

Pay Guide - Pharmaceutical Industry Award

[MA000069]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2021.

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

Adult

Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday
Manufacturing/production worker grade 1 - on commencement	\$825.20	\$21.72	\$32.58	\$43.44	\$43.44	\$54.30
Manufacturing/production worker grade 1 - after 3 months	\$835.70	\$21.99	\$32.99	\$43.98	\$43.98	\$54.98
Manufacturing/production worker grade 1 - after 12 months	\$845.70	\$22.26	\$33.39	\$44.52	\$44.52	\$55.65
Manufacturing/production worker grade 2	\$853.50	\$22.46	\$33.69	\$44.92	\$44.92	\$56.15
Manufacturing/production worker grade 3	\$878.60	\$23.12	\$34.68	\$46.24	\$46.24	\$57.80
Manufacturing/production worker grade 4	\$904.50	\$23.80	\$35.70	\$47.60	\$47.60	\$59.50
Warehouse/distribution worker grade 1 - on commencement	\$825.20	\$21.72	\$32.58	\$43.44	\$43.44	\$54.30
Warehouse/distribution worker grade 1 - after 3 months	\$835.70	\$21.99	\$32.99	\$43.98	\$43.98	\$54.98
Warehouse/distribution worker grade 1 - after 12 months	\$845.70	\$22.26	\$33.39	\$44.52	\$44.52	\$55.65
Warehouse/distribution worker grade 2	\$853.50	\$22.46	\$33.69	\$44.92	\$44.92	\$56.15
Warehouse/distribution worker grade 3	\$878.60	\$23.12	\$34.68	\$46.24	\$46.24	\$57.80
Warehouse/distribution worker grade 4	\$904.50	\$23.80	\$35.70	\$47.60	\$47.60	\$59.50

Table 2 of 3

Classification	Working on RDO	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers
Manufacturing/production worker grade 1 - on commencement	\$54.30	\$32.58	\$43.44	\$32.58	\$43.44
Manufacturing/production worker grade 1 - after 3 months	\$54.98	\$32.99	\$43.98	\$32.99	\$43.98
Manufacturing/production worker grade 1 - after 12 months	\$55.65	\$33.39	\$44.52	\$33.39	\$44.52
Manufacturing/production worker grade 2	\$56.15	\$33.69	\$44.92	\$33.69	\$44.92

Classification	Working on RDO	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers
Manufacturing/production worker grade 3	\$57.80	\$34.68	\$46.24	\$34.68	\$46.24
Manufacturing/production worker grade 4	\$59.50	\$35.70	\$47.60	\$35.70	\$47.60
Warehouse/distribution worker grade 1 - on commencement	\$54.30	\$32.58	\$43.44	\$32.58	\$43.44
Warehouse/distribution worker grade 1 - after 3 months	\$54.98	\$32.99	\$43.98	\$32.99	\$43.98
Warehouse/distribution worker grade 1 - after 12 months	\$55.65	\$33.39	\$44.52	\$33.39	\$44.52
Warehouse/distribution worker grade 2	\$56.15	\$33.69	\$44.92	\$33.69	\$44.92
Warehouse/distribution worker grade 3	\$57.80	\$34.68	\$46.24	\$34.68	\$46.24
Warehouse/distribution worker grade 4	\$59.50	\$35.70	\$47.60	\$35.70	\$47.60

Table 3 of 3

Classification	Afternoon shift - 5 or more successive shifts	Night shift - 5 or more successive shifts	Permanent night shift	Afternoon shift - less than 5 successive shifts	Night shift - less than 5 successive shifts
Manufacturing/production worker grade 1 - on commencement	\$24.98	\$24.98	\$28.24	\$32.58	\$32.58
Manufacturing/production worker grade 1 - after 3 months	\$25.29	\$25.29	\$28.59	\$32.99	\$32.99
Manufacturing/production worker grade 1 - after 12 months	\$25.60	\$25.60	\$28.94	\$33.39	\$33.39
Manufacturing/production worker grade 2	\$25.83	\$25.83	\$29.20	\$33.69	\$33.69
Manufacturing/production worker grade 3	\$26.59	\$26.59	\$30.06	\$34.68	\$34.68
Manufacturing/production worker grade 4	\$27.37	\$27.37	\$30.94	\$35.70	\$35.70
Warehouse/distribution worker grade 1 - on commencement	\$24.98	\$24.98	\$28.24	\$32.58	\$32.58
Warehouse/distribution worker grade 1 - after 3 months	\$25.29	\$25.29	\$28.59	\$32.99	\$32.99
Warehouse/distribution worker grade 1 - after 12 months	\$25.60	\$25.60	\$28.94	\$33.39	\$33.39
Warehouse/distribution worker grade 2	\$25.83	\$25.83	\$29.20	\$33.69	\$33.69
Warehouse/distribution worker grade 3	\$26.59	\$26.59	\$30.06	\$34.68	\$34.68
Warehouse/distribution worker grade 4	\$27.37	\$27.37	\$30.94	\$35.70	\$35.70

Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO
Manufacturing/production worker grade 1 - on commencement	\$27.15	\$32.58	\$43.44	\$43.44	\$59.73	\$54.30
Manufacturing/production worker grade 1 - after 3 months	\$27.49	\$32.99	\$43.98	\$43.98	\$60.47	\$54.98
Manufacturing/production worker grade 1 - after 12 months	\$27.83	\$33.39	\$44.52	\$44.52	\$61.22	\$55.65
Manufacturing/production worker grade 2	\$28.08	\$33.69	\$44.92	\$44.92	\$61.77	\$56.15
Manufacturing/production worker grade 3	\$28.90	\$34.68	\$46.24	\$46.24	\$63.58	\$57.80
Manufacturing/production worker grade 4	\$29.75	\$35.70	\$47.60	\$47.60	\$65.45	\$59.50
Warehouse/distribution worker grade 1 - on commencement	\$27.15	\$32.58	\$43.44	\$43.44	\$59.73	\$54.30
Warehouse/distribution worker grade 1 - after 3 months	\$27.49	\$32.99	\$43.98	\$43.98	\$60.47	\$54.98
Warehouse/distribution worker grade 1 - after 12 months	\$27.83	\$33.39	\$44.52	\$44.52	\$61.22	\$55.65
Warehouse/distribution worker grade 2	\$28.08	\$33.69	\$44.92	\$44.92	\$61.77	\$56.15
Warehouse/distribution worker grade 3	\$28.90	\$34.68	\$46.24	\$46.24	\$63.58	\$57.80
Warehouse/distribution worker grade 4	\$29.75	\$35.70	\$47.60	\$47.60	\$65.45	\$59.50

