



Fair Work  
OMBUDSMAN

# Pay Guide - Food, Beverage and Tobacco Manufacturing Award

## [MA000073]

Published 5 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 July 2017.

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

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	\$694.90	\$18.29	\$27.44	\$36.58	\$45.73	\$20.58
Level 2	\$714.90	\$18.81	\$28.22	\$37.62	\$47.03	\$21.16
Level 3	\$742.30	\$19.53	\$29.30	\$39.06	\$48.83	\$21.97
Level 4	\$767.80	\$20.21	\$30.32	\$40.42	\$50.53	\$22.74
Level 5	\$809.10	\$21.29	\$31.94	\$42.58	\$53.23	\$23.95
Level 6	\$834.40	\$21.96	\$32.94	\$43.92	\$54.90	\$24.71

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	\$21.03	\$21.03	\$23.78	\$27.44	\$36.58	\$27.44
Level 2	\$21.63	\$21.63	\$24.45	\$28.22	\$37.62	\$28.22
Level 3	\$22.46	\$22.46	\$25.39	\$29.30	\$39.06	\$29.30
Level 4	\$23.24	\$23.24	\$26.27	\$30.32	\$40.42	\$30.32
Level 5	\$24.48	\$24.48	\$27.68	\$31.94	\$42.58	\$31.94
Level 6	\$25.25	\$25.25	\$28.55	\$32.94	\$43.92	\$32.94

**Table 3 of 5**

<b>Classification</b>	<b>Sunday - continuous shiftworker</b>	<b>Sunday - non-continuous shiftworker</b>	<b>Public holiday - continuous shiftworker</b>	<b>Public holiday - non-continuous shiftworker</b>	<b>Work on an unrostered shift - continuous shiftworker</b>	<b>Work on an unrostered shift - non-continuous shiftworker - first 3 hours</b>
Level 1	\$36.58	\$36.58	\$36.58	\$45.73	\$36.58	\$27.44
Level 2	\$37.62	\$37.62	\$37.62	\$47.03	\$37.62	\$28.22
Level 3	\$39.06	\$39.06	\$39.06	\$48.83	\$39.06	\$29.30
Level 4	\$40.42	\$40.42	\$40.42	\$50.53	\$40.42	\$30.32
Level 5	\$42.58	\$42.58	\$42.58	\$53.23	\$42.58	\$31.94
Level 6	\$43.92	\$43.92	\$43.92	\$54.90	\$43.92	\$32.94

**Table 4 of 5**

<b>Classification</b>	<b>Work on an unrostered shift - non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Sunday - day worker and non-continuous shiftworker</b>	<b>Overtime - public holiday - day worker and non-continuous shiftworker</b>	<b>Overtime - continuous shiftworker</b>
Level 1	\$36.58	\$27.44	\$36.58	\$36.58	\$45.73	\$36.58
Level 2	\$37.62	\$28.22	\$37.62	\$37.62	\$47.03	\$37.62
Level 3	\$39.06	\$29.30	\$39.06	\$39.06	\$48.83	\$39.06
Level 4	\$40.42	\$30.32	\$40.42	\$40.42	\$50.53	\$40.42
Level 5	\$42.58	\$31.94	\$42.58	\$42.58	\$53.23	\$42.58
Level 6	\$43.92	\$32.94	\$43.92	\$43.92	\$54.90	\$43.92

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - working on an RDO</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - return to duty/call back - continuous shiftworker</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Working through meal break</b>
Level 1	\$36.58	\$27.44	\$36.58	\$36.58	\$36.58	\$36.58	\$27.44
Level 2	\$37.62	\$28.22	\$37.62	\$37.62	\$37.62	\$37.62	\$28.22
Level 3	\$39.06	\$29.30	\$39.06	\$39.06	\$39.06	\$39.06	\$29.30
Level 4	\$40.42	\$30.32	\$40.42	\$40.42	\$40.42	\$40.42	\$30.32
Level 5	\$42.58	\$31.94	\$42.58	\$42.58	\$42.58	\$42.58	\$31.94
Level 6	\$43.92	\$32.94	\$43.92	\$43.92	\$43.92	\$43.92	\$32.94

