



Fair Work
OMBUDSMAN

Pay Guide

Food, Beverage and Tobacco Manufacturing Award

[MA000073]

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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](#).

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

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

If any all purpose allowances apply the rates below should not be used, and should be calculated using PACT.

Adult Full-time & part-time

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift
Level 1	\$640.90	\$16.87	\$25.31	\$33.74	\$42.18	\$18.98
Level 2	\$659.40	\$17.35	\$26.03	\$34.70	\$43.38	\$19.52
Level 3	\$684.70	\$18.02	\$27.03	\$36.04	\$45.05	\$20.27
Level 4	\$708.20	\$18.64	\$27.96	\$37.28	\$46.60	\$20.97
Level 5	\$746.20	\$19.64	\$29.46	\$39.28	\$49.10	\$22.10
Level 6	\$769.60	\$20.25	\$30.38	\$40.50	\$50.63	\$22.78

Table 2 of 5

Classification	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftworker
Level 1	\$19.40	\$19.40	\$21.93	\$25.31	\$33.74	\$25.31
Level 2	\$19.95	\$19.95	\$22.56	\$26.03	\$34.70	\$26.03
Level 3	\$20.72	\$20.72	\$23.43	\$27.03	\$36.04	\$27.03
Level 4	\$21.44	\$21.44	\$24.23	\$27.96	\$37.28	\$27.96
Level 5	\$22.59	\$22.59	\$25.53	\$29.46	\$39.28	\$29.46
Level 6	\$23.29	\$23.29	\$26.33	\$30.38	\$40.50	\$30.38

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Classification	Sunday - continuous shiftworker	Sunday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - non-continuous shiftworker	Work on an unrostered shift - continuous shiftworker	Work on an unrostered shift - non-continuous shiftworker - first 3 hours
Level 1	\$33.74	\$33.74	\$33.74	\$42.18	\$33.74	\$25.31
Level 2	\$34.70	\$34.70	\$34.70	\$43.38	\$34.70	\$26.03
Level 3	\$36.04	\$36.04	\$36.04	\$45.05	\$36.04	\$27.03
Level 4	\$37.28	\$37.28	\$37.28	\$46.60	\$37.28	\$27.96
Level 5	\$39.28	\$39.28	\$39.28	\$49.10	\$39.28	\$29.46
Level 6	\$40.50	\$40.50	\$40.50	\$50.63	\$40.50	\$30.38

Table 4 of 5

Classification	Work on an unrostered shift - non-continuous shiftworker - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftworker	Overtime - public holiday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker
Level 1	\$33.74	\$25.31	\$33.74	\$33.74	\$42.18	\$33.74
Level 2	\$34.70	\$26.03	\$34.70	\$34.70	\$43.38	\$34.70
Level 3	\$36.04	\$27.03	\$36.04	\$36.04	\$45.05	\$36.04
Level 4	\$37.28	\$27.96	\$37.28	\$37.28	\$46.60	\$37.28
Level 5	\$39.28	\$29.46	\$39.28	\$39.28	\$49.10	\$39.28
Level 6	\$40.50	\$30.38	\$40.50	\$40.50	\$50.63	\$40.50

Table 5 of 5

Classification	Overtime - working on an RDO	Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours	Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours	Overtime - return to duty/call back - continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts (shift changes)	Working through meal break
Level 1	\$33.74	\$25.31	\$33.74	\$33.74	\$33.74	\$33.74	\$25.31
Level 2	\$34.70	\$26.03	\$34.70	\$34.70	\$34.70	\$34.70	\$26.03
Level 3	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$27.03
Level 4	\$37.28	\$27.96	\$37.28	\$37.28	\$37.28	\$37.28	\$27.96
Level 5	\$39.28	\$29.46	\$39.28	\$39.28	\$39.28	\$39.28	\$29.46
Level 6	\$40.50	\$30.38	\$40.50	\$40.50	\$40.50	\$40.50	\$30.38

Casual

Table 1 of 5

Classification	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Level 1	\$21.09	\$31.64	\$42.18	\$52.73	\$23.73	\$24.25
Level 2	\$21.69	\$32.54	\$43.38	\$54.23	\$24.40	\$24.94
Level 3	\$22.53	\$33.80	\$45.06	\$56.33	\$25.35	\$25.91
Level 4	\$23.30	\$34.95	\$46.60	\$58.25	\$26.21	\$26.80
Level 5	\$24.55	\$36.83	\$49.10	\$61.38	\$27.62	\$28.23
Level 6	\$25.31	\$37.97	\$50.62	\$63.28	\$28.47	\$29.11