Table 2 of 3

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers	Overtime - Public holiday
Manufacturing/production worker grade 1 - on commencement	\$32.58	\$43.44	\$32.58	\$43.44	\$54.30
Manufacturing/production worker grade 1 - after 3 months	\$32.99	\$43.98	\$32.99	\$43.98	\$54.98
Manufacturing/production worker grade 1 - after 12 months	\$33.39	\$44.52	\$33.39	\$44.52	\$55.65
Manufacturing/production worker grade 2	\$33.69	\$44.92	\$33.69	\$44.92	\$56.15
Manufacturing/production worker grade 3	\$34.68	\$46.24	\$34.68	\$46.24	\$57.80
Manufacturing/production worker grade 4	\$35.70	\$47.60	\$35.70	\$47.60	\$59.50
Warehouse/distribution worker grade 1 - on commencement	\$32.58	\$43.44	\$32.58	\$43.44	\$54.30
Warehouse/distribution worker grade 1 - after 3 months	\$32.99	\$43.98	\$32.99	\$43.98	\$54.98

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers	Overtime - Public holiday
Warehouse/distribution worker grade 1 - after 12 months	\$33.39	\$44.52	\$33.39	\$44.52	\$55.65
Warehouse/distribution worker grade 2	\$33.69	\$44.92	\$33.69	\$44.92	\$56.15
Warehouse/distribution worker grade 3	\$34.68	\$46.24	\$34.68	\$46.24	\$57.80
Warehouse/distribution worker grade 4	\$35.70	\$47.60	\$35.70	\$47.60	\$59.50

Table 3 of 3

Classification	Afternoon shift - 5 or more successive shifts	Night shift - 5 or more successive shifts	Permanent night shift	Afternoon shift - less than 5 successive shifts	Night shift - less than 5 successive shifts
Manufacturing/production worker grade 1 - on commencement	\$30.41	\$30.41	\$33.67	\$38.01	\$38.01
Manufacturing/production worker grade 1 - after 3 months	\$30.79	\$30.79	\$34.08	\$38.48	\$38.48
Manufacturing/production worker grade 1 - after 12 months	\$31.16	\$31.16	\$34.50	\$38.96	\$38.96
Manufacturing/production worker grade 2	\$31.44	\$31.44	\$34.81	\$39.31	\$39.31
Manufacturing/production worker grade 3	\$32.37	\$32.37	\$35.84	\$40.46	\$40.46
Manufacturing/production worker grade 4	\$33.32	\$33.32	\$36.89	\$41.65	\$41.65
Warehouse/distribution worker grade 1 - on commencement	\$30.41	\$30.41	\$33.67	\$38.01	\$38.01
Warehouse/distribution worker grade 1 - after 3 months	\$30.79	\$30.79	\$34.08	\$38.48	\$38.48
Warehouse/distribution worker grade 1 - after 12 months	\$31.16	\$31.16	\$34.50	\$38.96	\$38.96
Warehouse/distribution worker grade 2	\$31.44	\$31.44	\$34.81	\$39.31	\$39.31
Warehouse/distribution worker grade 3	\$32.37	\$32.37	\$35.84	\$40.46	\$40.46
Warehouse/distribution worker grade 4	\$33.32	\$33.32	\$36.89	\$41.65	\$41.65

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday
Manufacturing/production worker grade 1 - on commencement	\$10.86	\$16.29	\$21.72	\$21.72	\$27.15
Manufacturing/production worker grade 1 - after 3 months	\$11.00	\$16.50	\$22.00	\$22.00	\$27.50
Manufacturing/production worker grade 1 - after 12 months	\$11.13	\$16.70	\$22.26	\$22.26	\$27.83
Manufacturing/production worker grade 2	\$11.23	\$16.85	\$22.46	\$22.46	\$28.08
Manufacturing/production worker grade 3	\$11.56	\$17.34	\$23.12	\$23.12	\$28.90
Manufacturing/production worker grade 4	\$11.90	\$17.85	\$23.80	\$23.80	\$29.75
Warehouse/distribution worker grade 1 - on commencement	\$10.86	\$16.29	\$21.72	\$21.72	\$27.15
Warehouse/distribution worker grade 1 - after 3 months	\$11.00	\$16.50	\$22.00	\$22.00	\$27.50
Warehouse/distribution worker grade 1 - after 12 months	\$11.13	\$16.70	\$22.26	\$22.26	\$27.83
Warehouse/distribution worker grade 2	\$11.23	\$16.85	\$22.46	\$22.46	\$28.08
Warehouse/distribution worker grade 3	\$11.56	\$17.34	\$23.12	\$23.12	\$28.90
Warehouse/distribution worker grade 4	\$11.90	\$17.85	\$23.80	\$23.80	\$29.75

Table 2 of 3

Classification	Working on RDO	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers
Manufacturing/production worker grade 1 - on commencement	\$27.15	\$16.29	\$21.72	\$16.29	\$21.72
Manufacturing/production worker grade 1 - after 3 months	\$27.50	\$16.50	\$22.00	\$16.50	\$22.00
Manufacturing/production worker grade 1 - after 12 months	\$27.83	\$16.70	\$22.26	\$16.70	\$22.26
Manufacturing/production worker grade 2	\$28.08	\$16.85	\$22.46	\$16.85	\$22.46
Manufacturing/production worker grade 3	\$28.90	\$17.34	\$23.12	\$17.34	\$23.12
Manufacturing/production worker grade 4	\$29.75	\$17.85	\$23.80	\$17.85	\$23.80
Warehouse/distribution worker grade 1 - on commencement	\$27.15	\$16.29	\$21.72	\$16.29	\$21.72
Warehouse/distribution worker grade 1 - after 3 months	\$27.50	\$16.50	\$22.00	\$16.50	\$22.00
Warehouse/distribution worker grade 1 - after 12 months	\$27.83	\$16.70	\$22.26	\$16.70	\$22.26

