



**Fair Work**  
OMBUDSMAN

## Pay Guide

# Oil Refining and Manufacturing Award [MA000072]

Published 4 January 2022

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 January 2015.

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

The rates below include industry disability allowance.

**Table 1 of 2**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>
Refinery operations - trainee operator level 1	\$685.15	\$19.57	\$22.51	\$22.51	\$23.48	\$25.44	\$29.36
Refinery operations - outside operator level 2	\$742.35	\$21.21	\$24.39	\$24.39	\$25.45	\$27.57	\$31.82
Refinery operations - advanced outside operator level 3	\$803.45	\$22.95	\$26.39	\$26.39	\$27.54	\$29.84	\$34.43
Refinery operations - console operator level 4	\$890.55	\$25.44	\$29.26	\$29.26	\$30.53	\$33.07	\$38.16
Refinery operations - head operator level 5	\$958.75	\$27.39	\$31.50	\$31.50	\$32.87	\$35.61	\$41.09
Lubricants/bitumen plants and terminals - trainee level 1	\$670.75	\$19.16	\$22.03	\$22.03	\$22.99	\$24.91	\$28.74
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$709.15	\$20.26	\$23.30	\$23.30	\$24.31	\$26.34	\$30.39
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$740.55	\$21.16	\$24.33	\$24.33	\$25.39	\$27.51	\$31.74
Lubricants/bitumen plants and terminals - specialist blender level 4	\$771.75	\$22.05	\$25.36	\$25.36	\$26.46	\$28.67	\$33.08

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>
Lubricants/bitumen plants and terminals - head operator level 5	\$802.85	\$22.94	\$26.38	\$26.38	\$27.53	\$29.82	\$34.41
Maintenance - tradesperson	\$776.05	\$22.17	\$25.50	\$25.50	\$26.60	\$28.82	\$33.26
Maintenance - advanced tradesperson	\$825.95	\$23.60	\$27.14	\$27.14	\$28.32	\$30.68	\$35.40
Maintenance - dual trade tradesperson	\$883.65	\$25.24	\$29.03	\$29.03	\$30.29	\$32.81	\$37.86
Maintenance - maintenance co-ordinator	\$919.35	\$26.26	\$30.20	\$30.20	\$31.51	\$34.14	\$39.39
Clerical level 1 - year 1	\$681.40	\$19.47	\$22.39	\$22.39	\$23.36	\$25.31	\$29.21
Clerical level 1 - year 2	\$715.10	\$20.43	\$23.49	\$23.49	\$24.52	\$26.56	\$30.65
Clerical level 1 - year 3	\$737.60	\$21.07	\$24.23	\$24.23	\$25.28	\$27.39	\$31.61
Clerical level 2 - year 1	\$746.20	\$21.32	\$24.52	\$24.52	\$25.58	\$27.72	\$31.98
Clerical level 2 - year 2	\$760.10	\$21.72	\$24.98	\$24.98	\$26.06	\$28.24	\$32.58
Clerical level 3	\$788.20	\$22.52	\$25.90	\$25.90	\$27.02	\$29.28	\$33.78
Clerical level 4	\$827.60	\$23.65	\$27.20	\$27.20	\$28.38	\$30.75	\$35.48
Clerical level 5	\$861.30	\$24.61	\$28.30	\$28.30	\$29.53	\$31.99	\$36.92

**Table 2 of 2**

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$39.14	\$39.14	\$58.71	\$29.36	\$39.14	\$39.14	\$48.93	\$39.14
Refinery operations - outside operator level 2	\$42.42	\$42.42	\$63.63	\$31.82	\$42.42	\$42.42	\$53.03	\$42.42

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - advanced outside operator level 3	\$45.90	\$45.90	\$68.85	\$34.43	\$45.90	\$45.90	\$57.38	\$45.90
Refinery operations - console operator level 4	\$50.88	\$50.88	\$76.32	\$38.16	\$50.88	\$50.88	\$63.60	\$50.88
Refinery operations - head operator level 5	\$54.78	\$54.78	\$82.17	\$41.09	\$54.78	\$54.78	\$68.48	\$54.78
Lubricants/bitumen plants and terminals - trainee level 1	\$38.32	\$38.32	\$57.48	\$28.74	\$38.32	\$38.32	\$47.90	\$38.32
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$40.52	\$40.52	\$60.78	\$30.39	\$40.52	\$40.52	\$50.65	\$40.52
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$42.32	\$42.32	\$63.48	\$31.74	\$42.32	\$42.32	\$52.90	\$42.32
Lubricants/bitumen plants and terminals - specialist blender level 4	\$44.10	\$44.10	\$66.15	\$33.08	\$44.10	\$44.10	\$55.13	\$44.10
Lubricants/bitumen plants and terminals - head operator level 5	\$45.88	\$45.88	\$68.82	\$34.41	\$45.88	\$45.88	\$57.35	\$45.88
Maintenance - tradesperson	\$44.34	\$44.34	\$66.51	\$33.26	\$44.34	\$44.34	\$55.43	\$44.34