Table 2 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftworker	Sunday - continuous shiftworker
Level 1	\$24.25	\$27.42	\$31.64	\$42.18	\$31.64	\$42.18
Level 2	\$24.94	\$28.20	\$32.54	\$43.38	\$32.54	\$43.38
Level 3	\$25.91	\$29.29	\$33.80	\$45.06	\$33.80	\$45.06
Level 4	\$26.80	\$30.29	\$34.95	\$46.60	\$34.95	\$46.60
Level 5	\$28.23	\$31.92	\$36.83	\$49.10	\$36.83	\$49.10
Level 6	\$29.11	\$32.90	\$37.97	\$50.62	\$37.97	\$50.62

Table 3 of 5

Classification	Sunday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - non-continuous shiftworker	Work on an unrostered shift - continuous shiftworker	Work on an unrostered shift - non-continuous shiftworker - first 3 hours	Work on an unrostered shift - non-continuous shiftworker - after 3 hours
Level 1	\$42.18	\$42.18	\$52.73	\$42.18	\$31.64	\$42.18
Level 2	\$43.38	\$43.38	\$54.23	\$43.38	\$32.54	\$43.38
Level 3	\$45.06	\$45.06	\$56.33	\$45.06	\$33.80	\$45.06
Level 4	\$46.60	\$46.60	\$58.25	\$46.60	\$34.95	\$46.60
Level 5	\$49.10	\$49.10	\$61.38	\$49.10	\$36.83	\$49.10
Level 6	\$50.62	\$50.62	\$63.28	\$50.62	\$37.97	\$50.62

Table 4 of 5

Classification	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftworker	Overtime - public holiday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker
Level 1	\$31.64	\$42.18	\$42.18	\$52.73	\$42.18
Level 2	\$32.54	\$43.38	\$43.38	\$54.23	\$43.38
Level 3	\$33.80	\$45.06	\$45.06	\$56.33	\$45.06
Level 4	\$34.95	\$46.60	\$46.60	\$58.25	\$46.60
Level 5	\$36.83	\$49.10	\$49.10	\$61.38	\$49.10
Level 6	\$37.97	\$50.62	\$50.62	\$63.28	\$50.62

Table 5 of 5

Classification	Overtime - working on an RDO	Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours	Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours	Overtime - return to duty/call back - continuous shiftworker	Working through meal break
Level 1	\$42.18	\$31.64	\$42.18	\$42.18	\$31.64
Level 2	\$43.38	\$32.54	\$43.38	\$43.38	\$32.54
Level 3	\$45.06	\$33.80	\$45.06	\$45.06	\$33.80
Level 4	\$46.60	\$34.95	\$46.60	\$46.60	\$34.95
Level 5	\$49.10	\$36.83	\$49.10	\$49.10	\$36.83
Level 6	\$50.62	\$37.97	\$50.62	\$50.62	\$37.97

Junior - Full-time & part-time

Table 1 of 5

Classification	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Under 16 years	\$10.41	\$15.62	\$20.82	\$26.03	\$11.71	\$11.97
16 years	\$12.15	\$18.23	\$24.30	\$30.38	\$13.67	\$13.97
17 years	\$13.88	\$20.82	\$27.76	\$34.70	\$15.62	\$15.96
18 years	\$15.62	\$23.43	\$31.24	\$39.05	\$17.57	\$17.96

Table 2 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftworker	Sunday - continuous shiftworker
Under 16 years	\$11.97	\$13.53	\$15.62	\$20.82	\$15.62	\$20.82
16 years	\$13.97	\$15.80	\$18.23	\$24.30	\$18.23	\$24.30
17 years	\$15.96	\$18.04	\$20.82	\$27.76	\$20.82	\$27.76
18 years	\$17.96	\$20.31	\$23.43	\$31.24	\$23.43	\$31.24

Table 3 of 5

Classification	Sunday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - non-continuous shiftworker	Work on an unrostered shift - continuous shiftworker	Work on an unrostered shift - non-continuous shiftworker - first 3 hours	Work on an unrostered shift - non-continuous shiftworker - after 3 hours
Under 16 years	\$20.82	\$20.82	\$26.03	\$20.82	\$15.62	\$20.82
16 years	\$24.30	\$24.30	\$30.38	\$24.30	\$18.23	\$24.30
17 years	\$27.76	\$27.76	\$34.70	\$27.76	\$20.82	\$27.76
18 years	\$31.24	\$31.24	\$39.05	\$31.24	\$23.43	\$31.24

Table 4 of 5

Classification	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftworker	Overtime - public holiday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Overtime - working on an RDO
Under 16 years	\$15.62	\$20.82	\$20.82	\$26.03	\$20.82	\$20.82
16 years	\$18.23	\$24.30	\$24.30	\$30.38	\$24.30	\$24.30
17 years	\$20.82	\$27.76	\$27.76	\$34.70	\$27.76	\$27.76
18 years	\$23.43	\$31.24	\$31.24	\$39.05	\$31.24	\$31.24