**Casual**

**Table 1 of 5**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - day worker</b>	<b>Sunday - day worker</b>	<b>Public holiday - day worker</b>	<b>Early morning shift</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>
Level 1	\$22.86	\$34.29	\$45.72	\$57.15	\$25.72	\$26.29
Level 2	\$23.51	\$35.27	\$47.02	\$58.78	\$26.45	\$27.04
Level 3	\$24.41	\$36.62	\$48.82	\$61.03	\$27.46	\$28.07
Level 4	\$25.26	\$37.89	\$50.52	\$63.15	\$28.42	\$29.05
Level 5	\$26.61	\$39.92	\$53.22	\$66.53	\$29.94	\$30.60
Level 6	\$27.45	\$41.18	\$54.90	\$68.63	\$30.88	\$31.57

**Table 2 of 5**

<b>Classification</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>	<b>Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours</b>	<b>Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours</b>	<b>Saturday - shiftworker</b>	<b>Sunday - continuous shiftworker</b>
Level 1	\$26.29	\$29.72	\$34.29	\$45.72	\$34.29	\$45.72
Level 2	\$27.04	\$30.56	\$35.27	\$47.02	\$35.27	\$47.02
Level 3	\$28.07	\$31.73	\$36.62	\$48.82	\$36.62	\$48.82
Level 4	\$29.05	\$32.84	\$37.89	\$50.52	\$37.89	\$50.52
Level 5	\$30.60	\$34.59	\$39.92	\$53.22	\$39.92	\$53.22
Level 6	\$31.57	\$35.69	\$41.18	\$54.90	\$41.18	\$54.90

**Table 3 of 5**

<b>Classification</b>	<b>Sunday - non-continuous shiftworker</b>	<b>Public holiday - continuous shiftworker</b>	<b>Public holiday - non-continuous shiftworker</b>	<b>Work on an unrostered shift - continuous shiftworker</b>	<b>Work on an unrostered shift - non-continuous shiftworker - first 3 hours</b>	<b>Work on an unrostered shift - non-continuous shiftworker - after 3 hours</b>
Level 1	\$45.72	\$45.72	\$57.15	\$45.72	\$34.29	\$45.72
Level 2	\$47.02	\$47.02	\$58.78	\$47.02	\$35.27	\$47.02
Level 3	\$48.82	\$48.82	\$61.03	\$48.82	\$36.62	\$48.82
Level 4	\$50.52	\$50.52	\$63.15	\$50.52	\$37.89	\$50.52
Level 5	\$53.22	\$53.22	\$66.53	\$53.22	\$39.92	\$53.22
Level 6	\$54.90	\$54.90	\$68.63	\$54.90	\$41.18	\$54.90

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Sunday - day worker and non-continuous shiftworker</b>	<b>Overtime - public holiday - day worker and non-continuous shiftworker</b>	<b>Overtime - continuous shiftworker</b>
Level 1	\$34.29	\$45.72	\$45.72	\$57.15	\$45.72
Level 2	\$35.27	\$47.02	\$47.02	\$58.78	\$47.02
Level 3	\$36.62	\$48.82	\$48.82	\$61.03	\$48.82
Level 4	\$37.89	\$50.52	\$50.52	\$63.15	\$50.52
Level 5	\$39.92	\$53.22	\$53.22	\$66.53	\$53.22
Level 6	\$41.18	\$54.90	\$54.90	\$68.63	\$54.90

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - working on an RDO</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - return to duty/call back - continuous shiftworker</b>	<b>Working through meal break</b>
Level 1	\$45.72	\$34.29	\$45.72	\$45.72	\$34.29
Level 2	\$47.02	\$35.27	\$47.02	\$47.02	\$35.27
Level 3	\$48.82	\$36.62	\$48.82	\$48.82	\$36.62
Level 4	\$50.52	\$37.89	\$50.52	\$50.52	\$37.89
Level 5	\$53.22	\$39.92	\$53.22	\$53.22	\$39.92
Level 6	\$54.90	\$41.18	\$54.90	\$54.90	\$41.18

## 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	\$11.29	\$16.94	\$22.58	\$28.23	\$12.70	\$12.98
16 years	\$13.17	\$19.76	\$26.34	\$32.93	\$14.82	\$15.15
17 years	\$15.05	\$22.58	\$30.10	\$37.63	\$16.93	\$17.31
18 years	\$16.93	\$25.40	\$33.86	\$42.33	\$19.05	\$19.47