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Maintenance - advanced tradesperson	\$47.20	\$47.20	\$70.80	\$35.40	\$47.20	\$47.20	\$59.00	\$47.20
Maintenance - dual trade tradesperson	\$50.48	\$50.48	\$75.72	\$37.86	\$50.48	\$50.48	\$63.10	\$50.48
Maintenance - maintenance co-ordinator	\$52.52	\$52.52	\$78.78	\$39.39	\$52.52	\$52.52	\$65.65	\$52.52
Clerical level 1 - year 1	\$38.94	\$38.94	\$58.41	\$29.21	\$38.94	\$38.94	\$48.68	\$38.94
Clerical level 1 - year 2	\$40.86	\$40.86	\$61.29	\$30.65	\$40.86	\$40.86	\$51.08	\$40.86
Clerical level 1 - year 3	\$42.14	\$42.14	\$63.21	\$31.61	\$42.14	\$42.14	\$52.68	\$42.14
Clerical level 2 - year 1	\$42.64	\$42.64	\$63.96	\$31.98	\$42.64	\$42.64	\$53.30	\$42.64
Clerical level 2 - year 2	\$43.44	\$43.44	\$65.16	\$32.58	\$43.44	\$43.44	\$54.30	\$43.44
Clerical level 3	\$45.04	\$45.04	\$67.56	\$33.78	\$45.04	\$45.04	\$56.30	\$45.04
Clerical level 4	\$47.30	\$47.30	\$70.95	\$35.48	\$47.30	\$47.30	\$59.13	\$47.30
Clerical level 5	\$49.22	\$49.22	\$73.83	\$36.92	\$49.22	\$49.22	\$61.53	\$49.22

## Casual

Table 1 of 2

Classification	Hourly pay rate	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift	Saturday - first 2 hours - shiftworker	Saturday - after 2 hours - shiftworker
Refinery operations - trainee operator level 1	\$24.46	\$27.40	\$27.40	\$28.38	\$30.33	\$34.25	\$44.03
Refinery operations - outside operator level 2	\$26.51	\$29.69	\$29.69	\$30.75	\$32.88	\$37.12	\$47.72
Refinery operations - advanced outside operator level 3	\$28.69	\$32.13	\$32.13	\$33.28	\$35.57	\$40.16	\$51.64
Refinery operations - console operator level 4	\$31.80	\$35.62	\$35.62	\$36.89	\$39.43	\$44.52	\$57.24
Refinery operations - head operator level 5	\$34.24	\$38.35	\$38.35	\$39.72	\$42.45	\$47.93	\$61.63
Lubricants/bitumen plants and terminals - trainee level 1	\$23.95	\$26.82	\$26.82	\$27.78	\$29.70	\$33.53	\$43.11
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$25.33	\$28.36	\$28.36	\$29.38	\$31.40	\$35.46	\$45.59
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$26.45	\$29.62	\$29.62	\$30.68	\$32.80	\$37.03	\$47.61
Lubricants/bitumen plants and terminals - specialist blender level 4	\$27.56	\$30.87	\$30.87	\$31.97	\$34.18	\$38.59	\$49.61
Lubricants/bitumen plants and terminals - head operator level 5	\$28.68	\$32.12	\$32.12	\$33.26	\$35.56	\$40.15	\$51.62
Maintenance - tradesperson	\$27.71	\$31.04	\$31.04	\$32.15	\$34.36	\$38.80	\$49.88

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>	<b>Saturday - after 2 hours - shiftworker</b>
Maintenance - advanced tradesperson	\$29.50	\$33.04	\$33.04	\$34.22	\$36.58	\$41.30	\$53.10
Maintenance - dual trade tradesperson	\$31.55	\$35.34	\$35.34	\$36.60	\$39.12	\$44.17	\$56.79
Maintenance - maintenance co-ordinator	\$32.83	\$36.76	\$36.76	\$38.08	\$40.70	\$45.96	\$59.09
Clerical level 1 - year 1	\$24.34	\$27.26	\$27.26	\$28.23	\$30.18	\$34.07	\$43.81
Clerical level 1 - year 2	\$25.54	\$28.60	\$28.60	\$29.62	\$31.67	\$35.75	\$45.97
Clerical level 1 - year 3	\$26.34	\$29.50	\$29.50	\$30.55	\$32.66	\$36.87	\$47.41
Clerical level 2 - year 1	\$26.65	\$29.85	\$29.85	\$30.91	\$33.05	\$37.31	\$47.97
Clerical level 2 - year 2	\$27.15	\$30.41	\$30.41	\$31.49	\$33.67	\$38.01	\$48.87
Clerical level 3	\$28.15	\$31.53	\$31.53	\$32.65	\$34.91	\$39.41	\$50.67
Clerical level 4	\$29.56	\$33.11	\$33.11	\$34.29	\$36.66	\$41.39	\$53.21
Clerical level 5	\$30.76	\$34.45	\$34.45	\$35.68	\$38.15	\$43.07	\$55.37

**Table 2 of 2**

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$44.03	\$63.60	\$34.25	\$44.03	\$44.03	\$53.82	\$44.03
Refinery operations - outside operator level 2	\$47.72	\$68.93	\$37.12	\$47.72	\$47.72	\$58.33	\$47.72
Refinery operations - advanced outside operator level 3	\$51.64	\$74.59	\$40.16	\$51.64	\$51.64	\$63.11	\$51.64
Refinery operations - console operator level 4	\$57.24	\$82.68	\$44.52	\$57.24	\$57.24	\$69.96	\$57.24

