17	\$66.17
Editorial employee band 1 - level 7	\$46.80	\$84.40	\$53.71	\$69.05	\$69.05
Editorial employee band 2 - level 8	\$49.00	\$88.36	\$56.23	\$72.29	\$72.29
Editorial employee band 2 - level 9	\$51.67	\$94.22	\$59.96	\$77.09	\$77.09
Editorial employee band 2 - level 10	\$54.34	\$100.10	\$63.70	\$81.90	\$81.90
Editorial employee band 3 - level 11	\$55.69	\$103.07	\$65.59	\$84.33	\$84.33
Editorial employee band 3 - level 12	N/A	\$115.80	N/A	N/A	\$94.75
Editorial employee band 3 - level 13	N/A	\$129.53	N/A	N/A	\$105.98

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - distant engagement - first 8 hours</b>	<b>Overtime - distant engagement - after 8 hours</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Editorial employee band 1 - level 1	\$43.35	\$55.73	\$43.35	\$55.73	\$43.35
Editorial employee band 1 - level 2	\$44.56	\$57.29	\$44.56	\$57.29	\$44.56
Editorial employee band 1 - level 3	\$46.46	\$59.74	\$46.46	\$59.74	\$46.46
Editorial employee band 1 - level 4	\$47.72	\$61.36	\$47.72	\$61.36	\$47.72
Editorial employee band 1 - level 5	\$48.97	\$62.96	\$48.97	\$62.96	\$48.97
Editorial employee band 1 - level 6	\$51.47	\$66.17	\$51.47	\$66.17	\$51.47
Editorial employee band 1 - level 7	\$53.71	\$69.05	\$53.71	\$69.05	\$53.71
Editorial employee band 2 - level 8	\$56.23	\$72.29	\$56.23	\$72.29	\$56.23
Editorial employee band 2 - level 9	\$59.96	\$77.09	\$59.96	\$77.09	\$59.96
Editorial employee band 2 - level 10	\$63.70	\$81.90	\$63.70	\$81.90	\$63.70
Editorial employee band 3 - level 11	\$65.59	\$84.33	\$65.59	\$84.33	\$65.59
Editorial employee band 3 - level 12	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	N/A	N/A	N/A	N/A

## Regional daily newspaper - Casual

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

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday - shift includes work between 6am and 7am	Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm	Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am	Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am	Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm	Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am
Editorial employee band 1 - level 1	\$30.96	\$33.44	\$33.44	\$34.68	\$35.91	\$35.91	\$37.15
Editorial employee band 1 - level 2	\$31.83	\$34.38	\$34.38	\$35.65	\$36.92	\$36.92	\$38.20
Editorial employee band 1 - level 3	\$33.19	\$35.85	\$35.85	\$37.17	\$38.50	\$38.50	\$39.83
Editorial employee band 1 - level 4	\$34.09	\$36.82	\$36.82	\$38.18	\$39.54	\$39.54	\$40.91
Editorial employee band 1 - level 5	\$34.98	\$37.78	\$37.78	\$39.18	\$40.58	\$40.58	\$41.98
Editorial employee band 1 - level 6	\$36.76	\$39.70	\$39.70	\$41.17	\$42.64	\$42.64	\$44.11
Editorial employee band 1 - level 7	\$38.36	\$41.43	\$41.43	\$42.96	\$44.50	\$44.50	\$46.03
Editorial employee band 2 - level 8	\$40.16	\$43.37	\$43.37	\$44.98	\$46.59	\$46.59	\$48.19
Editorial employee band 2 - level 9	\$42.83	\$46.04	\$46.04	\$47.65	\$49.26	\$49.26	\$50.86
Editorial employee band 2 - level 10	\$45.50	\$48.71	\$48.71	\$50.32	\$51.93	\$51.93	\$53.53

**Table 2 of 2**

<b>Classification</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Editorial employee band 1 - level 1	\$68.12	\$43.35	\$55.73	\$55.73	\$43.35	\$55.73	\$43.35
Editorial employee band 1 - level 2	\$70.02	\$44.56	\$57.29	\$57.29	\$44.56	\$57.29	\$44.56
Editorial employee band 1 - level 3	\$73.01	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74	\$46.46
Editorial employee band 1 - level 4	\$74.99	\$47.72	\$61.36	\$61.36	\$47.72	\$61.36	\$47.72
Editorial employee band 1 - level 5	\$76.95	\$48.97	\$62.96	\$62.96	\$48.97	\$62.96	\$48.97
Editorial employee band 1 - level 6	\$80.88	\$51.47	\$66.17	\$66.17	\$51.47	\$66.17	\$51.47
Editorial employee band 1 - level 7	\$84.40	\$53.71	\$69.05	\$69.05	\$53.71	\$69.05	\$53.71
Editorial employee band 2 - level 8	\$88.36	\$56.23	\$72.29	\$72.29	\$56.23	\$72.29	\$56.23
Editorial employee band 2 - level 9	\$94.22	\$59.96	\$77.09	\$77.09	\$59.96	\$77.09	\$59.96
Editorial employee band 2 - level 10	\$100.10	\$63.70	\$81.90	\$81.90	\$63.70	\$81.90	\$63.70

## Specialist publications – Casual

A specialist publication is a publication that employs 20 or fewer editorial employees, not including a regional daily newspaper, country non-daily newspaper, suburban or metropolitan daily newspaper.