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	\$12.98	\$14.68	\$16.94	\$22.58	\$16.94	\$22.58
16 years	\$15.15	\$17.12	\$19.76	\$26.34	\$19.76	\$26.34
17 years	\$17.31	\$19.57	\$22.58	\$30.10	\$22.58	\$30.10
18 years	\$19.47	\$22.01	\$25.40	\$33.86	\$25.40	\$33.86

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	\$22.58	\$22.58	\$28.23	\$22.58	\$16.94	\$22.58
16 years	\$26.34	\$26.34	\$32.93	\$26.34	\$19.76	\$26.34
17 years	\$30.10	\$30.10	\$37.63	\$30.10	\$22.58	\$30.10
18 years	\$33.86	\$33.86	\$42.33	\$33.86	\$25.40	\$33.86

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Sunday - day worker and non-continuous shiftworker</b>	<b>Overtime - public holiday - day worker and non-continuous shiftworker</b>	<b>Overtime - continuous shiftworker</b>	<b>Overtime - working on an RDO</b>
Under 16 years	\$16.94	\$22.58	\$22.58	\$28.23	\$22.58	\$22.58
16 years	\$19.76	\$26.34	\$26.34	\$32.93	\$26.34	\$26.34
17 years	\$22.58	\$30.10	\$30.10	\$37.63	\$30.10	\$30.10
18 years	\$25.40	\$33.86	\$33.86	\$42.33	\$33.86	\$33.86

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - return to duty/call back - continuous shiftworker</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts (shift changes)</b>	<b>Working through meal break</b>
Under 16 years	\$16.94	\$22.58	\$22.58	\$22.58	\$22.58	\$16.94
16 years	\$19.76	\$26.34	\$26.34	\$26.34	\$26.34	\$19.76
17 years	\$22.58	\$30.10	\$30.10	\$30.10	\$30.10	\$22.58
18 years	\$25.40	\$33.86	\$33.86	\$33.86	\$33.86	\$25.40



## 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	\$14.11	\$21.17	\$28.22	\$35.28	\$15.87	\$16.23
16 years	\$16.46	\$24.69	\$32.92	\$41.15	\$18.52	\$18.93
17 years	\$18.81	\$28.22	\$37.62	\$47.03	\$21.16	\$21.63
18 years	\$21.16	\$31.74	\$42.32	\$52.90	\$23.81	\$24.33

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	\$16.23	\$18.34	\$21.17	\$28.22	\$21.17	\$28.22
16 years	\$18.93	\$21.40	\$24.69	\$32.92	\$24.69	\$32.92
17 years	\$21.63	\$24.45	\$28.22	\$37.62	\$28.22	\$37.62
18 years	\$24.33	\$27.51	\$31.74	\$42.32	\$31.74	\$42.32

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	\$28.22	\$28.22	\$35.28	\$28.22	\$21.17	\$28.22
16 years	\$32.92	\$32.92	\$41.15	\$32.92	\$24.69	\$32.92
17 years	\$37.62	\$37.62	\$47.03	\$37.62	\$28.22	\$37.62
18 years	\$42.32	\$42.32	\$52.90	\$42.32	\$31.74	\$42.32

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Sunday - day worker and non-continuous shiftworker</b>	<b>Overtime - public holiday - day worker and non-continuous shiftworker</b>	<b>Overtime - continuous shiftworker</b>
Under 16 years	\$21.17	\$28.22	\$28.22	\$35.28	\$28.22
16 years	\$24.69	\$32.92	\$32.92	\$41.15	\$32.92
17 years	\$28.22	\$37.62	\$37.62	\$47.03	\$37.62
18 years	\$31.74	\$42.32	\$42.32	\$52.90	\$42.32

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - working on an RDO</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - return to duty/call back - continuous shiftworker</b>	<b>Working through meal break</b>
Under 16 years	\$28.22	\$21.17	\$28.22	\$28.22	\$21.17
16 years	\$32.92	\$24.69	\$32.92	\$32.92	\$24.69
17 years	\$37.62	\$28.22	\$37.62	\$37.62	\$28.22
18 years	\$42.32	\$31.74	\$42.32	\$42.32	\$31.74