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - head operator level 5	\$61.63	\$89.02	\$47.93	\$61.63	\$61.63	\$75.32	\$61.63
Lubricants/bitumen plants and terminals - trainee level 1	\$43.11	\$62.27	\$33.53	\$43.11	\$43.11	\$52.69	\$43.11
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$45.59	\$65.85	\$35.46	\$45.59	\$45.59	\$55.72	\$45.59
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$47.61	\$68.77	\$37.03	\$47.61	\$47.61	\$58.19	\$47.61
Lubricants/bitumen plants and terminals - specialist blender level 4	\$49.61	\$71.66	\$38.59	\$49.61	\$49.61	\$60.64	\$49.61
Lubricants/bitumen plants and terminals - head operator level 5	\$51.62	\$74.56	\$40.15	\$51.62	\$51.62	\$63.09	\$51.62
Maintenance - tradesperson	\$49.88	\$72.05	\$38.80	\$49.88	\$49.88	\$60.97	\$49.88
Maintenance - advanced tradesperson	\$53.10	\$76.70	\$41.30	\$53.10	\$53.10	\$64.90	\$53.10
Maintenance - dual trade tradesperson	\$56.79	\$82.03	\$44.17	\$56.79	\$56.79	\$69.41	\$56.79
Maintenance - maintenance co-ordinator	\$59.09	\$85.35	\$45.96	\$59.09	\$59.09	\$72.22	\$59.09
Clerical level 1 - year 1	\$43.81	\$63.28	\$34.07	\$43.81	\$43.81	\$53.54	\$43.81
Clerical level 1 - year 2	\$45.97	\$66.40	\$35.75	\$45.97	\$45.97	\$56.18	\$45.97
Clerical level 1 - year 3	\$47.41	\$68.48	\$36.87	\$47.41	\$47.41	\$57.94	\$47.41



<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Clerical level 2 - year 1	\$47.97	\$69.29	\$37.31	\$47.97	\$47.97	\$58.63	\$47.97
Clerical level 2 - year 2	\$48.87	\$70.59	\$38.01	\$48.87	\$48.87	\$59.73	\$48.87
Clerical level 3	\$50.67	\$73.19	\$39.41	\$50.67	\$50.67	\$61.93	\$50.67
Clerical level 4	\$53.21	\$76.86	\$41.39	\$53.21	\$53.21	\$65.04	\$53.21
Clerical level 5	\$55.37	\$79.98	\$43.07	\$55.37	\$55.37	\$67.68	\$55.37

## Junior - Full-time & part-time - 16 years or less

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>
Refinery operations - trainee operator level 1	\$521.33	\$14.89	\$17.12	\$17.12	\$17.87	\$19.36	\$22.34
Refinery operations - outside operator level 2	\$564.23	\$16.12	\$18.54	\$18.54	\$19.34	\$20.96	\$24.18
Refinery operations - advanced outside operator level 3	\$610.05	\$17.43	\$20.04	\$20.04	\$20.92	\$22.66	\$26.15
Refinery operations - console operator level 4	\$675.38	\$19.29	\$22.18	\$22.18	\$23.15	\$25.08	\$28.94
Refinery operations - head operator level 5	\$726.53	\$20.76	\$23.87	\$23.87	\$24.91	\$26.99	\$31.14
Lubricants/bitumen plants and terminals - trainee level 1	\$510.53	\$14.58	\$16.77	\$16.77	\$17.50	\$18.95	\$21.87
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$539.33	\$15.41	\$17.72	\$17.72	\$18.49	\$20.03	\$23.12
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$562.88	\$16.08	\$18.49	\$18.49	\$19.30	\$20.90	\$24.12
Lubricants/bitumen plants and terminals - specialist blender level 4	\$586.28	\$16.75	\$19.26	\$19.26	\$20.10	\$21.78	\$25.13
Lubricants/bitumen plants and terminals - head operator level 5	\$609.60	\$17.41	\$20.02	\$20.02	\$20.89	\$22.63	\$26.12
Maintenance - maintenance co-ordinator	\$696.98	\$19.91	\$22.90	\$22.90	\$23.89	\$25.88	\$29.87

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>
Clerical level 1 - year 1	\$511.05	\$14.60	\$16.79	\$16.79	\$17.52	\$18.98	\$21.90
Clerical level 1 - year 2	\$536.33	\$15.32	\$17.62	\$17.62	\$18.38	\$19.92	\$22.98
Clerical level 1 - year 3	\$553.20	\$15.81	\$18.18	\$18.18	\$18.97	\$20.55	\$23.72
Clerical level 2 - year 1	\$559.65	\$15.99	\$18.39	\$18.39	\$19.19	\$20.79	\$23.99
Clerical level 2 - year 2	\$570.08	\$16.29	\$18.73	\$18.73	\$19.55	\$21.18	\$24.44
Clerical level 3	\$591.15	\$16.89	\$19.42	\$19.42	\$20.27	\$21.96	\$25.34
Clerical level 4	\$620.70	\$17.73	\$20.39	\$20.39	\$21.28	\$23.05	\$26.60
Clerical level 5	\$645.98	\$18.46	\$21.23	\$21.23	\$22.15	\$24.00	\$27.69