Classification	Working on RDO	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers
Warehouse/distribution worker grade 2	\$28.08	\$16.85	\$22.46	\$16.85	\$22.46
Warehouse/distribution worker grade 3	\$28.90	\$17.34	\$23.12	\$17.34	\$23.12
Warehouse/distribution worker grade 4	\$29.75	\$17.85	\$23.80	\$17.85	\$23.80

Table 3 of 3

Classification	Afternoon shift - 5 or more successive shifts	Night shift - 5 or more successive shifts	Permanent night shift	Afternoon shift - less than 5 successive shifts	Night shift - less than 5 successive shifts
Manufacturing/production worker grade 1 - on commencement	\$12.49	\$12.49	\$14.12	\$16.29	\$16.29
Manufacturing/production worker grade 1 - after 3 months	\$12.65	\$12.65	\$14.30	\$16.50	\$16.50
Manufacturing/production worker grade 1 - after 12 months	\$12.80	\$12.80	\$14.47	\$16.70	\$16.70
Manufacturing/production worker grade 2	\$12.91	\$12.91	\$14.60	\$16.85	\$16.85
Manufacturing/production worker grade 3	\$13.29	\$13.29	\$15.03	\$17.34	\$17.34
Manufacturing/production worker grade 4	\$13.69	\$13.69	\$15.47	\$17.85	\$17.85
Warehouse/distribution worker grade 1 - on commencement	\$12.49	\$12.49	\$14.12	\$16.29	\$16.29
Warehouse/distribution worker grade 1 - after 3 months	\$12.65	\$12.65	\$14.30	\$16.50	\$16.50
Warehouse/distribution worker grade 1 - after 12 months	\$12.80	\$12.80	\$14.47	\$16.70	\$16.70
Warehouse/distribution worker grade 2	\$12.91	\$12.91	\$14.60	\$16.85	\$16.85
Warehouse/distribution worker grade 3	\$13.29	\$13.29	\$15.03	\$17.34	\$17.34
Warehouse/distribution worker grade 4	\$13.69	\$13.69	\$15.47	\$17.85	\$17.85

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday
Manufacturing/production worker grade 1 - on commencement	\$13.03	\$19.55	\$26.06	\$26.06	\$32.58
Manufacturing/production worker grade 1 - after 3 months	\$13.20	\$19.80	\$26.40	\$26.40	\$33.00
Manufacturing/production worker grade 1 - after 12 months	\$13.35	\$20.03	\$26.70	\$26.70	\$33.38
Manufacturing/production worker grade 2	\$13.48	\$20.22	\$26.96	\$26.96	\$33.70
Manufacturing/production worker grade 3	\$13.87	\$20.81	\$27.74	\$27.74	\$34.68
Manufacturing/production worker grade 4	\$14.28	\$21.42	\$28.56	\$28.56	\$35.70
Warehouse/distribution worker grade 1 - on commencement	\$13.03	\$19.55	\$26.06	\$26.06	\$32.58
Warehouse/distribution worker grade 1 - after 3 months	\$13.20	\$19.80	\$26.40	\$26.40	\$33.00
Warehouse/distribution worker grade 1 - after 12 months	\$13.35	\$20.03	\$26.70	\$26.70	\$33.38
Warehouse/distribution worker grade 2	\$13.48	\$20.22	\$26.96	\$26.96	\$33.70
Warehouse/distribution worker grade 3	\$13.87	\$20.81	\$27.74	\$27.74	\$34.68
Warehouse/distribution worker grade 4	\$14.28	\$21.42	\$28.56	\$28.56	\$35.70

Table 2 of 3

Classification	Working on RDO	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers
Manufacturing/production worker grade 1 - on commencement	\$32.58	\$19.55	\$26.06	\$19.55	\$26.06
Manufacturing/production worker grade 1 - after 3 months	\$33.00	\$19.80	\$26.40	\$19.80	\$26.40
Manufacturing/production worker grade 1 - after 12 months	\$33.38	\$20.03	\$26.70	\$20.03	\$26.70
Manufacturing/production worker grade 2	\$33.70	\$20.22	\$26.96	\$20.22	\$26.96
Manufacturing/production worker grade 3	\$34.68	\$20.81	\$27.74	\$20.81	\$27.74
Manufacturing/production worker grade 4	\$35.70	\$21.42	\$28.56	\$21.42	\$28.56
Warehouse/distribution worker grade 1 - on commencement	\$32.58	\$19.55	\$26.06	\$19.55	\$26.06
Warehouse/distribution worker grade 1 - after 3 months	\$33.00	\$19.80	\$26.40	\$19.80	\$26.40
Warehouse/distribution worker grade 1 - after 12 months	\$33.38	\$20.03	\$26.70	\$20.03	\$26.70

Classification	Working on RDO	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers
Warehouse/distribution worker grade 2	\$33.70	\$20.22	\$26.96	\$20.22	\$26.96
Warehouse/distribution worker grade 3	\$34.68	\$20.81	\$27.74	\$20.81	\$27.74
Warehouse/distribution worker grade 4	\$35.70	\$21.42	\$28.56	\$21.42	\$28.56

Table 3 of 3

Classification	Afternoon shift - 5 or more successive shifts	Night shift - 5 or more successive shifts	Permanent night shift	Afternoon shift - less than 5 successive shifts	Night shift - less than 5 successive shifts
Manufacturing/production worker grade 1 - on commencement	\$14.98	\$14.98	\$16.94	\$19.55	\$19.55
Manufacturing/production worker grade 1 - after 3 months	\$15.18	\$15.18	\$17.16	\$19.80	\$19.80
Manufacturing/production worker grade 1 - after 12 months	\$15.35	\$15.35	\$17.36	\$20.03	\$20.03
Manufacturing/production worker grade 2	\$15.50	\$15.50	\$17.52	\$20.22	\$20.22
Manufacturing/production worker grade 3	\$15.95	\$15.95	\$18.03	\$20.81	\$20.81
Manufacturing/production worker grade 4	\$16.42	\$16.42	\$18.56	\$21.42	\$21.42
Warehouse/distribution worker grade 1 - on commencement	\$14.98	\$14.98	\$16.94	\$19.55	\$19.55
Warehouse/distribution worker grade 1 - after 3 months	\$15.18	\$15.18	\$17.16	\$19.80	\$19.80
Warehouse/distribution worker grade 1 - after 12 months	\$15.35	\$15.35	\$17.36	\$20.03	\$20.03
Warehouse/distribution worker grade 2	\$15.50	\$15.50	\$17.52	\$20.22	\$20.22
Warehouse/distribution worker grade 3	\$15.95	\$15.95	\$18.03	\$20.81	\$20.81
Warehouse/distribution worker grade 4	\$16.42	\$16.42	\$18.56	\$21.42	\$21.42