Table 5 of 5

Classification	Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours	Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours	Overtime - return to duty/call back - continuous shiftworker	Less than 10 hour break between shifts	Less than 8 hour break between shifts (shift changes)	Working through meal break
Under 16 years	\$15.62	\$20.82	\$20.82	\$20.82	\$20.82	\$15.62
16 years	\$18.23	\$24.30	\$24.30	\$24.30	\$24.30	\$18.23
17 years	\$20.82	\$27.76	\$27.76	\$27.76	\$27.76	\$20.82
18 years	\$23.43	\$31.24	\$31.24	\$31.24	\$31.24	\$23.43

Junior - Casual

Table 1 of 5

Classification	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Under 16 years	\$13.01	\$19.52	\$26.02	\$32.53	\$14.64	\$14.96
16 years	\$15.19	\$22.79	\$30.38	\$37.98	\$17.09	\$17.47
17 years	\$17.35	\$26.03	\$34.70	\$43.38	\$19.52	\$19.95
18 years	\$19.53	\$29.30	\$39.06	\$48.83	\$21.97	\$22.46

Table 2 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftworker	Sunday - continuous shiftworker
Under 16 years	\$14.96	\$16.91	\$19.52	\$26.02	\$19.52	\$26.02
16 years	\$17.47	\$19.75	\$22.79	\$30.38	\$22.79	\$30.38
17 years	\$19.95	\$22.56	\$26.03	\$34.70	\$26.03	\$34.70
18 years	\$22.46	\$25.39	\$29.30	\$39.06	\$29.30	\$39.06

Table 3 of 5

Classification	Sunday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - non-continuous shiftworker	Work on an unrostered shift - continuous shiftworker	Work on an unrostered shift - non-continuous shiftworker - first 3 hours	Work on an unrostered shift - non-continuous shiftworker - after 3 hours
Under 16 years	\$26.02	\$26.02	\$32.53	\$26.02	\$19.52	\$26.02
16 years	\$30.38	\$30.38	\$37.98	\$30.38	\$22.79	\$30.38
17 years	\$34.70	\$34.70	\$43.38	\$34.70	\$26.03	\$34.70
18 years	\$39.06	\$39.06	\$48.83	\$39.06	\$29.30	\$39.06

Table 4 of 5

Classification	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftworker	Overtime - public holiday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker
Under 16 years	\$19.52	\$26.02	\$26.02	\$32.53	\$26.02
16 years	\$22.79	\$30.38	\$30.38	\$37.98	\$30.38
17 years	\$26.03	\$34.70	\$34.70	\$43.38	\$34.70
18 years	\$29.30	\$39.06	\$39.06	\$48.83	\$39.06

Table 5 of 5

Classification	Overtime - working on an RDO	Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours	Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours	Overtime - return to duty/call back - continuous shiftworker	Working through meal break
Under 16 years	\$26.02	\$19.52	\$26.02	\$26.02	\$19.52
16 years	\$30.38	\$22.79	\$30.38	\$30.38	\$22.79
17 years	\$34.70	\$26.03	\$34.70	\$34.70	\$26.03
18 years	\$39.06	\$29.30	\$39.06	\$39.06	\$29.30

Apprentice - Started before 1 Jan 2014 - Completed Year 10 or less

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift
Apprentice stage 1	\$313.40	\$8.25	\$12.38	\$16.50	\$20.63	\$9.28
Apprentice stage 2	\$410.41	\$10.80	\$16.20	\$21.60	\$27.00	\$12.15
Apprentice stage 3	\$559.65	\$14.73	\$22.10	\$29.46	\$36.83	\$16.57
Apprentice stage 4	\$656.66	\$17.28	\$25.92	\$34.56	\$43.20	\$19.44

Table 2 of 5

Classification	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftworker
Apprentice stage 1	\$9.49	\$9.49	\$10.73	\$12.38	\$16.50	\$12.38
Apprentice stage 2	\$12.42	\$12.42	\$14.04	\$16.20	\$21.60	\$16.20
Apprentice stage 3	\$16.94	\$16.94	\$19.15	\$22.10	\$29.46	\$22.10
Apprentice stage 4	\$19.87	\$19.87	\$22.46	\$25.92	\$34.56	\$25.92