**Table 2 of 2**

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$29.78	\$29.78	\$44.67	\$22.34	\$29.78	\$29.78	\$37.23	\$29.78
Refinery operations - outside operator level 2	\$32.24	\$32.24	\$48.36	\$24.18	\$32.24	\$32.24	\$40.30	\$32.24
Refinery operations - advanced outside operator level 3	\$34.86	\$34.86	\$52.29	\$26.15	\$34.86	\$34.86	\$43.58	\$34.86
Refinery operations - console operator level 4	\$38.58	\$38.58	\$57.87	\$28.94	\$38.58	\$38.58	\$48.23	\$38.58
Refinery operations - head operator level 5	\$41.52	\$41.52	\$62.28	\$31.14	\$41.52	\$41.52	\$51.90	\$41.52
Lubricants/bitumen plants and terminals - trainee level 1	\$29.16	\$29.16	\$43.74	\$21.87	\$29.16	\$29.16	\$36.45	\$29.16

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$30.82	\$30.82	\$46.23	\$23.12	\$30.82	\$30.82	\$38.53	\$30.82
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$32.16	\$32.16	\$48.24	\$24.12	\$32.16	\$32.16	\$40.20	\$32.16
Lubricants/bitumen plants and terminals - specialist blender level 4	\$33.50	\$33.50	\$50.25	\$25.13	\$33.50	\$33.50	\$41.88	\$33.50
Lubricants/bitumen plants and terminals - head operator level 5	\$34.82	\$34.82	\$52.23	\$26.12	\$34.82	\$34.82	\$43.53	\$34.82
Maintenance - maintenance co-ordinator	\$39.82	\$39.82	\$59.73	\$29.87	\$39.82	\$39.82	\$49.78	\$39.82
Clerical level 1 - year 1	\$29.20	\$29.20	\$43.80	\$21.90	\$29.20	\$29.20	\$36.50	\$29.20
Clerical level 1 - year 2	\$30.64	\$30.64	\$45.96	\$22.98	\$30.64	\$30.64	\$38.30	\$30.64
Clerical level 1 - year 3	\$31.62	\$31.62	\$47.43	\$23.72	\$31.62	\$31.62	\$39.53	\$31.62
Clerical level 2 - year 1	\$31.98	\$31.98	\$47.97	\$23.99	\$31.98	\$31.98	\$39.98	\$31.98
Clerical level 2 - year 2	\$32.58	\$32.58	\$48.87	\$24.44	\$32.58	\$32.58	\$40.73	\$32.58
Clerical level 3	\$33.78	\$33.78	\$50.67	\$25.34	\$33.78	\$33.78	\$42.23	\$33.78
Clerical level 4	\$35.46	\$35.46	\$53.19	\$26.60	\$35.46	\$35.46	\$44.33	\$35.46
Clerical level 5	\$36.92	\$36.92	\$55.38	\$27.69	\$36.92	\$36.92	\$46.15	\$36.92

## Junior - Full-time & part-time - 17 years

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>
Refinery operations - trainee operator level 1	\$586.86	\$16.76	\$19.27	\$19.27	\$20.11	\$21.79	\$25.14
Refinery operations - outside operator level 2	\$635.48	\$18.15	\$20.87	\$20.87	\$21.78	\$23.60	\$27.23
Refinery operations - advanced outside operator level 3	\$687.41	\$19.64	\$22.59	\$22.59	\$23.57	\$25.53	\$29.46
Refinery operations - console operator level 4	\$761.45	\$21.75	\$25.01	\$25.01	\$26.10	\$28.28	\$32.63
Refinery operations - head operator level 5	\$819.42	\$23.41	\$26.92	\$26.92	\$28.09	\$30.43	\$35.12
Lubricants/bitumen plants and terminals - trainee level 1	\$574.62	\$16.41	\$18.87	\$18.87	\$19.69	\$21.33	\$24.62
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$607.26	\$17.35	\$19.95	\$19.95	\$20.82	\$22.56	\$26.03
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$633.95	\$18.11	\$20.83	\$20.83	\$21.73	\$23.54	\$27.17
Lubricants/bitumen plants and terminals - specialist blender level 4	\$660.47	\$18.87	\$21.70	\$21.70	\$22.64	\$24.53	\$28.31
Lubricants/bitumen plants and terminals - head operator level 5	\$686.90	\$19.62	\$22.56	\$22.56	\$23.54	\$25.51	\$29.43
Maintenance - maintenance co-ordinator	\$785.93	\$22.45	\$25.82	\$25.82	\$26.94	\$29.19	\$33.68