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday
Manufacturing/production worker grade 1 - on commencement	\$17.37	\$26.06	\$34.74	\$34.74	\$43.43
Manufacturing/production worker grade 1 - after 3 months	\$17.59	\$26.39	\$35.18	\$35.18	\$43.98
Manufacturing/production worker grade 1 - after 12 months	\$17.80	\$26.70	\$35.60	\$35.60	\$44.50
Manufacturing/production worker grade 2	\$17.97	\$26.96	\$35.94	\$35.94	\$44.93
Manufacturing/production worker grade 3	\$18.50	\$27.75	\$37.00	\$37.00	\$46.25
Manufacturing/production worker grade 4	\$19.04	\$28.56	\$38.08	\$38.08	\$47.60
Warehouse/distribution worker grade 1 - on commencement	\$17.37	\$26.06	\$34.74	\$34.74	\$43.43
Warehouse/distribution worker grade 1 - after 3 months	\$17.59	\$26.39	\$35.18	\$35.18	\$43.98
Warehouse/distribution worker grade 1 - after 12 months	\$17.80	\$26.70	\$35.60	\$35.60	\$44.50
Warehouse/distribution worker grade 2	\$17.97	\$26.96	\$35.94	\$35.94	\$44.93
Warehouse/distribution worker grade 3	\$18.50	\$27.75	\$37.00	\$37.00	\$46.25
Warehouse/distribution worker grade 4	\$19.04	\$28.56	\$38.08	\$38.08	\$47.60

Table 2 of 3

Classification	Working on RDO	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers
Manufacturing/production worker grade 1 - on commencement	\$43.43	\$26.06	\$34.74	\$26.06	\$34.74
Manufacturing/production worker grade 1 - after 3 months	\$43.98	\$26.39	\$35.18	\$26.39	\$35.18
Manufacturing/production worker grade 1 - after 12 months	\$44.50	\$26.70	\$35.60	\$26.70	\$35.60
Manufacturing/production worker grade 2	\$44.93	\$26.96	\$35.94	\$26.96	\$35.94
Manufacturing/production worker grade 3	\$46.25	\$27.75	\$37.00	\$27.75	\$37.00
Manufacturing/production worker grade 4	\$47.60	\$28.56	\$38.08	\$28.56	\$38.08
Warehouse/distribution worker grade 1 - on commencement	\$43.43	\$26.06	\$34.74	\$26.06	\$34.74
Warehouse/distribution worker grade 1 - after 3 months	\$43.98	\$26.39	\$35.18	\$26.39	\$35.18
Warehouse/distribution worker grade 1 - after 12 months	\$44.50	\$26.70	\$35.60	\$26.70	\$35.60

Classification	Working on RDO	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers
Warehouse/distribution worker grade 2	\$44.93	\$26.96	\$35.94	\$26.96	\$35.94
Warehouse/distribution worker grade 3	\$46.25	\$27.75	\$37.00	\$27.75	\$37.00
Warehouse/distribution worker grade 4	\$47.60	\$28.56	\$38.08	\$28.56	\$38.08

Table 3 of 3

Classification	Afternoon shift - 5 or more successive shifts	Night shift - 5 or more successive shifts	Permanent night shift	Afternoon shift - less than 5 successive shifts	Night shift - less than 5 successive shifts
Manufacturing/production worker grade 1 - on commencement	\$19.98	\$19.98	\$22.58	\$26.06	\$26.06
Manufacturing/production worker grade 1 - after 3 months	\$20.23	\$20.23	\$22.87	\$26.39	\$26.39
Manufacturing/production worker grade 1 - after 12 months	\$20.47	\$20.47	\$23.14	\$26.70	\$26.70
Manufacturing/production worker grade 2	\$20.67	\$20.67	\$23.36	\$26.96	\$26.96
Manufacturing/production worker grade 3	\$21.28	\$21.28	\$24.05	\$27.75	\$27.75
Manufacturing/production worker grade 4	\$21.90	\$21.90	\$24.75	\$28.56	\$28.56
Warehouse/distribution worker grade 1 - on commencement	\$19.98	\$19.98	\$22.58	\$26.06	\$26.06
Warehouse/distribution worker grade 1 - after 3 months	\$20.23	\$20.23	\$22.87	\$26.39	\$26.39
Warehouse/distribution worker grade 1 - after 12 months	\$20.47	\$20.47	\$23.14	\$26.70	\$26.70
Warehouse/distribution worker grade 2	\$20.67	\$20.67	\$23.36	\$26.96	\$26.96
Warehouse/distribution worker grade 3	\$21.28	\$21.28	\$24.05	\$27.75	\$27.75
Warehouse/distribution worker grade 4	\$21.90	\$21.90	\$24.75	\$28.56	\$28.56

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday
Manufacturing/production worker grade 1 - on commencement	\$21.72	\$32.58	\$43.44	\$43.44	\$54.30
Manufacturing/production worker grade 1 - after 3 months	\$21.99	\$32.99	\$43.98	\$43.98	\$54.98
Manufacturing/production worker grade 1 - after 12 months	\$22.26	\$33.39	\$44.52	\$44.52	\$55.65
Manufacturing/production worker grade 2	\$22.46	\$33.69	\$44.92	\$44.92	\$56.15
Manufacturing/production worker grade 3	\$23.12	\$34.68	\$46.24	\$46.24	\$57.80
Manufacturing/production worker grade 4	\$23.80	\$35.70	\$47.60	\$47.60	\$59.50
Warehouse/distribution worker grade 1 - on commencement	\$21.72	\$32.58	\$43.44	\$43.44	\$54.30
Warehouse/distribution worker grade 1 - after 3 months	\$21.99	\$32.99	\$43.98	\$43.98	\$54.98
Warehouse/distribution worker grade 1 - after 12 months	\$22.26	\$33.39	\$44.52	\$44.52	\$55.65
Warehouse/distribution worker grade 2	\$22.46	\$33.69	\$44.92	\$44.92	\$56.15
Warehouse/distribution worker grade 3	\$23.12	\$34.68	\$46.24	\$46.24	\$57.80
Warehouse/distribution worker grade 4	\$23.80	\$35.70	\$47.60	\$47.60	\$59.50