Table 3 of 5

Classification	Sunday - continuous shiftworker	Sunday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - non-continuous shiftworker	Work on an unrostered shift - continuous shiftworker	Work on an unrostered shift - non-continuous shiftworker - first 3 hours
Apprentice stage 1	\$16.50	\$16.50	\$16.50	\$20.63	\$16.50	\$12.38
Apprentice stage 2	\$21.60	\$21.60	\$21.60	\$27.00	\$21.60	\$16.20
Apprentice stage 3	\$29.46	\$29.46	\$29.46	\$36.83	\$29.46	\$22.10
Apprentice stage 4	\$34.56	\$34.56	\$34.56	\$43.20	\$34.56	\$25.92

Table 4 of 5

Classification	Work on an unrostered shift - non-continuous shiftworker - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftworker	Overtime - public holiday - day worker and non-continuous shiftworker
Apprentice stage 1	\$16.50	\$12.38	\$16.50	\$16.50	\$20.63
Apprentice stage 2	\$21.60	\$16.20	\$21.60	\$21.60	\$27.00
Apprentice stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$36.83
Apprentice stage 4	\$34.56	\$25.92	\$34.56	\$34.56	\$43.20

Table 5 of 5

Classification	Overtime - continuous shiftworker	Overtime - working on an RDO	Less than 10 hour break between shifts	Less than 8 hour break between shifts (shift changes)	Working through meal break
Apprentice stage 1	\$16.50	\$16.50	\$16.50	\$16.50	\$12.38
Apprentice stage 2	\$21.60	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice stage 3	\$29.46	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice stage 4	\$34.56	\$34.56	\$34.56	\$34.56	\$25.92

Apprentice - Started before 1 Jan 2014 - Completed Year 11

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift
Apprentice stage 1	\$358.18	\$9.43	\$14.15	\$18.86	\$23.58	\$10.61
Apprentice stage 2	\$410.41	\$10.80	\$16.20	\$21.60	\$27.00	\$12.15
Apprentice stage 3	\$559.65	\$14.73	\$22.10	\$29.46	\$36.83	\$16.57
Apprentice stage 4	\$656.66	\$17.28	\$25.92	\$34.56	\$43.20	\$19.44

Table 2 of 5

Classification	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftworker
Apprentice stage 1	\$10.84	\$10.84	\$12.26	\$14.15	\$18.86	\$14.15
Apprentice stage 2	\$12.42	\$12.42	\$14.04	\$16.20	\$21.60	\$16.20
Apprentice stage 3	\$16.94	\$16.94	\$19.15	\$22.10	\$29.46	\$22.10
Apprentice stage 4	\$19.87	\$19.87	\$22.46	\$25.92	\$34.56	\$25.92

Table 3 of 5

Classification	Sunday - continuous shiftworker	Sunday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - non-continuous shiftworker	Work on an unrostered shift - continuous shiftworker	Work on an unrostered shift - non-continuous shiftworker - first 3 hours
Apprentice stage 1	\$18.86	\$18.86	\$18.86	\$23.58	\$18.86	\$14.15
Apprentice stage 2	\$21.60	\$21.60	\$21.60	\$27.00	\$21.60	\$16.20
Apprentice stage 3	\$29.46	\$29.46	\$29.46	\$36.83	\$29.46	\$22.10
Apprentice stage 4	\$34.56	\$34.56	\$34.56	\$43.20	\$34.56	\$25.92

Table 4 of 5

Classification	Work on an unrostered shift - non-continuous shiftworker - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftworker	Overtime - public holiday - day worker and non-continuous shiftworker
Apprentice stage 1	\$18.86	\$14.15	\$18.86	\$18.86	\$23.58
Apprentice stage 2	\$21.60	\$16.20	\$21.60	\$21.60	\$27.00
Apprentice stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$36.83
Apprentice stage 4	\$34.56	\$25.92	\$34.56	\$34.56	\$43.20

Table 5 of 5

Classification	Overtime - continuous shiftworker	Overtime - working on an RDO	Less than 10 hour break between shifts	Less than 8 hour break between shifts (shift changes)	Working through meal break
Apprentice stage 1	\$18.86	\$18.86	\$18.86	\$18.86	\$14.15
Apprentice stage 2	\$21.60	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice stage 3	\$29.46	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice stage 4	\$34.56	\$34.56	\$34.56	\$34.56	\$25.92

Apprentice - Started before 1 Jan 2014 - Completed Year 12

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift
Apprentice stage 1	\$377.80	\$9.94	\$14.91	\$19.88	\$24.85	\$11.18
Apprentice stage 2	\$439.60	\$11.57	\$17.36	\$23.14	\$28.93	\$13.02
Apprentice stage 3	\$559.65	\$14.73	\$22.10	\$29.46	\$36.83	\$16.57
Apprentice stage 4	\$684.70	\$18.02	\$27.03	\$36.04	\$45.05	\$20.27