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>
Clerical level 1 - year 1	\$579.19	\$16.55	\$19.03	\$19.03	\$19.86	\$21.52	\$24.83
Clerical level 1 - year 2	\$607.84	\$17.37	\$19.98	\$19.98	\$20.84	\$22.58	\$26.06
Clerical level 1 - year 3	\$626.96	\$17.91	\$20.60	\$20.60	\$21.49	\$23.28	\$26.87
Clerical level 2 - year 1	\$634.27	\$18.12	\$20.84	\$20.84	\$21.74	\$23.56	\$27.18
Clerical level 2 - year 2	\$646.09	\$18.46	\$21.23	\$21.23	\$22.15	\$24.00	\$27.69
Clerical level 3	\$669.97	\$19.14	\$22.01	\$22.01	\$22.97	\$24.88	\$28.71
Clerical level 4	\$703.46	\$20.10	\$23.12	\$23.12	\$24.12	\$26.13	\$30.15
Clerical level 5	\$732.11	\$20.92	\$24.06	\$24.06	\$25.10	\$27.20	\$31.38

**Table 2 of 2**

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$33.52	\$33.52	\$50.28	\$25.14	\$33.52	\$33.52	\$41.90	\$33.52
Refinery operations - outside operator level 2	\$36.30	\$36.30	\$54.45	\$27.23	\$36.30	\$36.30	\$45.38	\$36.30
Refinery operations - advanced outside operator level 3	\$39.28	\$39.28	\$58.92	\$29.46	\$39.28	\$39.28	\$49.10	\$39.28
Refinery operations - console operator level 4	\$43.50	\$43.50	\$65.25	\$32.63	\$43.50	\$43.50	\$54.38	\$43.50
Refinery operations - head operator level 5	\$46.82	\$46.82	\$70.23	\$35.12	\$46.82	\$46.82	\$58.53	\$46.82
Lubricants/bitumen plants and terminals - trainee level 1	\$32.82	\$32.82	\$49.23	\$24.62	\$32.82	\$32.82	\$41.03	\$32.82

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$34.70	\$34.70	\$52.05	\$26.03	\$34.70	\$34.70	\$43.38	\$34.70
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$36.22	\$36.22	\$54.33	\$27.17	\$36.22	\$36.22	\$45.28	\$36.22
Lubricants/bitumen plants and terminals - specialist blender level 4	\$37.74	\$37.74	\$56.61	\$28.31	\$37.74	\$37.74	\$47.18	\$37.74
Lubricants/bitumen plants and terminals - head operator level 5	\$39.24	\$39.24	\$58.86	\$29.43	\$39.24	\$39.24	\$49.05	\$39.24
Maintenance - maintenance co-ordinator	\$44.90	\$44.90	\$67.35	\$33.68	\$44.90	\$44.90	\$56.13	\$44.90
Clerical level 1 - year 1	\$33.10	\$33.10	\$49.65	\$24.83	\$33.10	\$33.10	\$41.38	\$33.10
Clerical level 1 - year 2	\$34.74	\$34.74	\$52.11	\$26.06	\$34.74	\$34.74	\$43.43	\$34.74
Clerical level 1 - year 3	\$35.82	\$35.82	\$53.73	\$26.87	\$35.82	\$35.82	\$44.78	\$35.82
Clerical level 2 - year 1	\$36.24	\$36.24	\$54.36	\$27.18	\$36.24	\$36.24	\$45.30	\$36.24
Clerical level 2 - year 2	\$36.92	\$36.92	\$55.38	\$27.69	\$36.92	\$36.92	\$46.15	\$36.92
Clerical level 3	\$38.28	\$38.28	\$57.42	\$28.71	\$38.28	\$38.28	\$47.85	\$38.28
Clerical level 4	\$40.20	\$40.20	\$60.30	\$30.15	\$40.20	\$40.20	\$50.25	\$40.20
Clerical level 5	\$41.84	\$41.84	\$62.76	\$31.38	\$41.84	\$41.84	\$52.30	\$41.84

## Junior - Casual - 16 years or less

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>	<b>Saturday - after 2 hours - shiftworker</b>
Refinery operations - trainee operator level 1	\$18.61	\$20.85	\$20.85	\$21.59	\$23.08	\$26.06	\$33.50
Refinery operations - outside operator level 2	\$20.15	\$22.57	\$22.57	\$23.37	\$24.99	\$28.21	\$36.27
Refinery operations - advanced outside operator level 3	\$21.79	\$24.40	\$24.40	\$25.27	\$27.02	\$30.50	\$39.22
Refinery operations - console operator level 4	\$24.11	\$27.01	\$27.01	\$27.97	\$29.90	\$33.76	\$43.40
Refinery operations - head operator level 5	\$25.95	\$29.06	\$29.06	\$30.10	\$32.18	\$36.33	\$46.71
Lubricants/bitumen plants and terminals - trainee level 1	\$18.23	\$20.41	\$20.41	\$21.14	\$22.60	\$25.52	\$32.81
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$19.26	\$21.57	\$21.57	\$22.34	\$23.89	\$26.97	\$34.67
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$20.10	\$22.51	\$22.51	\$23.32	\$24.92	\$28.14	\$36.18
Lubricants/bitumen plants and terminals - specialist blender level 4	\$20.94	\$23.45	\$23.45	\$24.29	\$25.96	\$29.31	\$37.69
Lubricants/bitumen plants and terminals - head operator level 5	\$21.76	\$24.37	\$24.37	\$25.24	\$26.99	\$30.47	\$39.17
Maintenance - maintenance co-ordinator	\$24.89	\$27.87	\$27.87	\$28.87	\$30.86	\$34.84	\$44.80



