



Fair Work
OMBUDSMAN

Pay Guide - Educational Services (Schools) General Staff Award

[MA000076]

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The rates in this guide apply from 01 July 2020.

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

Note: Boarding supervision services employees whose hours of work are averaged over a period of 12 months are not entitled to shift loadings, penalty rates or overtime entitlements.

Adult

Full-time & part-time

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday
Level 1.1	\$775.40	\$20.41	\$30.62	\$25.51	\$40.82
Level 1.2	\$805.10	\$21.19	\$31.79	\$26.49	\$42.38
Level 1.3	\$834.60	\$21.96	\$32.94	\$27.45	\$43.92
Level 2.1	\$841.10	\$22.13	\$33.20	\$27.66	\$44.26
Level 2.2	\$867.30	\$22.82	\$34.23	\$28.53	\$45.64
Level 3.1	\$878.10	\$23.11	\$34.67	\$28.89	\$46.22
Level 3.2	\$893.90	\$23.52	\$35.28	\$29.40	\$47.04
Level 4.1	\$926.90	\$24.39	\$36.59	\$30.49	\$48.78
Level 4.2	\$973.40	\$25.62	\$38.43	\$32.03	\$51.24
Level 5.1	\$1,005.00	\$26.45	\$39.68	\$33.06	\$52.90
Level 5.2	\$1,053.10	\$27.71	\$41.57	\$34.64	\$55.42
Level 6.1	\$1,090.90	\$28.71	\$43.07	\$35.89	\$57.42
Level 6.2	\$1,165.20	\$30.66	\$45.99	\$38.33	\$61.32
Level 7.1	\$1,199.30	\$31.56	\$47.34	N/A	\$63.12
Level 7.2	\$1,237.80	\$32.57	\$48.86	N/A	\$65.14
Level 7.3	\$1,276.00	\$33.58	\$50.37	N/A	\$67.16
Level 8	\$1,389.70	\$36.57	\$54.86	N/A	\$73.14

Table 2 of 5

Classification	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Public Holiday	Afternoon shift	Night shift	Permanent night shift
Level 1.1	\$35.72	\$51.03	\$23.47	\$23.47	\$26.53
Level 1.2	\$37.08	\$52.98	\$24.37	\$24.37	\$27.55
Level 1.3	\$38.43	\$54.90	\$25.25	\$25.25	\$28.55
Level 2.1	\$38.73	\$55.33	\$25.45	\$25.45	\$28.77
Level 2.2	\$39.94	\$57.05	\$26.24	\$26.24	\$29.67
Level 3.1	\$40.44	\$57.78	\$26.58	\$26.58	\$30.04
Level 3.2	\$41.16	\$58.80	\$27.05	\$27.05	\$30.58
Level 4.1	\$42.68	\$60.98	\$28.05	\$28.05	\$31.71
Level 4.2	\$44.84	\$64.05	\$29.46	\$29.46	\$33.31
Level 5.1	\$46.29	\$66.13	\$30.42	\$30.42	\$34.39
Level 5.2	\$48.49	\$69.28	\$31.87	\$31.87	\$36.02
Level 6.1	\$50.24	\$71.78	\$33.02	\$33.02	\$37.32
Level 6.2	\$53.66	\$76.65	\$35.26	\$35.26	\$39.86
Level 7.1	N/A	\$78.90	\$36.29	\$36.29	\$41.03
Level 7.2	N/A	\$81.43	\$37.46	\$37.46	\$42.34
Level 7.3	N/A	\$83.95	\$38.62	\$38.62	\$43.65
Level 8	N/A	\$91.43	\$42.06	\$42.06	\$47.54

Table 3 of 5

Classification	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours - not nursing services employees	Overtime - Saturday - after 3 hours - not nursing services employees	Overtime - Sunday - not nursing services employees
Level 1.1	\$30.62	\$40.82	\$30.62	\$40.82	\$40.82
Level 1.2	\$31.79	\$42.38	\$31.79	\$42.38	\$42.38
Level 1.3	\$32.94	\$43.92	\$32.94	\$43.92	\$43.92
Level 2.1	\$33.20	\$44.26	\$33.20	\$44.26	\$44.26
Level 2.2	\$34.23	\$45.64	\$34.23	\$45.64	\$45.64
Level 3.1	\$34.67	\$46.22	\$34.67	\$46.22	\$46.22
Level 3.2	\$35.28	\$47.04	\$35.28	\$47.04	\$47.04
Level 4.1	\$36.59	\$48.78	\$36.59	\$48.78	\$48.78
Level 4.2	\$38.43	\$51.24	\$38.43	\$51.24	\$51.24