Table 2 of 5

Classification	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftworker
Apprentice stage 1	\$11.43	\$11.43	\$12.92	\$14.91	\$19.88	\$14.91
Apprentice stage 2	\$13.31	\$13.31	\$15.04	\$17.36	\$23.14	\$17.36
Apprentice stage 3	\$16.94	\$16.94	\$19.15	\$22.10	\$29.46	\$22.10
Apprentice stage 4	\$20.72	\$20.72	\$23.43	\$27.03	\$36.04	\$27.03

Table 3 of 5

Classification	Sunday - continuous shiftworker	Sunday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - non-continuous shiftworker	Work on an unrostered shift - continuous shiftworker	Work on an unrostered shift - non-continuous shiftworker - first 3 hours
Apprentice stage 1	\$19.88	\$19.88	\$19.88	\$24.85	\$19.88	\$14.91
Apprentice stage 2	\$23.14	\$23.14	\$23.14	\$28.93	\$23.14	\$17.36
Apprentice stage 3	\$29.46	\$29.46	\$29.46	\$36.83	\$29.46	\$22.10
Apprentice stage 4	\$36.04	\$36.04	\$36.04	\$45.05	\$36.04	\$27.03

Table 4 of 5

Classification	Work on an unrostered shift - non-continuous shiftworker - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftworker	Overtime - public holiday - day worker and non-continuous shiftworker
Apprentice stage 1	\$19.88	\$14.91	\$19.88	\$19.88	\$24.85
Apprentice stage 2	\$23.14	\$17.36	\$23.14	\$23.14	\$28.93
Apprentice stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$36.83
Apprentice stage 4	\$36.04	\$27.03	\$36.04	\$36.04	\$45.05

Table 5 of 5

Classification	Overtime - continuous shiftworker	Overtime - working on an RDO	Less than 10 hour break between shifts	Less than 8 hour break between shifts (shift changes)	Working through meal break
Apprentice stage 1	\$19.88	\$19.88	\$19.88	\$19.88	\$14.91
Apprentice stage 2	\$23.14	\$23.14	\$23.14	\$23.14	\$17.36
Apprentice stage 3	\$29.46	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice stage 4	\$36.04	\$36.04	\$36.04	\$36.04	\$27.03

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

Table 1 of 5

Classification	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Apprentice stage 1	\$9.82	\$14.73	\$19.64	\$24.55	\$11.05	\$11.29
Apprentice stage 2	\$11.78	\$17.67	\$23.56	\$29.45	\$13.25	\$13.55
Apprentice stage 3	\$14.73	\$22.10	\$29.46	\$36.83	\$16.57	\$16.94
Apprentice stage 4	\$17.28	\$25.92	\$34.56	\$43.20	\$19.44	\$19.87

Table 2 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftworker	Sunday - continuous shiftworker
Apprentice stage 1	\$11.29	\$12.77	\$14.73	\$19.64	\$14.73	\$19.64
Apprentice stage 2	\$13.55	\$15.31	\$17.67	\$23.56	\$17.67	\$23.56
Apprentice stage 3	\$16.94	\$19.15	\$22.10	\$29.46	\$22.10	\$29.46
Apprentice stage 4	\$19.87	\$22.46	\$25.92	\$34.56	\$25.92	\$34.56

Table 3 of 5

Classification	Sunday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - non-continuous shiftworker	Work on an unrostered shift - continuous shiftworker	Work on an unrostered shift - non-continuous shiftworker - first 3 hours
Apprentice stage 1	\$19.64	\$19.64	\$24.55	\$19.64	\$14.73
Apprentice stage 2	\$23.56	\$23.56	\$29.45	\$23.56	\$17.67
Apprentice stage 3	\$29.46	\$29.46	\$36.83	\$29.46	\$22.10
Apprentice stage 4	\$34.56	\$34.56	\$43.20	\$34.56	\$25.92

Table 4 of 5

Classification	Work on an unrostered shift - non-continuous shiftworker - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftworker	Overtime - public holiday - day worker and non-continuous shiftworker
Apprentice stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$24.55
Apprentice stage 2	\$23.56	\$17.67	\$23.56	\$23.56	\$29.45
Apprentice stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$36.83
Apprentice stage 4	\$34.56	\$25.92	\$34.56	\$34.56	\$43.20

Table 5 of 5

Classification	Overtime - continuous shiftworker	Overtime - working on an RDO	Less than 10 hour break between shifts	Less than 8 hour break between shifts (shift changes)	Working through meal break
Apprentice stage 1	\$19.64	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice stage 2	\$23.56	\$23.56	\$23.56	\$23.56	\$17.67
Apprentice stage 3	\$29.46	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice stage 4	\$34.56	\$34.56	\$34.56	\$34.56	\$25.92