<b>Classification</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>	<b>Saturday - after 2 hours - shiftworker</b>
Clerical level 1 - year 1	\$18.25	\$20.44	\$20.44	\$21.17	\$22.63	\$25.55	\$32.85
Clerical level 1 - year 2	\$19.15	\$21.45	\$21.45	\$22.21	\$23.75	\$26.81	\$34.47
Clerical level 1 - year 3	\$19.76	\$22.13	\$22.13	\$22.92	\$24.51	\$27.67	\$35.57
Clerical level 2 - year 1	\$19.99	\$22.39	\$22.39	\$23.19	\$24.78	\$27.98	\$35.98
Clerical level 2 - year 2	\$20.36	\$22.81	\$22.81	\$23.62	\$25.25	\$28.51	\$36.65
Clerical level 3	\$21.11	\$23.65	\$23.65	\$24.49	\$26.18	\$29.56	\$38.00
Clerical level 4	\$22.16	\$24.82	\$24.82	\$25.71	\$27.48	\$31.03	\$39.89
Clerical level 5	\$23.08	\$25.84	\$25.84	\$26.77	\$28.61	\$32.31	\$41.54

**Table 2 of 2**

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$33.50	\$48.39	\$26.06	\$33.50	\$33.50	\$40.95	\$33.50
Refinery operations - outside operator level 2	\$36.27	\$52.39	\$28.21	\$36.27	\$36.27	\$44.33	\$36.27
Refinery operations - advanced outside operator level 3	\$39.22	\$56.65	\$30.50	\$39.22	\$39.22	\$47.93	\$39.22
Refinery operations - console operator level 4	\$43.40	\$62.69	\$33.76	\$43.40	\$43.40	\$53.05	\$43.40
Refinery operations - head operator level 5	\$46.71	\$67.47	\$36.33	\$46.71	\$46.71	\$57.09	\$46.71
Lubricants/bitumen plants and terminals - trainee level 1	\$32.81	\$47.39	\$25.52	\$32.81	\$32.81	\$40.10	\$32.81

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$34.67	\$50.08	\$26.97	\$34.67	\$34.67	\$42.38	\$34.67
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$36.18	\$52.26	\$28.14	\$36.18	\$36.18	\$44.22	\$36.18
Lubricants/bitumen plants and terminals - specialist blender level 4	\$37.69	\$54.44	\$29.31	\$37.69	\$37.69	\$46.06	\$37.69
Lubricants/bitumen plants and terminals - head operator level 5	\$39.17	\$56.58	\$30.47	\$39.17	\$39.17	\$47.88	\$39.17
Maintenance - maintenance co-ordinator	\$44.80	\$64.71	\$34.84	\$44.80	\$44.80	\$54.75	\$44.80
Clerical level 1 - year 1	\$32.85	\$47.45	\$25.55	\$32.85	\$32.85	\$40.15	\$32.85
Clerical level 1 - year 2	\$34.47	\$49.79	\$26.81	\$34.47	\$34.47	\$42.13	\$34.47
Clerical level 1 - year 3	\$35.57	\$51.38	\$27.67	\$35.57	\$35.57	\$43.48	\$35.57
Clerical level 2 - year 1	\$35.98	\$51.97	\$27.98	\$35.98	\$35.98	\$43.97	\$35.98
Clerical level 2 - year 2	\$36.65	\$52.94	\$28.51	\$36.65	\$36.65	\$44.80	\$36.65
Clerical level 3	\$38.00	\$54.89	\$29.56	\$38.00	\$38.00	\$46.45	\$38.00
Clerical level 4	\$39.89	\$57.62	\$31.03	\$39.89	\$39.89	\$48.76	\$39.89
Clerical level 5	\$41.54	\$60.00	\$32.31	\$41.54	\$41.54	\$50.77	\$41.54

## Junior - Casual - 17 years

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>	<b>Saturday - after 2 hours - shiftworker</b>
Refinery operations - trainee operator level 1	\$20.95	\$23.46	\$23.46	\$24.30	\$25.98	\$29.33	\$37.71
Refinery operations - outside operator level 2	\$22.69	\$25.41	\$25.41	\$26.32	\$28.13	\$31.76	\$40.84
Refinery operations - advanced outside operator level 3	\$24.55	\$27.50	\$27.50	\$28.48	\$30.44	\$34.37	\$44.19
Refinery operations - console operator level 4	\$27.19	\$30.45	\$30.45	\$31.54	\$33.71	\$38.06	\$48.94
Refinery operations - head operator level 5	\$29.26	\$32.77	\$32.77	\$33.94	\$36.29	\$40.97	\$52.67
Lubricants/bitumen plants and terminals - trainee level 1	\$20.51	\$22.97	\$22.97	\$23.79	\$25.44	\$28.72	\$36.92
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$21.69	\$24.29	\$24.29	\$25.16	\$26.89	\$30.36	\$39.04
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$22.64	\$25.35	\$25.35	\$26.26	\$28.07	\$31.69	\$40.75
Lubricants/bitumen plants and terminals - specialist blender level 4	\$23.59	\$26.42	\$26.42	\$27.36	\$29.25	\$33.02	\$42.46
Lubricants/bitumen plants and terminals - head operator level 5	\$24.53	\$27.47	\$27.47	\$28.45	\$30.41	\$34.34	\$44.15
Maintenance - maintenance co-ordinator	\$28.06	\$31.43	\$31.43	\$32.55	\$34.80	\$39.29	\$50.51