Table 2 of 3

Classification	Working on RDO	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers
Manufacturing/production worker grade 1 - on commencement	\$54.30	\$32.58	\$43.44	\$32.58	\$43.44
Manufacturing/production worker grade 1 - after 3 months	\$54.98	\$32.99	\$43.98	\$32.99	\$43.98
Manufacturing/production worker grade 1 - after 12 months	\$55.65	\$33.39	\$44.52	\$33.39	\$44.52
Manufacturing/production worker grade 2	\$56.15	\$33.69	\$44.92	\$33.69	\$44.92
Manufacturing/production worker grade 3	\$57.80	\$34.68	\$46.24	\$34.68	\$46.24
Manufacturing/production worker grade 4	\$59.50	\$35.70	\$47.60	\$35.70	\$47.60
Warehouse/distribution worker grade 1 - on commencement	\$54.30	\$32.58	\$43.44	\$32.58	\$43.44
Warehouse/distribution worker grade 1 - after 3 months	\$54.98	\$32.99	\$43.98	\$32.99	\$43.98
Warehouse/distribution worker grade 1 - after 12 months	\$55.65	\$33.39	\$44.52	\$33.39	\$44.52

Classification	Working on RDO	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers
Warehouse/distribution worker grade 2	\$56.15	\$33.69	\$44.92	\$33.69	\$44.92
Warehouse/distribution worker grade 3	\$57.80	\$34.68	\$46.24	\$34.68	\$46.24
Warehouse/distribution worker grade 4	\$59.50	\$35.70	\$47.60	\$35.70	\$47.60

Table 3 of 3

Classification	Afternoon shift - 5 or more successive shifts	Night shift - 5 or more successive shifts	Permanent night shift	Afternoon shift - less than 5 successive shifts	Night shift - less than 5 successive shifts
Manufacturing/production worker grade 1 - on commencement	\$24.98	\$24.98	\$28.24	\$32.58	\$32.58
Manufacturing/production worker grade 1 - after 3 months	\$25.29	\$25.29	\$28.59	\$32.99	\$32.99
Manufacturing/production worker grade 1 - after 12 months	\$25.60	\$25.60	\$28.94	\$33.39	\$33.39
Manufacturing/production worker grade 2	\$25.83	\$25.83	\$29.20	\$33.69	\$33.69
Manufacturing/production worker grade 3	\$26.59	\$26.59	\$30.06	\$34.68	\$34.68
Manufacturing/production worker grade 4	\$27.37	\$27.37	\$30.94	\$35.70	\$35.70
Warehouse/distribution worker grade 1 - on commencement	\$24.98	\$24.98	\$28.24	\$32.58	\$32.58
Warehouse/distribution worker grade 1 - after 3 months	\$25.29	\$25.29	\$28.59	\$32.99	\$32.99
Warehouse/distribution worker grade 1 - after 12 months	\$25.60	\$25.60	\$28.94	\$33.39	\$33.39
Warehouse/distribution worker grade 2	\$25.83	\$25.83	\$29.20	\$33.69	\$33.69
Warehouse/distribution worker grade 3	\$26.59	\$26.59	\$30.06	\$34.68	\$34.68
Warehouse/distribution worker grade 4	\$27.37	\$27.37	\$30.94	\$35.70	\$35.70

Junior - Casual - under 17 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO
Manufacturing/production worker grade 1 - on commencement	\$13.58	\$16.29	\$21.72	\$21.72	\$29.87	\$27.15
Manufacturing/production worker grade 1 - after 3 months	\$13.75	\$16.50	\$22.00	\$22.00	\$30.25	\$27.50
Manufacturing/production worker grade 1 - after 12 months	\$13.91	\$16.70	\$22.26	\$22.26	\$30.61	\$27.83
Manufacturing/production worker grade 2	\$14.04	\$16.85	\$22.46	\$22.46	\$30.88	\$28.08
Manufacturing/production worker grade 3	\$14.45	\$17.34	\$23.12	\$23.12	\$31.79	\$28.90
Manufacturing/production worker grade 4	\$14.88	\$17.85	\$23.80	\$23.80	\$32.73	\$29.75
Warehouse/distribution worker grade 1 - on commencement	\$13.58	\$16.29	\$21.72	\$21.72	\$29.87	\$27.15
Warehouse/distribution worker grade 1 - after 3 months	\$13.75	\$16.50	\$22.00	\$22.00	\$30.25	\$27.50
Warehouse/distribution worker grade 1 - after 12 months	\$13.91	\$16.70	\$22.26	\$22.26	\$30.61	\$27.83
Warehouse/distribution worker grade 2	\$14.04	\$16.85	\$22.46	\$22.46	\$30.88	\$28.08
Warehouse/distribution worker grade 3	\$14.45	\$17.34	\$23.12	\$23.12	\$31.79	\$28.90
Warehouse/distribution worker grade 4	\$14.88	\$17.85	\$23.80	\$23.80	\$32.73	\$29.75

Table 2 of 3

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers	Overtime - Public holiday
Manufacturing/production worker grade 1 - on commencement	\$16.29	\$21.72	\$16.29	\$21.72	\$27.15
Manufacturing/production worker grade 1 - after 3 months	\$16.50	\$22.00	\$16.50	\$22.00	\$27.50
Manufacturing/production worker grade 1 - after 12 months	\$16.70	\$22.26	\$16.70	\$22.26	\$27.83
Manufacturing/production worker grade 2	\$16.85	\$22.46	\$16.85	\$22.46	\$28.08
Manufacturing/production worker grade 3	\$17.34	\$23.12	\$17.34	\$23.12	\$28.90
Manufacturing/production worker grade 4	\$17.85	\$23.80	\$17.85	\$23.80	\$29.75
Warehouse/distribution worker grade 1 - on commencement	\$16.29	\$21.72	\$16.29	\$21.72	\$27.15
Warehouse/distribution worker grade 1 - after 3 months	\$16.50	\$22.00	\$16.50	\$22.00	\$27.50