Apprentice - Started after 1 Jan 2014 - Completed Year 12

Table 1 of 5

Classification	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Apprentice stage 1	\$10.80	\$16.20	\$21.60	\$27.00	\$12.15	\$12.42
Apprentice stage 2	\$12.76	\$19.14	\$25.52	\$31.90	\$14.36	\$14.67
Apprentice stage 3	\$14.73	\$22.10	\$29.46	\$36.83	\$16.57	\$16.94
Apprentice stage 4	\$17.28	\$25.92	\$34.56	\$43.20	\$19.44	\$19.87

Table 2 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftworker	Sunday - continuous shiftworker
Apprentice stage 1	\$12.42	\$14.04	\$16.20	\$21.60	\$16.20	\$21.60
Apprentice stage 2	\$14.67	\$16.59	\$19.14	\$25.52	\$19.14	\$25.52
Apprentice stage 3	\$16.94	\$19.15	\$22.10	\$29.46	\$22.10	\$29.46
Apprentice stage 4	\$19.87	\$22.46	\$25.92	\$34.56	\$25.92	\$34.56

Table 3 of 5

Classification	Sunday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - non-continuous shiftworker	Work on an unrostered shift - continuous shiftworker	Work on an unrostered shift - non-continuous shiftworker - first 3 hours
Apprentice stage 1	\$21.60	\$21.60	\$27.00	\$21.60	\$16.20
Apprentice stage 2	\$25.52	\$25.52	\$31.90	\$25.52	\$19.14
Apprentice stage 3	\$29.46	\$29.46	\$36.83	\$29.46	\$22.10
Apprentice stage 4	\$34.56	\$34.56	\$43.20	\$34.56	\$25.92

Table 4 of 5

Classification	Work on an unrostered shift - non-continuous shiftworker - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftworker	Overtime - public holiday - day worker and non-continuous shiftworker
Apprentice stage 1	\$21.60	\$16.20	\$21.60	\$21.60	\$27.00
Apprentice stage 2	\$25.52	\$19.14	\$25.52	\$25.52	\$31.90
Apprentice stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$36.83
Apprentice stage 4	\$34.56	\$25.92	\$34.56	\$34.56	\$43.20

Table 5 of 5

Classification	Overtime - continuous shiftworker	Overtime - working on an RDO	Less than 10 hour break between shifts	Less than 8 hour break between shifts (shift changes)	Working through meal break
Apprentice stage 1	\$21.60	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice stage 2	\$25.52	\$25.52	\$25.52	\$25.52	\$19.14
Apprentice stage 3	\$29.46	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice stage 4	\$34.56	\$34.56	\$34.56	\$34.56	\$25.92

Adult apprentice - Started before 1 Jan 2014

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift
Apprentice stage 1	\$567.11	\$14.92	\$22.38	\$29.84	\$37.30	\$16.79
Apprentice stage 2	\$640.90	\$16.87	\$25.31	\$33.74	\$42.18	\$18.98
Apprentice stage 3	\$659.40	\$17.35	\$26.03	\$34.70	\$43.38	\$19.52
Apprentice stage 4	\$684.70	\$18.02	\$27.03	\$36.04	\$45.05	\$20.27

Table 2 of 5

Classification	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftworker
Apprentice stage 1	\$17.16	\$17.16	\$19.40	\$22.38	\$29.84	\$22.38
Apprentice stage 2	\$19.40	\$19.40	\$21.93	\$25.31	\$33.74	\$25.31
Apprentice stage 3	\$19.95	\$19.95	\$22.56	\$26.03	\$34.70	\$26.03
Apprentice stage 4	\$20.72	\$20.72	\$23.43	\$27.03	\$36.04	\$27.03

Table 3 of 5

Classification	Sunday - continuous shiftworker	Sunday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - non-continuous shiftworker	Work on an unrostered shift - continuous shiftworker	Work on an unrostered shift - non-continuous shiftworker - first 3 hours
Apprentice stage 1	\$29.84	\$29.84	\$29.84	\$37.30	\$29.84	\$22.38
Apprentice stage 2	\$33.74	\$33.74	\$33.74	\$42.18	\$33.74	\$25.31
Apprentice stage 3	\$34.70	\$34.70	\$34.70	\$43.38	\$34.70	\$26.03
Apprentice stage 4	\$36.04	\$36.04	\$36.04	\$45.05	\$36.04	\$27.03