## 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	\$339.82	\$8.94	\$13.41	\$17.88	\$22.35	\$10.06
Apprentice stage 2	\$445.01	\$11.71	\$17.57	\$23.42	\$29.28	\$13.17
Apprentice stage 3	\$606.83	\$15.97	\$23.96	\$31.94	\$39.93	\$17.97
Apprentice stage 4	\$712.01	\$18.74	\$28.11	\$37.48	\$46.85	\$21.08

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	\$10.28	\$10.28	\$11.62	\$13.41	\$17.88	\$13.41
Apprentice stage 2	\$13.47	\$13.47	\$15.22	\$17.57	\$23.42	\$17.57
Apprentice stage 3	\$18.37	\$18.37	\$20.76	\$23.96	\$31.94	\$23.96
Apprentice stage 4	\$21.55	\$21.55	\$24.36	\$28.11	\$37.48	\$28.11

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	\$17.88	\$17.88	\$17.88	\$22.35	\$17.88	\$13.41
Apprentice stage 2	\$23.42	\$23.42	\$23.42	\$29.28	\$23.42	\$17.57
Apprentice stage 3	\$31.94	\$31.94	\$31.94	\$39.93	\$31.94	\$23.96
Apprentice stage 4	\$37.48	\$37.48	\$37.48	\$46.85	\$37.48	\$28.11

**Table 4 of 5**

<b>Classification</b>	<b>Work on an unrostered shift - non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Sunday - day worker and non-continuous shiftworker</b>	<b>Overtime - public holiday - day worker and non-continuous shiftworker</b>	<b>Overtime - continuous shiftworker</b>
Apprentice stage 1	\$17.88	\$13.41	\$17.88	\$17.88	\$22.35	\$17.88
Apprentice stage 2	\$23.42	\$17.57	\$23.42	\$23.42	\$29.28	\$23.42
Apprentice stage 3	\$31.94	\$23.96	\$31.94	\$31.94	\$39.93	\$31.94
Apprentice stage 4	\$37.48	\$28.11	\$37.48	\$37.48	\$46.85	\$37.48

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - working on an RDO</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - return to duty/call back - continuous shiftworker</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Working through meal break</b>
Apprentice stage 1	\$17.88	\$13.41	\$17.88	\$17.88	\$17.88	\$17.88	\$13.41
Apprentice stage 2	\$23.42	\$17.57	\$23.42	\$23.42	\$23.42	\$23.42	\$17.57
Apprentice stage 3	\$31.94	\$23.96	\$31.94	\$31.94	\$31.94	\$31.94	\$23.96
Apprentice stage 4	\$37.48	\$28.11	\$37.48	\$37.48	\$37.48	\$37.48	\$28.11

## 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	\$388.37	\$10.22	\$15.33	\$20.44	\$25.55	\$11.50
Apprentice stage 2	\$445.01	\$11.71	\$17.57	\$23.42	\$29.28	\$13.17
Apprentice stage 3	\$606.83	\$15.97	\$23.96	\$31.94	\$39.93	\$17.97
Apprentice stage 4	\$712.01	\$18.74	\$28.11	\$37.48	\$46.85	\$21.08

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	\$11.75	\$11.75	\$13.29	\$15.33	\$20.44	\$15.33
Apprentice stage 2	\$13.47	\$13.47	\$15.22	\$17.57	\$23.42	\$17.57
Apprentice stage 3	\$18.37	\$18.37	\$20.76	\$23.96	\$31.94	\$23.96
Apprentice stage 4	\$21.55	\$21.55	\$24.36	\$28.11	\$37.48	\$28.11

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	\$20.44	\$20.44	\$20.44	\$25.55	\$20.44	\$15.33
Apprentice stage 2	\$23.42	\$23.42	\$23.42	\$29.28	\$23.42	\$17.57
Apprentice stage 3	\$31.94	\$31.94	\$31.94	\$39.93	\$31.94	\$23.96
Apprentice stage 4	\$37.48	\$37.48	\$37.48	\$46.85	\$37.48	\$28.11