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>	<b>Saturday - after 2 hours - shiftworker</b>
Clerical level 1 - year 1	\$20.69	\$23.17	\$23.17	\$24.00	\$25.65	\$28.96	\$37.24
Clerical level 1 - year 2	\$21.71	\$24.32	\$24.32	\$25.19	\$26.92	\$30.40	\$39.08
Clerical level 1 - year 3	\$22.39	\$25.07	\$25.07	\$25.97	\$27.76	\$31.34	\$40.30
Clerical level 2 - year 1	\$22.65	\$25.37	\$25.37	\$26.27	\$28.09	\$31.71	\$40.77
Clerical level 2 - year 2	\$23.08	\$25.84	\$25.84	\$26.77	\$28.61	\$32.31	\$41.54
Clerical level 3	\$23.93	\$26.80	\$26.80	\$27.75	\$29.67	\$33.50	\$43.07
Clerical level 4	\$25.13	\$28.14	\$28.14	\$29.15	\$31.16	\$35.18	\$45.23
Clerical level 5	\$26.15	\$29.29	\$29.29	\$30.33	\$32.43	\$36.61	\$47.07

**Table 2 of 2**

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$37.71	\$54.47	\$29.33	\$37.71	\$37.71	\$46.09	\$37.71
Refinery operations - outside operator level 2	\$40.84	\$58.99	\$31.76	\$40.84	\$40.84	\$49.91	\$40.84
Refinery operations - advanced outside operator level 3	\$44.19	\$63.83	\$34.37	\$44.19	\$44.19	\$54.01	\$44.19
Refinery operations - console operator level 4	\$48.94	\$70.69	\$38.06	\$48.94	\$48.94	\$59.81	\$48.94
Refinery operations - head operator level 5	\$52.67	\$76.08	\$40.97	\$52.67	\$52.67	\$64.38	\$52.67
Lubricants/bitumen plants and terminals - trainee level 1	\$36.92	\$53.33	\$28.72	\$36.92	\$36.92	\$45.13	\$36.92

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$39.04	\$56.39	\$30.36	\$39.04	\$39.04	\$47.71	\$39.04
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$40.75	\$58.86	\$31.69	\$40.75	\$40.75	\$49.80	\$40.75
Lubricants/bitumen plants and terminals - specialist blender level 4	\$42.46	\$61.33	\$33.02	\$42.46	\$42.46	\$51.89	\$42.46
Lubricants/bitumen plants and terminals - head operator level 5	\$44.15	\$63.77	\$34.34	\$44.15	\$44.15	\$53.96	\$44.15
Maintenance - maintenance co-ordinator	\$50.51	\$72.96	\$39.29	\$50.51	\$50.51	\$61.74	\$50.51
Clerical level 1 - year 1	\$37.24	\$53.79	\$28.96	\$37.24	\$37.24	\$45.51	\$37.24
Clerical level 1 - year 2	\$39.08	\$56.45	\$30.40	\$39.08	\$39.08	\$47.77	\$39.08
Clerical level 1 - year 3	\$40.30	\$58.21	\$31.34	\$40.30	\$40.30	\$49.25	\$40.30
Clerical level 2 - year 1	\$40.77	\$58.89	\$31.71	\$40.77	\$40.77	\$49.83	\$40.77
Clerical level 2 - year 2	\$41.54	\$60.00	\$32.31	\$41.54	\$41.54	\$50.77	\$41.54
Clerical level 3	\$43.07	\$62.21	\$33.50	\$43.07	\$43.07	\$52.64	\$43.07
Clerical level 4	\$45.23	\$65.33	\$35.18	\$45.23	\$45.23	\$55.28	\$45.23
Clerical level 5	\$47.07	\$67.99	\$36.61	\$47.07	\$47.07	\$57.53	\$47.07

## Apprentice - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift	Saturday - first 2 hours - shiftworker
Apprentice 1st year	\$365.64	\$10.44	\$12.01	\$12.01	\$12.53	\$13.57	\$15.66
Apprentice 2nd year	\$440.26	\$12.58	\$14.47	\$14.47	\$15.10	\$16.35	\$18.87
Apprentice 3rd year	\$589.50	\$16.84	\$19.37	\$19.37	\$20.21	\$21.89	\$25.26
Apprentice 4th year	\$686.51	\$19.61	\$22.55	\$22.55	\$23.53	\$25.49	\$29.42