Classification	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours - not nursing services employees	Overtime - Saturday - after 3 hours - not nursing services employees	Overtime - Sunday - not nursing services employees
Level 5.1	\$39.68	\$52.90	\$39.68	\$52.90	\$52.90
Level 5.2	\$41.57	\$55.42	\$41.57	\$55.42	\$55.42
Level 6.1	\$43.07	\$57.42	\$43.07	\$57.42	\$57.42
Level 6.2	\$45.99	\$61.32	\$45.99	\$61.32	\$61.32
Level 7.1	\$47.34	\$63.12	\$47.34	\$63.12	\$63.12
Level 7.2	\$48.86	\$65.14	\$48.86	\$65.14	\$65.14
Level 7.3	\$50.37	\$67.16	\$50.37	\$67.16	\$67.16
Level 8	\$54.86	\$73.14	\$54.86	\$73.14	\$73.14

Table 4 of 5

Classification	Overtime - Saturday and Sunday - nursing services employees	Broken shift	Afternoon and broken shift	Night and broken shift	Permanent night and broken shift
Level 1.1	N/A	\$23.47	\$26.53	\$26.53	\$29.59
Level 1.2	N/A	\$24.37	\$27.55	\$27.55	\$30.73
Level 1.3	N/A	\$25.25	\$28.55	\$28.55	\$31.84
Level 2.1	N/A	\$25.45	\$28.77	\$28.77	\$32.09
Level 2.2	N/A	\$26.24	\$29.67	\$29.67	\$33.09
Level 3.1	N/A	\$26.58	\$30.04	\$30.04	\$33.51
Level 3.2	N/A	\$27.05	\$30.58	\$30.58	\$34.10
Level 4.1	N/A	\$28.05	\$31.71	\$31.71	\$35.37
Level 4.2	N/A	\$29.46	\$33.31	\$33.31	\$37.15
Level 5.1	N/A	\$30.42	\$34.39	\$34.39	\$38.35
Level 5.2	N/A	\$31.87	\$36.02	\$36.02	\$40.18
Level 6.1	\$43.07	\$33.02	\$37.32	\$37.32	\$41.63
Level 6.2	\$45.99	\$35.26	\$39.86	\$39.86	\$44.46
Level 7.1	\$47.34	\$36.29	\$41.03	\$41.03	\$45.76
Level 7.2	\$48.86	\$37.46	\$42.34	\$42.34	\$47.23
Level 7.3	\$50.37	\$38.62	\$43.65	\$43.65	\$48.69
Level 8	\$54.86	\$42.06	\$47.54	\$47.54	\$53.03

Table 5 of 5

Classification	Change of shift roster - 48 hours notice not given	Extra hours within ordinary hours - part-time employees only	Less than 10 hour break between shifts	Work during sleepover - boarding supervision & nursing services employees
Level 1.1	\$30.62	\$25.51	\$40.82	N/A
Level 1.2	\$31.79	\$26.49	\$42.38	N/A
Level 1.3	\$32.94	\$27.45	\$43.92	N/A
Level 2.1	\$33.20	\$27.66	\$44.26	\$33.20
Level 2.2	\$34.23	\$28.53	\$45.64	\$34.23
Level 3.1	\$34.67	\$28.89	\$46.22	\$34.67
Level 3.2	\$35.28	\$29.40	\$47.04	\$35.28
Level 4.1	\$36.59	\$30.49	\$48.78	\$36.59
Level 4.2	\$38.43	\$32.03	\$51.24	\$38.43
Level 5.1	\$39.68	\$33.06	\$52.90	\$39.68
Level 5.2	\$41.57	\$34.64	\$55.42	\$41.57
Level 6.1	\$43.07	\$35.89	\$57.42	\$43.07
Level 6.2	\$45.99	\$38.33	\$61.32	\$45.99
Level 7.1	\$47.34	\$39.45	\$63.12	\$47.34
Level 7.2	\$48.86	\$40.71	\$65.14	\$48.86
Level 7.3	\$50.37	\$41.98	\$67.16	\$50.37
Level 8	\$54.86	\$45.71	\$73.14	\$54.86

Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Level 1.1	\$25.51	\$35.72	\$30.62	\$45.92	\$40.82
Level 1.2	\$26.49	\$37.08	\$31.79	\$47.68	\$42.38
Level 1.3	\$27.45	\$38.43	\$32.94	\$49.41	\$43.92
Level 2.1	\$27.66	\$38.73	\$33.20	\$49.79	\$44.26
Level 2.2	\$28.53	\$39.94	\$34.23	\$51.35	\$45.64
Level 3.1	\$28.89	\$40.44	\$34.67	\$52.00	\$46.22
Level 3.2	\$29.40	\$41.16	\$35.28	\$52.92	\$47.04
Level 4.1	\$30.49	\$42.68	\$36.59	\$54.88	\$48.78
Level 4.2	\$32.03	\$44.84	\$38.43	\$57.65	\$51.24
Level 5.1	\$33.06	\$46.29	\$39.68	\$59.51	\$52.90
Level 5.2	\$34.64	\$48.49	\$41.57	\$62.35	\$55.42
Level 6.1	\$35.89	\$50.24	\$43.07	\$64.60	\$57.42
Level 6.2	\$38.33	\$53.66	\$45.99	\$68.99	\$61.32
Level 7.1	\$39.45	\$55.23	N/A	\$71.01	N/A
Level 7.2	\$40.71	\$57.00	N/A	\$73.28	N/A
Level 7.3	\$41.98	\$58.77	N/A	\$75.56	N/A
Level 8	\$45.71	\$64.00	N/A	\$82.28	N/A

Table 2 of 3

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours - not nursing services employees
Level 1.1	\$56.13	\$28.57	\$28.57	\$31.64	\$35.72	\$45.92	\$35.72
Level 1.2	\$58.27	\$29.67	\$29.67	\$32.84	\$37.08	\$47.68	\$37.08
Level 1.3	\$60.39	\$30.74	\$30.74	\$34.04	\$38.43	\$49.41	\$38.43
Level 2.1	\$60.86	\$30.98	\$30.98	\$34.30	\$38.73	\$49.79	\$38.73
Level 2.2	\$62.76	\$31.95	\$31.95	\$35.37	\$39.94	\$51.35	\$39.94
Level 3.1	\$63.55	\$32.35	\$32.35	\$35.82	\$40.44	\$52.00	\$40.44
Level 3.2	\$64.68	\$32.93	\$32.93	\$36.46	\$41.16	\$52.92	\$41.16

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours - not nursing services employees
Level 4.1	\$67.07	\$34.15	\$34.15	\$37.80	\$42.68	\$54.88	\$42.68
Level 4.2	\$70.46	\$35.87	\$35.87	\$39.71	\$44.84	\$57.65	\$44.84
Level 5.1	\$72.74	\$37.03	\$37.03	\$41.00	\$46.29	\$59.51	\$46.29
Level 5.2	\$76.20	\$38.79	\$38.79	\$42.95	\$48.49	\$62.35	\$48.49
Level 6.1	\$78.95	\$40.19	\$40.19	\$44.50	\$50.24	\$64.60	\$50.24
Level 6.2	\$84.32	\$42.92	\$42.92	\$47.52	\$53.66	\$68.99	\$53.66
Level 7.1	\$86.79	\$44.18	\$44.18	\$48.92	\$55.23	\$71.01	\$55.23
Level 7.2	\$89.57	\$45.60	\$45.60	\$50.48	\$57.00	\$73.28	\$57.00
Level 7.3	\$92.35	\$47.01	\$47.01	\$52.05	\$58.77	\$75.56	\$58.77
Level 8	\$100.57	\$51.20	\$51.20	\$56.68	\$64.00	\$82.28	\$64.00

Table 3 of 3

Classification	Overtime - Saturday - after 3 hours - not nursing services employees	Overtime - Sunday - not nursing services employees	Overtime - Saturday and Sunday - nursing services employees	Change of shift roster - 48 hours notice not given	Less than 10 hour break between shifts	Work during sleepover - boarding supervision & nursing services employees
Level 1.1	\$45.92	\$45.92	N/A	\$35.72	\$45.92	N/A
Level 1.2	\$47.68	\$47.68	N/A	\$37.08	\$47.68	N/A
Level 1.3	\$49.41	\$49.41	N/A	\$38.43	\$49.41	N/A
Level 2.1	\$49.79	\$49.79	N/A	\$38.73	\$49.79	\$38.73
Level 2.2	\$51.35	\$51.35	N/A	\$39.94	\$51.35	\$39.94
Level 3.1	\$52.00	\$52.00	N/A	\$40.44	\$52.00	\$40.44
Level 3.2	\$52.92	\$52.92	N/A	\$41.16	\$52.92	\$41.16
Level 4.1	\$54.88	\$54.88	N/A	\$42.68	\$54.88	\$42.68
Level 4.2	\$57.65	\$57.65	N/A	\$44.84	\$57.65	\$44.84
Level 5.1	\$59.51	\$59.51	N/A	\$46.29	\$59.51	\$46.29
Level 5.2	\$62.35	\$62.35	N/A	\$48.49	\$62.35	\$48.49
Level 6.1	\$64.60	\$64.60	\$50.24	\$50.24	\$64.60	\$50.24
Level 6.2	\$68.99	\$68.99	\$53.66	\$53.66	\$68.99	\$53.66
Level 7.1	\$71.01	\$71.01	\$55.23	\$55.23	\$71.01	\$55.23
Level 7.2	\$73.28	\$73.28	\$57.00	\$57.00	\$73.28	\$57.00
Level 7.3	\$75.56	\$75.56	\$58.77	\$58.77	\$75.56	\$58.77
Level 8	\$82.28	\$82.28	\$64.00	\$64.00	\$82.28	\$64.00