**Table 4 of 5**

<b>Classification</b>	<b>Work on an unrostered shift - non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Sunday - day worker and non-continuous shiftworker</b>	<b>Overtime - public holiday - day worker and non-continuous shiftworker</b>	<b>Overtime - continuous shiftworker</b>
Apprentice stage 1	\$20.44	\$15.33	\$20.44	\$20.44	\$25.55	\$20.44
Apprentice stage 2	\$23.42	\$17.57	\$23.42	\$23.42	\$29.28	\$23.42
Apprentice stage 3	\$31.94	\$23.96	\$31.94	\$31.94	\$39.93	\$31.94
Apprentice stage 4	\$37.48	\$28.11	\$37.48	\$37.48	\$46.85	\$37.48

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - working on an RDO</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - return to duty/call back - continuous shiftworker</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Working through meal break</b>
Apprentice stage 1	\$20.44	\$15.33	\$20.44	\$20.44	\$20.44	\$20.44	\$15.33
Apprentice stage 2	\$23.42	\$17.57	\$23.42	\$23.42	\$23.42	\$23.42	\$17.57
Apprentice stage 3	\$31.94	\$23.96	\$31.94	\$31.94	\$31.94	\$31.94	\$23.96
Apprentice stage 4	\$37.48	\$28.11	\$37.48	\$37.48	\$37.48	\$37.48	\$28.11

## 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	\$409.60	\$10.78	\$16.17	\$21.56	\$26.95	\$12.13
Apprentice stage 2	\$476.60	\$12.54	\$18.81	\$25.08	\$31.35	\$14.11
Apprentice stage 3	\$606.83	\$15.97	\$23.96	\$31.94	\$39.93	\$17.97
Apprentice stage 4	\$742.30	\$19.53	\$29.30	\$39.06	\$48.83	\$21.97

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	\$12.40	\$12.40	\$14.01	\$16.17	\$21.56	\$16.17
Apprentice stage 2	\$14.42	\$14.42	\$16.30	\$18.81	\$25.08	\$18.81
Apprentice stage 3	\$18.37	\$18.37	\$20.76	\$23.96	\$31.94	\$23.96
Apprentice stage 4	\$22.46	\$22.46	\$25.39	\$29.30	\$39.06	\$29.30

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	\$21.56	\$21.56	\$21.56	\$26.95	\$21.56	\$16.17
Apprentice stage 2	\$25.08	\$25.08	\$25.08	\$31.35	\$25.08	\$18.81
Apprentice stage 3	\$31.94	\$31.94	\$31.94	\$39.93	\$31.94	\$23.96
Apprentice stage 4	\$39.06	\$39.06	\$39.06	\$48.83	\$39.06	\$29.30

**Table 4 of 5**

<b>Classification</b>	<b>Work on an unrostered shift - non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Sunday - day worker and non-continuous shiftworker</b>	<b>Overtime - public holiday - day worker and non-continuous shiftworker</b>	<b>Overtime - continuous shiftworker</b>
Apprentice stage 1	\$21.56	\$16.17	\$21.56	\$21.56	\$26.95	\$21.56
Apprentice stage 2	\$25.08	\$18.81	\$25.08	\$25.08	\$31.35	\$25.08
Apprentice stage 3	\$31.94	\$23.96	\$31.94	\$31.94	\$39.93	\$31.94
Apprentice stage 4	\$39.06	\$29.30	\$39.06	\$39.06	\$48.83	\$39.06

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - working on an RDO</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - return to duty/call back - continuous shiftworker</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Working through meal break</b>
Apprentice stage 1	\$21.56	\$16.17	\$21.56	\$21.56	\$21.56	\$21.56	\$16.17
Apprentice stage 2	\$25.08	\$18.81	\$25.08	\$25.08	\$25.08	\$25.08	\$18.81
Apprentice stage 3	\$31.94	\$23.96	\$31.94	\$31.94	\$31.94	\$31.94	\$23.96
Apprentice stage 4	\$39.06	\$29.30	\$39.06	\$39.06	\$39.06	\$39.06	\$29.30