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers	Overtime - Public holiday
Warehouse/distribution worker grade 1 - after 12 months	\$16.70	\$22.26	\$16.70	\$22.26	\$27.83
Warehouse/distribution worker grade 2	\$16.85	\$22.46	\$16.85	\$22.46	\$28.08
Warehouse/distribution worker grade 3	\$17.34	\$23.12	\$17.34	\$23.12	\$28.90
Warehouse/distribution worker grade 4	\$17.85	\$23.80	\$17.85	\$23.80	\$29.75

Table 3 of 3

Classification	Afternoon shift - 5 or more successive shifts	Night shift - 5 or more successive shifts	Permanent night shift	Afternoon shift - less than 5 successive shifts	Night shift - less than 5 successive shifts
Manufacturing/production worker grade 1 - on commencement	\$15.20	\$15.20	\$16.83	\$19.01	\$19.01
Manufacturing/production worker grade 1 - after 3 months	\$15.40	\$15.40	\$17.05	\$19.25	\$19.25
Manufacturing/production worker grade 1 - after 12 months	\$15.58	\$15.58	\$17.25	\$19.48	\$19.48
Manufacturing/production worker grade 2	\$15.72	\$15.72	\$17.41	\$19.65	\$19.65
Manufacturing/production worker grade 3	\$16.18	\$16.18	\$17.92	\$20.23	\$20.23
Manufacturing/production worker grade 4	\$16.66	\$16.66	\$18.45	\$20.83	\$20.83
Warehouse/distribution worker grade 1 - on commencement	\$15.20	\$15.20	\$16.83	\$19.01	\$19.01
Warehouse/distribution worker grade 1 - after 3 months	\$15.40	\$15.40	\$17.05	\$19.25	\$19.25
Warehouse/distribution worker grade 1 - after 12 months	\$15.58	\$15.58	\$17.25	\$19.48	\$19.48
Warehouse/distribution worker grade 2	\$15.72	\$15.72	\$17.41	\$19.65	\$19.65
Warehouse/distribution worker grade 3	\$16.18	\$16.18	\$17.92	\$20.23	\$20.23
Warehouse/distribution worker grade 4	\$16.66	\$16.66	\$18.45	\$20.83	\$20.83

Junior - Casual - 17 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO
Manufacturing/production worker grade 1 - on commencement	\$16.29	\$19.55	\$26.06	\$26.06	\$35.83	\$32.58
Manufacturing/production worker grade 1 - after 3 months	\$16.50	\$19.80	\$26.40	\$26.40	\$36.30	\$33.00
Manufacturing/production worker grade 1 - after 12 months	\$16.69	\$20.03	\$26.70	\$26.70	\$36.71	\$33.38
Manufacturing/production worker grade 2	\$16.85	\$20.22	\$26.96	\$26.96	\$37.07	\$33.70
Manufacturing/production worker grade 3	\$17.34	\$20.81	\$27.74	\$27.74	\$38.14	\$34.68
Manufacturing/production worker grade 4	\$17.85	\$21.42	\$28.56	\$28.56	\$39.27	\$35.70
Warehouse/distribution worker grade 1 - on commencement	\$16.29	\$19.55	\$26.06	\$26.06	\$35.83	\$32.58
Warehouse/distribution worker grade 1 - after 3 months	\$16.50	\$19.80	\$26.40	\$26.40	\$36.30	\$33.00
Warehouse/distribution worker grade 1 - after 12 months	\$16.69	\$20.03	\$26.70	\$26.70	\$36.71	\$33.38
Warehouse/distribution worker grade 2	\$16.85	\$20.22	\$26.96	\$26.96	\$37.07	\$33.70
Warehouse/distribution worker grade 3	\$17.34	\$20.81	\$27.74	\$27.74	\$38.14	\$34.68
Warehouse/distribution worker grade 4	\$17.85	\$21.42	\$28.56	\$28.56	\$39.27	\$35.70

Table 2 of 3

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers	Overtime - Public holiday
Manufacturing/production worker grade 1 - on commencement	\$19.55	\$26.06	\$19.55	\$26.06	\$32.58
Manufacturing/production worker grade 1 - after 3 months	\$19.80	\$26.40	\$19.80	\$26.40	\$33.00
Manufacturing/production worker grade 1 - after 12 months	\$20.03	\$26.70	\$20.03	\$26.70	\$33.38
Manufacturing/production worker grade 2	\$20.22	\$26.96	\$20.22	\$26.96	\$33.70
Manufacturing/production worker grade 3	\$20.81	\$27.74	\$20.81	\$27.74	\$34.68
Manufacturing/production worker grade 4	\$21.42	\$28.56	\$21.42	\$28.56	\$35.70
Warehouse/distribution worker grade 1 - on commencement	\$19.55	\$26.06	\$19.55	\$26.06	\$32.58
Warehouse/distribution worker grade 1 - after 3 months	\$19.80	\$26.40	\$19.80	\$26.40	\$33.00

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers	Overtime - Public holiday
Warehouse/distribution worker grade 1 - after 12 months	\$20.03	\$26.70	\$20.03	\$26.70	\$33.38
Warehouse/distribution worker grade 2	\$20.22	\$26.96	\$20.22	\$26.96	\$33.70
Warehouse/distribution worker grade 3	\$20.81	\$27.74	\$20.81	\$27.74	\$34.68
Warehouse/distribution worker grade 4	\$21.42	\$28.56	\$21.42	\$28.56	\$35.70