Table 4 of 5

Classification	Work on an unrostered shift - non-continuous shiftworker - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftworker	Overtime - public holiday - day worker and non-continuous shiftworker
Apprentice stage 1	\$29.84	\$22.38	\$29.84	\$29.84	\$37.30
Apprentice stage 2	\$33.74	\$25.31	\$33.74	\$33.74	\$42.18
Apprentice stage 3	\$34.70	\$26.03	\$34.70	\$34.70	\$43.38
Apprentice stage 4	\$36.04	\$27.03	\$36.04	\$36.04	\$45.05

Table 5 of 5

Classification	Overtime - continuous shiftworker	Overtime - working on an RDO	Less than 10 hour break between shifts	Less than 8 hour break between shifts (shift changes)	Working through meal break
Apprentice stage 1	\$29.84	\$29.84	\$29.84	\$29.84	\$22.38
Apprentice stage 2	\$33.74	\$33.74	\$33.74	\$33.74	\$25.31
Apprentice stage 3	\$34.70	\$34.70	\$34.70	\$34.70	\$26.03
Apprentice stage 4	\$36.04	\$36.04	\$36.04	\$36.04	\$27.03

Adult apprentice - Started after 1 Jan 2014

Table 1 of 5

Classification	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Apprentice stage 1	\$15.71	\$23.57	\$31.42	\$39.28	\$17.67	\$18.07
Apprentice stage 2	\$16.87	\$25.31	\$33.74	\$42.18	\$18.98	\$19.40
Apprentice stage 3	\$17.35	\$26.03	\$34.70	\$43.38	\$19.52	\$19.95
Apprentice stage 4	\$18.02	\$27.03	\$36.04	\$45.05	\$20.27	\$20.72

Table 2 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftworker	Sunday - continuous shiftworker
Apprentice stage 1	\$18.07	\$20.42	\$23.57	\$31.42	\$23.57	\$31.42
Apprentice stage 2	\$19.40	\$21.93	\$25.31	\$33.74	\$25.31	\$33.74
Apprentice stage 3	\$19.95	\$22.56	\$26.03	\$34.70	\$26.03	\$34.70
Apprentice stage 4	\$20.72	\$23.43	\$27.03	\$36.04	\$27.03	\$36.04

Table 3 of 5

Classification	Sunday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - non-continuous shiftworker	Work on an unrostered shift - continuous shiftworker	Work on an unrostered shift - non-continuous shiftworker - first 3 hours
Apprentice stage 1	\$31.42	\$31.42	\$39.28	\$31.42	\$23.57
Apprentice stage 2	\$33.74	\$33.74	\$42.18	\$33.74	\$25.31
Apprentice stage 3	\$34.70	\$34.70	\$43.38	\$34.70	\$26.03
Apprentice stage 4	\$36.04	\$36.04	\$45.05	\$36.04	\$27.03

Table 4 of 5

Classification	Work on an unrostered shift - non-continuous shiftworker - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftworker	Overtime - public holiday - day worker and non-continuous shiftworker
Apprentice stage 1	\$31.42	\$23.57	\$31.42	\$31.42	\$39.28
Apprentice stage 2	\$33.74	\$25.31	\$33.74	\$33.74	\$42.18
Apprentice stage 3	\$34.70	\$26.03	\$34.70	\$34.70	\$43.38
Apprentice stage 4	\$36.04	\$27.03	\$36.04	\$36.04	\$45.05

Table 5 of 5

Classification	Overtime - continuous shiftworker	Overtime - working on an RDO	Less than 10 hour break between shifts	Less than 8 hour break between shifts (shift changes)	Working through meal break
Apprentice stage 1	\$31.42	\$31.42	\$31.42	\$31.42	\$23.57
Apprentice stage 2	\$33.74	\$33.74	\$33.74	\$33.74	\$25.31
Apprentice stage 3	\$34.70	\$34.70	\$34.70	\$34.70	\$26.03
Apprentice stage 4	\$36.04	\$36.04	\$36.04	\$36.04	\$27.03

Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from training
* Boiler attendant allowance	\$0.44 per hour
Cold places allowance	\$0.55 per hour
Confined spaces allowance	\$0.57 per hour
Dirty or dusty work allowance	\$0.57 per hour
Distant work - return home fares reimbursement	reimbursement for the cost of a return trip home after each 4 weeks of distant work
First aid allowance	\$0.39 per hour up to a maximum of \$14.85 per week
Fumigation gas allowance	\$7.50 per day on any day methyl bromide gas is used
* Heavy vehicle driver allowance - Gross Vehicle Weight over 3 tonnes and up to 4.5 tonnes	\$0.12 per hour for time spent driving a heavy vehicle
* Heavy vehicle driver allowance - Gross Vehicle Weight over 4.5 tonnes and up to 14.95 tonnes	\$0.98 per hour for time spent driving a heavy vehicle
* Heavy vehicle driver allowance - Gross Vehicle Weight over 14.95 tonnes	\$1.30 per hour for time spent driving a heavy vehicle
* Heavy vehicle driver allowance - Semi-trailer	\$2.34 per hour for time spent driving a heavy vehicle
Hot places allowance - between 46 and 54 degrees	\$0.57 per hour
Hot places allowance more than 54 degrees	\$0.75 per hour
* Leading hand allowance - in charge of 3-10 employees	\$0.86 per hour
* Leading hand allowance - in charge of 11-20 employees	\$1.28 per hour
* Leading hand allowance - in charge of more than 20 employees	\$1.63 per hour
Meal allowance	\$13.23 per meal
Protective clothing and equipment reimbursement	reimbursement for the cost of buying and laundering the special clothing or equipment
Stand by allowance	payment at the ordinary hourly rate while on stand by
Training - costs reimbursement	reimbursement for the cost of fees and required textbooks
Training - travel reimbursement	reimbursement for the cost of fares which are more than the normal costs for travel from home to work and return
Vehicle allowance	\$0.78 per km
Wet places allowance	\$0.57 for each hour worked in wet clothing or boots

Allowances	Rate
Working away from usual workplace - staying away from home - distant work - expenses reimbursement	\$13.23 for each meal and reimbursement for the cost of accommodation
Working away from usual workplace - staying away from home - permanent transfer - change of residence - not in the process of buying a property - expenses reimbursement	\$13.23 for each meal and reimbursement for the cost of accommodation for up to 3 months
Working away from usual workplace - staying away from home - permanent transfer - change of residence - in the process of buying a property - expenses reimbursement	\$13.23 for each meal and reimbursement for the cost of accommodation for up to 6 months
Working away from usual workplace - not staying away from home - not using own vehicle- no agreement to be paid vehicle allowance - fares reimbursement	reimbursement for the cost of fares which are more than the normal costs for travel from home to work and return
Working away from usual workplace - staying away from home - temporary transfer - fares reimbursement	reimbursement for the cost of fares between the usual location and the new location
Working away from usual workplace - staying away from home - permanent transfer - change of residence - not in the process of buying a property - fares reimbursement	reimbursement for the cost of fares between the usual location and the new location for up to 3 months
Working away from usual workplace - staying away from home - permanent transfer - change of residence - in the process of buying a property - fares reimbursement	reimbursement for the cost of fares between the usual location and the new location for up to 6 months
Working away from usual workplace - Permanent transfer - change of residence - travelling time (Monday to Saturday) allowance - sleeping berth provided	payment at the ordinary hourly rate for travel time between the usual location and the new location with a maximum payment of 8 hours out of each 24 hours
Working away from usual workplace - Permanent transfer - change of residence - travelling time (Monday to Saturday) allowance - sleeping berth not provided	payment at the ordinary hourly rate for travel time between the usual location and their new location up to a maximum of 12 hours out of 24 hours
Working away from usual workplace - Temporary transfer - travelling time (Monday to Saturday) allowance - sleeping berth provided	payment at the ordinary hourly rate for travel time between the usual location and the new location up to a maximum of 8 hours out of 24 hours
Working away from usual workplace - Temporary transfer - travelling time (Monday to Saturday) allowance - sleeping berth not provided	payment at the ordinary hourly rate for travel time between the usual location and the new location up to a maximum of 12 hours out of 24 hours
Working away from usual workplace - Distant work - travelling time (Monday to Saturday) allowance	payment at the ordinary hourly rate for any travel time which is more than the normal travel time from home to work

Allowances	Rate
Working away from usual workplace - Permanent transfer - change of residence - travelling time (Sunday or public holiday) allowance - sleeping berth provided	payment at the ordinary hourly rate + 50% for travel time between the usual location and the new location with a maximum payment of 8 hours out of each 24 hours
Working away from usual workplace - Permanent transfer - change of residence - travelling time (Sunday or public holiday) allowance - sleeping berth not provided	payment at the ordinary hourly rate + 50% for travel time between the usual location and their new location up to a maximum of 12 hours out of 24 hours
Working away from usual workplace - Temporary transfer - travelling time (Sunday or public holiday) allowance - sleeping berth provided	payment at the ordinary hourly rate + 50% for travel time between the usual location and the new location up to a maximum of 8 hours out of 24 hours
Working away from usual workplace - Temporary transfer - travelling time (Sunday or public holiday) allowance - sleeping berth not provided	payment at the ordinary hourly rate + 50% for travel time between the usual location and the new location up to a maximum of 12 hours out of 24 hours
Working away from usual workplace - Distant work - travelling time (Sunday or public holiday) allowance	payment at the ordinary hourly rate + 50% for any travel time which is more than the normal travel time from home to work

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