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday</b>
Editorial employee band 1 - level 1	\$30.96	\$68.12
Editorial employee band 1 - level 2	\$31.83	\$70.02
Editorial employee band 1 - level 3	\$33.19	\$73.01
Editorial employee band 1 - level 4	\$34.09	\$74.99
Editorial employee band 1 - level 5	\$34.98	\$76.95
Editorial employee band 1 - level 6	\$36.76	\$80.88
Editorial employee band 1 - level 7	\$38.36	\$84.40
Editorial employee band 2 - level 8	\$40.16	\$88.36
Editorial employee band 2 - level 9	\$42.83	\$94.22
Editorial employee band 2 - level 10	\$45.50	\$100.10

## Suburban newspaper - Casual

Table 1 of 2

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Shiftwork - Monday to Friday - shift includes work between 6am and 7am</b>	<b>Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am</b>	<b>Shiftwork - Saturday &amp; Sunday - shift includes work between 6am and 7am</b>	<b>Shiftwork - Saturday &amp; Sunday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork - Saturday &amp; Sunday - shift includes work between 8.30pm and 6am</b>
Editorial employee band 1 - level 1	\$30.96	\$33.44	\$33.44	\$35.29	\$35.91	\$35.91	\$37.77
Editorial employee band 1 - level 2	\$31.83	\$34.38	\$34.38	\$36.29	\$36.92	\$36.92	\$38.83
Editorial employee band 1 - level 3	\$33.19	\$35.85	\$35.85	\$37.84	\$38.50	\$38.50	\$40.49
Editorial employee band 1 - level 4	\$34.09	\$36.75	\$36.75	\$38.74	\$39.40	\$39.40	\$41.39
Editorial employee band 1 - level 5	\$34.98	\$37.64	\$37.64	\$39.63	\$40.29	\$40.29	\$42.28
Editorial employee band 1 - level 6	\$36.76	\$39.42	\$39.42	\$41.41	\$42.07	\$42.07	\$44.06
Editorial employee band 1 - level 7	\$38.36	\$41.02	\$41.02	\$43.01	\$43.67	\$43.67	\$45.66
Editorial employee band 2 - level 8	\$40.16	\$42.82	\$42.82	\$44.81	\$45.47	\$45.47	\$47.46
Editorial employee band 2 - level 9	\$42.83	\$45.49	\$45.49	\$47.48	\$48.14	\$48.14	\$50.13
Editorial employee band 2 - level 10	\$45.50	N/A	N/A	N/A	N/A	N/A	N/A



**Table 2 of 2**

<b>Classification</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Editorial employee band 1 - level 1	\$68.12	\$43.35	\$55.73	\$55.73	\$43.35	\$55.73	\$43.35
Editorial employee band 1 - level 2	\$70.02	\$44.56	\$57.29	\$57.29	\$44.56	\$57.29	\$44.56
Editorial employee band 1 - level 3	\$73.01	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74	\$46.46
Editorial employee band 1 - level 4	\$74.99	\$47.72	\$61.36	\$61.36	\$47.72	\$61.36	\$47.72
Editorial employee band 1 - level 5	\$76.95	\$48.97	\$62.96	\$62.96	\$48.97	\$62.96	\$48.97
Editorial employee band 1 - level 6	\$80.88	\$51.47	\$66.17	\$66.17	\$51.47	\$66.17	\$51.47
Editorial employee band 1 - level 7	\$84.40	\$53.71	\$69.05	\$69.05	\$53.71	\$69.05	\$53.71
Editorial employee band 2 - level 8	\$88.36	\$56.23	\$72.29	\$72.29	\$56.23	\$72.29	\$56.23
Editorial employee band 2 - level 9	\$94.22	\$59.96	\$77.09	\$77.09	\$59.96	\$77.09	\$59.96
Editorial employee band 2 - level 10	\$100.10	N/A	N/A	\$81.90	N/A	N/A	N/A

## Online publications – Casual

These rates don't apply for online publications associated with print publications.