Table 3 of 3

Classification	Afternoon shift - 5 or more successive shifts	Night shift - 5 or more successive shifts	Permanent night shift	Afternoon shift - less than 5 successive shifts	Night shift - less than 5 successive shifts
Manufacturing/production worker grade 1 - on commencement	\$18.24	\$18.24	\$20.20	\$22.80	\$22.80
Manufacturing/production worker grade 1 - after 3 months	\$18.48	\$18.48	\$20.46	\$23.10	\$23.10
Manufacturing/production worker grade 1 - after 12 months	\$18.69	\$18.69	\$20.69	\$23.36	\$23.36
Manufacturing/production worker grade 2	\$18.87	\$18.87	\$20.89	\$23.59	\$23.59
Manufacturing/production worker grade 3	\$19.42	\$19.42	\$21.50	\$24.27	\$24.27
Manufacturing/production worker grade 4	\$19.99	\$19.99	\$22.13	\$24.99	\$24.99
Warehouse/distribution worker grade 1 - on commencement	\$18.24	\$18.24	\$20.20	\$22.80	\$22.80
Warehouse/distribution worker grade 1 - after 3 months	\$18.48	\$18.48	\$20.46	\$23.10	\$23.10
Warehouse/distribution worker grade 1 - after 12 months	\$18.69	\$18.69	\$20.69	\$23.36	\$23.36
Warehouse/distribution worker grade 2	\$18.87	\$18.87	\$20.89	\$23.59	\$23.59
Warehouse/distribution worker grade 3	\$19.42	\$19.42	\$21.50	\$24.27	\$24.27
Warehouse/distribution worker grade 4	\$19.99	\$19.99	\$22.13	\$24.99	\$24.99

Junior - Casual - 18 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO
Manufacturing/production worker grade 1 - on commencement	\$21.71	\$26.06	\$34.74	\$34.74	\$47.77	\$43.43
Manufacturing/production worker grade 1 - after 3 months	\$21.99	\$26.39	\$35.18	\$35.18	\$48.37	\$43.98
Manufacturing/production worker grade 1 - after 12 months	\$22.25	\$26.70	\$35.60	\$35.60	\$48.95	\$44.50
Manufacturing/production worker grade 2	\$22.46	\$26.96	\$35.94	\$35.94	\$49.42	\$44.93
Manufacturing/production worker grade 3	\$23.13	\$27.75	\$37.00	\$37.00	\$50.88	\$46.25
Manufacturing/production worker grade 4	\$23.80	\$28.56	\$38.08	\$38.08	\$52.36	\$47.60
Warehouse/distribution worker grade 1 - on commencement	\$21.71	\$26.06	\$34.74	\$34.74	\$47.77	\$43.43
Warehouse/distribution worker grade 1 - after 3 months	\$21.99	\$26.39	\$35.18	\$35.18	\$48.37	\$43.98
Warehouse/distribution worker grade 1 - after 12 months	\$22.25	\$26.70	\$35.60	\$35.60	\$48.95	\$44.50
Warehouse/distribution worker grade 2	\$22.46	\$26.96	\$35.94	\$35.94	\$49.42	\$44.93
Warehouse/distribution worker grade 3	\$23.13	\$27.75	\$37.00	\$37.00	\$50.88	\$46.25
Warehouse/distribution worker grade 4	\$23.80	\$28.56	\$38.08	\$38.08	\$52.36	\$47.60

Table 2 of 3

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers	Overtime - Public holiday
Manufacturing/production worker grade 1 - on commencement	\$26.06	\$34.74	\$26.06	\$34.74	\$43.43
Manufacturing/production worker grade 1 - after 3 months	\$26.39	\$35.18	\$26.39	\$35.18	\$43.98
Manufacturing/production worker grade 1 - after 12 months	\$26.70	\$35.60	\$26.70	\$35.60	\$44.50
Manufacturing/production worker grade 2	\$26.96	\$35.94	\$26.96	\$35.94	\$44.93
Manufacturing/production worker grade 3	\$27.75	\$37.00	\$27.75	\$37.00	\$46.25
Manufacturing/production worker grade 4	\$28.56	\$38.08	\$28.56	\$38.08	\$47.60
Warehouse/distribution worker grade 1 - on commencement	\$26.06	\$34.74	\$26.06	\$34.74	\$43.43
Warehouse/distribution worker grade 1 - after 3 months	\$26.39	\$35.18	\$26.39	\$35.18	\$43.98

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers	Overtime - Public holiday
Warehouse/distribution worker grade 1 - after 12 months	\$26.70	\$35.60	\$26.70	\$35.60	\$44.50
Warehouse/distribution worker grade 2	\$26.96	\$35.94	\$26.96	\$35.94	\$44.93
Warehouse/distribution worker grade 3	\$27.75	\$37.00	\$27.75	\$37.00	\$46.25
Warehouse/distribution worker grade 4	\$28.56	\$38.08	\$28.56	\$38.08	\$47.60

Table 3 of 3

Classification	Afternoon shift - 5 or more successive shifts	Night shift - 5 or more successive shifts	Permanent night shift	Afternoon shift - less than 5 successive shifts	Night shift - less than 5 successive shifts
Manufacturing/production worker grade 1 - on commencement	\$24.32	\$24.32	\$26.92	\$30.40	\$30.40
Manufacturing/production worker grade 1 - after 3 months	\$24.63	\$24.63	\$27.26	\$30.78	\$30.78
Manufacturing/production worker grade 1 - after 12 months	\$24.92	\$24.92	\$27.59	\$31.15	\$31.15
Manufacturing/production worker grade 2	\$25.16	\$25.16	\$27.85	\$31.45	\$31.45
Manufacturing/production worker grade 3	\$25.90	\$25.90	\$28.68	\$32.38	\$32.38
Manufacturing/production worker grade 4	\$26.66	\$26.66	\$29.51	\$33.32	\$33.32
Warehouse/distribution worker grade 1 - on commencement	\$24.32	\$24.32	\$26.92	\$30.40	\$30.40
Warehouse/distribution worker grade 1 - after 3 months	\$24.63	\$24.63	\$27.26	\$30.78	\$30.78
Warehouse/distribution worker grade 1 - after 12 months	\$24.92	\$24.92	\$27.59	\$31.15	\$31.15
Warehouse/distribution worker grade 2	\$25.16	\$25.16	\$27.85	\$31.45	\$31.45
Warehouse/distribution worker grade 3	\$25.90	\$25.90	\$28.68	\$32.38	\$32.38
Warehouse/distribution worker grade 4	\$26.66	\$26.66	\$29.51	\$33.32	\$33.32