## Apprentice - Started after 1 Jan 2014 - Did not complete 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	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Apprentice stage 1	\$404.55	\$10.65	\$15.98	\$21.30	\$26.63	\$11.98	\$12.25
Apprentice stage 2	\$485.46	\$12.78	\$19.17	\$25.56	\$31.95	\$14.38	\$14.70
Apprentice stage 3	\$606.83	\$15.97	\$23.96	\$31.94	\$39.93	\$17.97	\$18.37
Apprentice stage 4	\$712.01	\$18.74	\$28.11	\$37.48	\$46.85	\$21.08	\$21.55

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	\$12.25	\$13.85	\$15.98	\$21.30	\$15.98	\$21.30
Apprentice stage 2	\$14.70	\$16.61	\$19.17	\$25.56	\$19.17	\$25.56
Apprentice stage 3	\$18.37	\$20.76	\$23.96	\$31.94	\$23.96	\$31.94
Apprentice stage 4	\$21.55	\$24.36	\$28.11	\$37.48	\$28.11	\$37.48

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
Apprentice stage 1	\$21.30	\$21.30	\$26.63	\$21.30	\$15.98	\$21.30
Apprentice stage 2	\$25.56	\$25.56	\$31.95	\$25.56	\$19.17	\$25.56
Apprentice stage 3	\$31.94	\$31.94	\$39.93	\$31.94	\$23.96	\$31.94
Apprentice stage 4	\$37.48	\$37.48	\$46.85	\$37.48	\$28.11	\$37.48

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Sunday - day worker and non-continuous shiftworker</b>	<b>Overtime - public holiday - day worker and non-continuous shiftworker</b>	<b>Overtime - continuous shiftworker</b>	<b>Overtime - working on an RDO</b>
Apprentice stage 1	\$15.98	\$21.30	\$21.30	\$26.63	\$21.30	\$21.30
Apprentice stage 2	\$19.17	\$25.56	\$25.56	\$31.95	\$25.56	\$25.56
Apprentice stage 3	\$23.96	\$31.94	\$31.94	\$39.93	\$31.94	\$31.94
Apprentice stage 4	\$28.11	\$37.48	\$37.48	\$46.85	\$37.48	\$37.48

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - return to duty/call back - continuous shiftworker</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Working through meal break</b>
Apprentice stage 1	\$15.98	\$21.30	\$21.30	\$21.30	\$21.30	\$15.98
Apprentice stage 2	\$19.17	\$25.56	\$25.56	\$25.56	\$25.56	\$19.17
Apprentice stage 3	\$23.96	\$31.94	\$31.94	\$31.94	\$31.94	\$23.96
Apprentice stage 4	\$28.11	\$37.48	\$37.48	\$37.48	\$37.48	\$28.11

## Apprentice - Started after 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	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Apprentice stage 1	\$445.01	\$11.71	\$17.57	\$23.42	\$29.28	\$13.17	\$13.47
Apprentice stage 2	\$525.92	\$13.84	\$20.76	\$27.68	\$34.60	\$15.57	\$15.92
Apprentice stage 3	\$606.83	\$15.97	\$23.96	\$31.94	\$39.93	\$17.97	\$18.37
Apprentice stage 4	\$712.01	\$18.74	\$28.11	\$37.48	\$46.85	\$21.08	\$21.55

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	\$13.47	\$15.22	\$17.57	\$23.42	\$17.57	\$23.42
Apprentice stage 2	\$15.92	\$17.99	\$20.76	\$27.68	\$20.76	\$27.68
Apprentice stage 3	\$18.37	\$20.76	\$23.96	\$31.94	\$23.96	\$31.94
Apprentice stage 4	\$21.55	\$24.36	\$28.11	\$37.48	\$28.11	\$37.48

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
Apprentice stage 1	\$23.42	\$23.42	\$29.28	\$23.42	\$17.57	\$23.42
Apprentice stage 2	\$27.68	\$27.68	\$34.60	\$27.68	\$20.76	\$27.68
Apprentice stage 3	\$31.94	\$31.94	\$39.93	\$31.94	\$23.96	\$31.94
Apprentice stage 4	\$37.48	\$37.48	\$46.85	\$37.48	\$28.11	\$37.48