Classification	Hourly pay rate	Public holiday	Overtime - working on a day off
Editorial employee band 1 - level 1	\$30.96	\$68.12	\$55.73
Editorial employee band 1 - level 2	\$31.83	\$70.02	\$57.29
Editorial employee band 1 - level 3	\$33.19	\$73.01	\$59.74
Editorial employee band 1 - level 4	\$34.09	\$74.99	\$61.36
Editorial employee band 1 - level 5	\$34.98	\$76.95	\$62.96
Editorial employee band 1 - level 6	\$36.76	\$80.88	\$66.17
Editorial employee band 1 - level 7	\$38.36	\$84.40	\$69.05
Editorial employee band 2 - level 8	\$40.16	\$88.36	\$72.29
Editorial employee band 2 - level 9	\$42.83	\$94.22	\$77.09
Editorial employee band 2 - level 10	\$45.50	\$100.10	\$81.90
Editorial employee band 3 - level 11	\$46.85	\$103.07	\$84.33
Editorial employee band 3 - level 12	\$52.64	\$115.80	\$94.75
Editorial employee band 3 - level 13	\$58.88	\$129.53	\$105.98

## Other publications - Casual

Table 1 of 2

Classification	Hourly pay rate	Shiftwork - Monday to Friday - shift includes work between 6am and 7am	Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm	Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am	Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm	Public holiday
Editorial employee band 1 - level 1	\$30.96	\$33.44	\$33.44	\$35.91	\$35.91	\$68.12
Editorial employee band 1 - level 2	\$31.83	\$34.38	\$34.38	\$36.92	\$36.92	\$70.02
Editorial employee band 1 - level 3	\$33.19	\$35.85	\$35.85	\$38.50	\$38.50	\$73.01
Editorial employee band 1 - level 4	\$34.09	\$36.82	\$36.82	\$39.54	\$39.54	\$74.99
Editorial employee band 1 - level 5	\$34.98	\$37.78	\$37.78	\$40.58	\$40.58	\$76.95
Editorial employee band 1 - level 6	\$36.76	\$39.70	\$39.70	\$42.64	\$42.64	\$80.88
Editorial employee band 1 - level 7	\$38.36	\$41.30	\$41.30	\$44.24	\$44.24	\$84.40
Editorial employee band 2 - level 8	\$40.16	\$43.10	\$43.10	\$46.04	\$46.04	\$88.36
Editorial employee band 2 - level 9	\$42.83	\$45.77	\$45.77	\$48.71	\$48.71	\$94.22
Editorial employee band 2 - level 10	\$45.50	\$48.44	\$48.44	\$51.38	\$51.38	\$100.10
Editorial employee band 3 - level 11	\$46.85	\$49.79	\$49.79	\$52.73	\$52.73	\$103.07
Editorial employee band 3 - level 12	\$52.64	N/A	N/A	N/A	N/A	\$115.80
Editorial employee band 3 - level 13	\$58.88	N/A	N/A	N/A	N/A	\$129.53

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Editorial employee band 1 - level 1	\$43.35	\$55.73	\$55.73	\$43.35	\$55.73	\$43.35
Editorial employee band 1 - level 2	\$44.56	\$57.29	\$57.29	\$44.56	\$57.29	\$44.56
Editorial employee band 1 - level 3	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74	\$46.46
Editorial employee band 1 - level 4	\$47.72	\$61.36	\$61.36	\$47.72	\$61.36	\$47.72
Editorial employee band 1 - level 5	\$48.97	\$62.96	\$62.96	\$48.97	\$62.96	\$48.97
Editorial employee band 1 - level 6	\$51.47	\$66.17	\$66.17	\$51.47	\$66.17	\$51.47
Editorial employee band 1 - level 7	\$53.71	\$69.05	\$69.05	\$53.71	\$69.05	\$53.71
Editorial employee band 2 - level 8	\$56.23	\$72.29	\$72.29	\$56.23	\$72.29	\$56.23
Editorial employee band 2 - level 9	\$59.96	\$77.09	\$77.09	\$59.96	\$77.09	\$59.96
Editorial employee band 2 - level 10	\$63.70	\$81.90	\$81.90	\$63.70	\$81.90	\$63.70
Editorial employee band 3 - level 11	\$65.59	\$84.33	\$84.33	\$65.59	\$84.33	\$65.59
Editorial employee band 3 - level 12	N/A	N/A	\$94.75	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	N/A	\$105.98	N/A	N/A	N/A

## Allowances

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

Allowances	Rate
Cadet journalist fees reimbursement	reimbursement of fees for prescribed courses (excluding amounts owed under the Higher Education Contribution Scheme)
Damage to clothing reimbursement	reasonable compensation for damage to clothing and personal effects
Expenses reimbursement	reimbursement for reasonable out-of-pocket expenses, including transport expenses
Evening attire allowance	\$300 minimum per year
Meal allowance - more than one meal a day away from home	\$20.35 per meal for the 2nd and 3rd meal
Permanent transfer to another location reimbursement	reimbursement for reasonable travelling expenses for the employee and their family and the transfer or storage of furniture and personal property
Personal air travel insurance reimbursement	reimbursement for additional personal insurance to cover any existing personal insurance policies that would be invalidated by such travel
Special risk insurance reimbursement	reimbursement for the cost of insuring against injury or death by accident from any air travel other than by regular passenger carrying service or any duties performed in a war zone or warlike operations
*Sub-editing allowance - country non-daily newspaper or a regional daily newspaper	5% of the employee's minimum hourly rate per hour for an employee who works a full shift as a sub-editor
Temporary transfer to another location reimbursement	reimbursement for all reasonable expenses for accommodation and travel

## Disclaimer

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

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