Junior - Casual - 19 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO
Manufacturing/production worker grade 1 - on commencement	\$27.15	\$32.58	\$43.44	\$43.44	\$59.73	\$54.30
Manufacturing/production worker grade 1 - after 3 months	\$27.49	\$32.99	\$43.98	\$43.98	\$60.47	\$54.98
Manufacturing/production worker grade 1 - after 12 months	\$27.83	\$33.39	\$44.52	\$44.52	\$61.22	\$55.65
Manufacturing/production worker grade 2	\$28.08	\$33.69	\$44.92	\$44.92	\$61.77	\$56.15
Manufacturing/production worker grade 3	\$28.90	\$34.68	\$46.24	\$46.24	\$63.58	\$57.80
Manufacturing/production worker grade 4	\$29.75	\$35.70	\$47.60	\$47.60	\$65.45	\$59.50
Warehouse/distribution worker grade 1 - on commencement	\$27.15	\$32.58	\$43.44	\$43.44	\$59.73	\$54.30
Warehouse/distribution worker grade 1 - after 3 months	\$27.49	\$32.99	\$43.98	\$43.98	\$60.47	\$54.98
Warehouse/distribution worker grade 1 - after 12 months	\$27.83	\$33.39	\$44.52	\$44.52	\$61.22	\$55.65
Warehouse/distribution worker grade 2	\$28.08	\$33.69	\$44.92	\$44.92	\$61.77	\$56.15
Warehouse/distribution worker grade 3	\$28.90	\$34.68	\$46.24	\$46.24	\$63.58	\$57.80
Warehouse/distribution worker grade 4	\$29.75	\$35.70	\$47.60	\$47.60	\$65.45	\$59.50

Table 2 of 3

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers	Overtime - Public holiday
Manufacturing/production worker grade 1 - on commencement	\$32.58	\$43.44	\$32.58	\$43.44	\$54.30
Manufacturing/production worker grade 1 - after 3 months	\$32.99	\$43.98	\$32.99	\$43.98	\$54.98
Manufacturing/production worker grade 1 - after 12 months	\$33.39	\$44.52	\$33.39	\$44.52	\$55.65
Manufacturing/production worker grade 2	\$33.69	\$44.92	\$33.69	\$44.92	\$56.15
Manufacturing/production worker grade 3	\$34.68	\$46.24	\$34.68	\$46.24	\$57.80
Manufacturing/production worker grade 4	\$35.70	\$47.60	\$35.70	\$47.60	\$59.50
Warehouse/distribution worker grade 1 - on commencement	\$32.58	\$43.44	\$32.58	\$43.44	\$54.30
Warehouse/distribution worker grade 1 - after 3 months	\$32.99	\$43.98	\$32.99	\$43.98	\$54.98

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers	Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers	Overtime - Public holiday
Warehouse/distribution worker grade 1 - after 12 months	\$33.39	\$44.52	\$33.39	\$44.52	\$55.65
Warehouse/distribution worker grade 2	\$33.69	\$44.92	\$33.69	\$44.92	\$56.15
Warehouse/distribution worker grade 3	\$34.68	\$46.24	\$34.68	\$46.24	\$57.80
Warehouse/distribution worker grade 4	\$35.70	\$47.60	\$35.70	\$47.60	\$59.50

Table 3 of 3

Classification	Afternoon shift - 5 or more successive shifts	Night shift - 5 or more successive shifts	Permanent night shift	Afternoon shift - less than 5 successive shifts	Night shift - less than 5 successive shifts
Manufacturing/production worker grade 1 - on commencement	\$30.41	\$30.41	\$33.67	\$38.01	\$38.01
Manufacturing/production worker grade 1 - after 3 months	\$30.79	\$30.79	\$34.08	\$38.48	\$38.48
Manufacturing/production worker grade 1 - after 12 months	\$31.16	\$31.16	\$34.50	\$38.96	\$38.96
Manufacturing/production worker grade 2	\$31.44	\$31.44	\$34.81	\$39.31	\$39.31
Manufacturing/production worker grade 3	\$32.37	\$32.37	\$35.84	\$40.46	\$40.46
Manufacturing/production worker grade 4	\$33.32	\$33.32	\$36.89	\$41.65	\$41.65
Warehouse/distribution worker grade 1 - on commencement	\$30.41	\$30.41	\$33.67	\$38.01	\$38.01
Warehouse/distribution worker grade 1 - after 3 months	\$30.79	\$30.79	\$34.08	\$38.48	\$38.48
Warehouse/distribution worker grade 1 - after 12 months	\$31.16	\$31.16	\$34.50	\$38.96	\$38.96
Warehouse/distribution worker grade 2	\$31.44	\$31.44	\$34.81	\$39.31	\$39.31
Warehouse/distribution worker grade 3	\$32.37	\$32.37	\$35.84	\$40.46	\$40.46
Warehouse/distribution worker grade 4	\$33.32	\$33.32	\$36.89	\$41.65	\$41.65

Allowances

Allowances	Rate
Chlorpromazine hydrochloride allowance	\$0.50 per hour or part of an hour
Clothing reimbursement	reimbursement for the purchase and/or cleaning of two sets of overalls or other protective clothing per year plus additional overalls or protective clothing as necessary for work with materials harmful to clothing
Dust mask allowance (other than sterile areas)	\$2.55 per day or part of a day
First aid allowance	\$0.47 per hour up to a maximum of \$17.90 per week
First aid reimbursement	reimbursement for the cost of approved books / manuals and other expenses associated with attending first aid training
Gentian Violet and similar substances allowance	\$0.60 per hour, with a minimum payment of \$1.81 per day
Meal allowance	\$15.24 for a meal
Respirator allowance	\$0.86 per hour or part of an hour
Safety footwear reimbursement	reimbursement for the cost of buying and cleaning suitable footwear
Safety footwear reimbursement - not required by employer	reimbursement for 50% of the cost and replacement of safety footwear
Sterile areas allowance	\$2.55 per day or part of a day
Waterproof boots reimbursement	reimbursement for the cost of buying and cleaning waterproof boots

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.