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Sunday - day worker and non-continuous shiftworker</b>	<b>Overtime - public holiday - day worker and non-continuous shiftworker</b>	<b>Overtime - continuous shiftworker</b>	<b>Overtime - working on an RDO</b>
Apprentice stage 1	\$17.57	\$23.42	\$23.42	\$29.28	\$23.42	\$23.42
Apprentice stage 2	\$20.76	\$27.68	\$27.68	\$34.60	\$27.68	\$27.68
Apprentice stage 3	\$23.96	\$31.94	\$31.94	\$39.93	\$31.94	\$31.94
Apprentice stage 4	\$28.11	\$37.48	\$37.48	\$46.85	\$37.48	\$37.48

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - return to duty/call back - continuous shiftworker</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Working through meal break</b>
Apprentice stage 1	\$17.57	\$23.42	\$23.42	\$23.42	\$23.42	\$17.57
Apprentice stage 2	\$20.76	\$27.68	\$27.68	\$27.68	\$27.68	\$20.76
Apprentice stage 3	\$23.96	\$31.94	\$31.94	\$31.94	\$31.94	\$23.96
Apprentice stage 4	\$28.11	\$37.48	\$37.48	\$37.48	\$37.48	\$28.11

## 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	\$614.92	\$16.18	\$24.27	\$32.36	\$40.45	\$18.20
Apprentice stage 2	\$694.90	\$18.29	\$27.44	\$36.58	\$45.73	\$20.58
Apprentice stage 3	\$714.90	\$18.81	\$28.22	\$37.62	\$47.03	\$21.16
Apprentice stage 4	\$742.30	\$19.53	\$29.30	\$39.06	\$48.83	\$21.97

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	\$18.61	\$18.61	\$21.03	\$24.27	\$32.36	\$24.27
Apprentice stage 2	\$21.03	\$21.03	\$23.78	\$27.44	\$36.58	\$27.44
Apprentice stage 3	\$21.63	\$21.63	\$24.45	\$28.22	\$37.62	\$28.22
Apprentice stage 4	\$22.46	\$22.46	\$25.39	\$29.30	\$39.06	\$29.30

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	\$32.36	\$32.36	\$32.36	\$40.45	\$32.36	\$24.27
Apprentice stage 2	\$36.58	\$36.58	\$36.58	\$45.73	\$36.58	\$27.44
Apprentice stage 3	\$37.62	\$37.62	\$37.62	\$47.03	\$37.62	\$28.22
Apprentice stage 4	\$39.06	\$39.06	\$39.06	\$48.83	\$39.06	\$29.30

**Table 4 of 5**

<b>Classification</b>	<b>Work on an unrostered shift - non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Sunday - day worker and non-continuous shiftworker</b>	<b>Overtime - public holiday - day worker and non-continuous shiftworker</b>	<b>Overtime - continuous shiftworker</b>
Apprentice stage 1	\$32.36	\$24.27	\$32.36	\$32.36	\$40.45	\$32.36
Apprentice stage 2	\$36.58	\$27.44	\$36.58	\$36.58	\$45.73	\$36.58
Apprentice stage 3	\$37.62	\$28.22	\$37.62	\$37.62	\$47.03	\$37.62
Apprentice stage 4	\$39.06	\$29.30	\$39.06	\$39.06	\$48.83	\$39.06

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - working on an RDO</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - return to duty/call back - continuous shiftworker</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Working through meal break</b>
Apprentice stage 1	\$32.36	\$24.27	\$32.36	\$32.36	\$32.36	\$32.36	\$24.27
Apprentice stage 2	\$36.58	\$27.44	\$36.58	\$36.58	\$36.58	\$36.58	\$27.44
Apprentice stage 3	\$37.62	\$28.22	\$37.62	\$37.62	\$37.62	\$37.62	\$28.22
Apprentice stage 4	\$39.06	\$29.30	\$39.06	\$39.06	\$39.06	\$39.06	\$29.30