Table 2 of 2

Classification	Saturday - after 2 hours - shiftworker	Sunday - shiftworker	Public holiday	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworkers
Apprentice 1st year	\$20.88	\$20.88	\$31.32	\$15.66	\$20.88	\$20.88	\$26.10	\$20.88
Apprentice 2nd year	\$25.16	\$25.16	\$37.74	\$18.87	\$25.16	\$25.16	\$31.45	\$25.16
Apprentice 3rd year	\$33.68	\$33.68	\$50.52	\$25.26	\$33.68	\$33.68	\$42.10	\$33.68
Apprentice 4th year	\$39.22	\$39.22	\$58.83	\$29.42	\$39.22	\$39.22	\$49.03	\$39.22

## Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift	Saturday - first 2 hours - shiftworker
Apprentice 1st year	\$402.95	\$11.51	\$13.24	\$13.24	\$13.81	\$14.96	\$17.27
Apprentice 2nd year	\$477.57	\$13.64	\$15.69	\$15.69	\$16.37	\$17.73	\$20.46
Apprentice 3rd year	\$589.50	\$16.84	\$19.37	\$19.37	\$20.21	\$21.89	\$25.26
Apprentice 4th year	\$686.51	\$19.61	\$22.55	\$22.55	\$23.53	\$25.49	\$29.42

**Table 2 of 2**

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Apprentice 1st year	\$23.02	\$23.02	\$34.53	\$17.27	\$23.02	\$23.02	\$28.78	\$23.02
Apprentice 2nd year	\$27.28	\$27.28	\$40.92	\$20.46	\$27.28	\$27.28	\$34.10	\$27.28
Apprentice 3rd year	\$33.68	\$33.68	\$50.52	\$25.26	\$33.68	\$33.68	\$42.10	\$33.68
Apprentice 4th year	\$39.22	\$39.22	\$58.83	\$29.42	\$39.22	\$39.22	\$49.03	\$39.22

**Apprentice - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time**

**Table 1 of 2**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>
Apprentice 1st year	\$440.26	\$12.58	\$14.47	\$14.47	\$15.10	\$16.35	\$18.87
Apprentice 2nd year	\$514.88	\$14.71	\$16.92	\$16.92	\$17.65	\$19.12	\$22.07
Apprentice 3rd year	\$589.50	\$16.84	\$19.37	\$19.37	\$20.21	\$21.89	\$25.26
Apprentice 4th year	\$686.51	\$19.61	\$22.55	\$22.55	\$23.53	\$25.49	\$29.42

**Table 2 of 2**

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Apprentice 1st year	\$25.16	\$25.16	\$37.74	\$18.87	\$25.16	\$25.16	\$31.45	\$25.16
Apprentice 2nd year	\$29.42	\$29.42	\$44.13	\$22.07	\$29.42	\$29.42	\$36.78	\$29.42
Apprentice 3rd year	\$33.68	\$33.68	\$50.52	\$25.26	\$33.68	\$33.68	\$42.10	\$33.68
Apprentice 4th year	\$39.22	\$39.22	\$58.83	\$29.42	\$39.22	\$39.22	\$49.03	\$39.22

## Adult apprentice - Started after 1 Jan 2014 - Full-time & part-time

Table 1 of 2

Classification	Hourly pay rate	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift	Saturday - first 2 hours - shiftworker	Saturday - after 2 hours - shiftworker
Apprentice 1st year	\$17.91	\$20.60	\$20.60	\$21.49	\$23.28	\$26.87	\$35.82
Apprentice 2nd year	\$19.16	\$22.03	\$22.03	\$22.99	\$24.91	\$28.74	\$38.32
Apprentice 3rd year	\$19.16	\$22.03	\$22.03	\$22.99	\$24.91	\$28.74	\$38.32
Apprentice 4th year	\$19.61	\$22.55	\$22.55	\$23.53	\$25.49	\$29.42	\$39.22

Table 2 of 2

Classification	Sunday - shiftworker	Public holiday	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworkers
Apprentice 1st year	\$35.82	\$53.73	\$26.87	\$35.82	\$35.82	\$44.78	\$35.82
Apprentice 2nd year	\$38.32	\$57.48	\$28.74	\$38.32	\$38.32	\$47.90	\$38.32
Apprentice 3rd year	\$38.32	\$57.48	\$28.74	\$38.32	\$38.32	\$47.90	\$38.32
Apprentice 4th year	\$39.22	\$58.83	\$29.42	\$39.22	\$39.22	\$49.03	\$39.22



## Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
First aid allowance	\$0.43 per hour up to a maximum of \$14.92 per week
* Industry allowance (already included in the rate tables above) - not clerical employees	\$0.85 per hour
Leading hand allowance - in charge of 3-10 employees	\$0.94 per hour up to a maximum of \$32.83 per week
Leading hand allowance - in charge of 11-20 employees	\$1.19 per hour up to a maximum of \$41.79 per week
Leading hand allowance - in charge of more than 20 employees	\$1.61 per hour up to a maximum of \$56.19 per week
Meal allowance	\$13.23 per meal
Protective clothing and equipment reimbursement	reimbursement for the cost of purchasing additional protective clothing and equipment
Tool allowance	\$0.42 per hour up to a maximum of \$14.69 per week
Travel reimbursement	reimbursement for the cost of transport or travel costs
Vehicle allowance	\$0.78 per km

## Disclaimer

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We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

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

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

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