## Adult apprentice - Started after 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	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Apprentice stage 1	\$647.28	\$17.03	\$25.55	\$34.06	\$42.58	\$19.16	\$19.58
Apprentice stage 2	\$694.90	\$18.29	\$27.44	\$36.58	\$45.73	\$20.58	\$21.03
Apprentice stage 3	\$714.90	\$18.81	\$28.22	\$37.62	\$47.03	\$21.16	\$21.63
Apprentice stage 4	\$742.30	\$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
Apprentice stage 1	\$19.58	\$22.14	\$25.55	\$34.06	\$25.55	\$34.06
Apprentice stage 2	\$21.03	\$23.78	\$27.44	\$36.58	\$27.44	\$36.58
Apprentice stage 3	\$21.63	\$24.45	\$28.22	\$37.62	\$28.22	\$37.62
Apprentice stage 4	\$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
Apprentice stage 1	\$34.06	\$34.06	\$42.58	\$34.06	\$25.55	\$34.06
Apprentice stage 2	\$36.58	\$36.58	\$45.73	\$36.58	\$27.44	\$36.58
Apprentice stage 3	\$37.62	\$37.62	\$47.03	\$37.62	\$28.22	\$37.62
Apprentice stage 4	\$39.06	\$39.06	\$48.83	\$39.06	\$29.30	\$39.06

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - Sunday - day worker and non-continuous shiftworker</b>	<b>Overtime - public holiday - day worker and non-continuous shiftworker</b>	<b>Overtime - continuous shiftworker</b>	<b>Overtime - working on an RDO</b>
Apprentice stage 1	\$25.55	\$34.06	\$34.06	\$42.58	\$34.06	\$34.06
Apprentice stage 2	\$27.44	\$36.58	\$36.58	\$45.73	\$36.58	\$36.58
Apprentice stage 3	\$28.22	\$37.62	\$37.62	\$47.03	\$37.62	\$37.62
Apprentice stage 4	\$29.30	\$39.06	\$39.06	\$48.83	\$39.06	\$39.06

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours</b>	<b>Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours</b>	<b>Overtime - return to duty/call back - continuous shiftworker</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Working through meal break</b>
Apprentice stage 1	\$25.55	\$34.06	\$34.06	\$34.06	\$34.06	\$25.55
Apprentice stage 2	\$27.44	\$36.58	\$36.58	\$36.58	\$36.58	\$27.44
Apprentice stage 3	\$28.22	\$37.62	\$37.62	\$37.62	\$37.62	\$28.22
Apprentice stage 4	\$29.30	\$39.06	\$39.06	\$39.06	\$39.06	\$29.30



## Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
* Boiler attendant allowance	\$0.48 per hour
Cold places allowance	\$0.60 per hour
Confined spaces allowance	\$0.81 per hour
Dirty or dusty work allowance	\$0.62 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	\$0.42 per hour up to a maximum of \$16.10 per week
Fumigation gas allowance	\$8.13 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	\$0.13 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	\$1.06 per hour for time spent driving a heavy vehicle
* Heavy vehicle driver allowance - Gross Vehicle Weight over 14.95 tonnes	\$1.41 per hour for time spent driving a heavy vehicle
* Heavy vehicle driver allowance - Semi-trailer	\$2.53 per hour for time spent driving a heavy vehicle
Hot places allowance - between 46 and 54 degrees	\$0.62 per hour
Hot places allowance - more than 54 degrees	\$0.81 per hour
* Leading hand allowance - in charge of 3-10 employees	\$0.93 per hour
* Leading hand allowance - in charge of 11-20 employees	\$1.39 per hour
* Leading hand allowance - in charge of more than 20 employees	\$1.77 per hour
Meal allowance	\$13.96 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	\$0.62 for each hour worked in wet clothing or boots

<b>Allowances</b>	<b>Rate</b>
Working away from usual workplace - staying away from home - distant work - expenses reimbursement	\$13.96 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	\$13.96 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	\$13.96 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
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

Allowances	Rate
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

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on. You can find out more about accountability and what you can expect from us in our [Customer service charter](http://www.fairwork.gov.au/our-commitment-to-you) at [www.fairwork.gov.au/our-commitment-to-you](http://www.fairwork.gov.au/our-commitment-to-you).

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.

If you need further assistance with this pay guide you can [contact us](http://www.fairwork.gov.au/contact-us) by visiting [www.fairwork.gov.au/contact-us](http://www.fairwork.gov.au/contact-us) or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

We encourage you to [subscribe to email updates](http://www.fairwork.gov.au/emailupdates) at [www.fairwork.gov.au/emailupdates](http://www.fairwork.gov.au/emailupdates) to receive alerts when pay rates and entitlements change in this pay guide.