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

Table 1 of 4

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Level 1.1	\$10.21	\$15.32	\$12.76	\$20.42	\$17.87
Level 1.2	\$10.60	\$15.90	\$13.25	\$21.20	\$18.55
Level 1.3	\$10.98	\$16.47	\$13.73	\$21.96	\$19.22
Level 2.1	\$11.07	\$16.61	\$13.84	\$22.14	\$19.37
Level 2.2	\$11.41	\$17.12	\$14.26	\$22.82	\$19.97

Table 2 of 4

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Level 1.1	\$25.53	\$11.74	\$11.74	\$13.27	\$15.32	\$20.42
Level 1.2	\$26.50	\$12.19	\$12.19	\$13.78	\$15.90	\$21.20
Level 1.3	\$27.45	\$12.63	\$12.63	\$14.27	\$16.47	\$21.96
Level 2.1	\$27.68	\$12.73	\$12.73	\$14.39	\$16.61	\$22.14
Level 2.2	\$28.53	\$13.12	\$13.12	\$14.83	\$17.12	\$22.82

Table 3 of 4

Classification	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Broken shift	Afternoon and broken shift	Night and broken shift
Level 1.1	\$15.32	\$20.42	\$20.42	\$11.74	\$13.27	\$13.27
Level 1.2	\$15.90	\$21.20	\$21.20	\$12.19	\$13.78	\$13.78
Level 1.3	\$16.47	\$21.96	\$21.96	\$12.63	\$14.27	\$14.27
Level 2.1	\$16.61	\$22.14	\$22.14	\$12.73	\$14.39	\$14.39
Level 2.2	\$17.12	\$22.82	\$22.82	\$13.12	\$14.83	\$14.83

Table 4 of 4

Classification	Permanent night and broken shift	Change of shift roster - 48 hours notice not given	Extra hours within ordinary hours - part-time employees only	Less than 10 hour break between shifts	Work during sleepover - boarding supervision services employees
Level 1.1	\$14.80	\$15.32	\$12.76	\$20.42	N/A
Level 1.2	\$15.37	\$15.90	\$13.25	\$21.20	N/A
Level 1.3	\$15.92	\$16.47	\$13.73	\$21.96	N/A
Level 2.1	\$16.05	\$16.61	\$13.84	\$22.14	\$16.61
Level 2.2	\$16.54	\$17.12	\$14.26	\$22.82	\$17.12

Junior - Full-time & part-time - 17 years of age**Table 1 of 4**

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Level 1.1	\$12.25	\$18.38	\$15.31	\$24.50	\$21.44
Level 1.2	\$12.71	\$19.07	\$15.89	\$25.42	\$22.24
Level 1.3	\$13.18	\$19.77	\$16.48	\$26.36	\$23.07
Level 2.1	\$13.28	\$19.92	\$16.60	\$26.56	\$23.24
Level 2.2	\$13.69	\$20.54	\$17.11	\$27.38	\$23.96

Table 2 of 4

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Level 1.1	\$30.63	\$14.09	\$14.09	\$15.93	\$18.38	\$24.50
Level 1.2	\$31.78	\$14.62	\$14.62	\$16.52	\$19.07	\$25.42
Level 1.3	\$32.95	\$15.16	\$15.16	\$17.13	\$19.77	\$26.36
Level 2.1	\$33.20	\$15.27	\$15.27	\$17.26	\$19.92	\$26.56
Level 2.2	\$34.23	\$15.74	\$15.74	\$17.80	\$20.54	\$27.38

Table 3 of 4

Classification	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Broken shift	Afternoon and broken shift	Night and broken shift
Level 1.1	\$18.38	\$24.50	\$24.50	\$14.09	\$15.93	\$15.93
Level 1.2	\$19.07	\$25.42	\$25.42	\$14.62	\$16.52	\$16.52
Level 1.3	\$19.77	\$26.36	\$26.36	\$15.16	\$17.13	\$17.13
Level 2.1	\$19.92	\$26.56	\$26.56	\$15.27	\$17.26	\$17.26
Level 2.2	\$20.54	\$27.38	\$27.38	\$15.74	\$17.80	\$17.80

Table 4 of 4

Classification	Permanent night and broken shift	Change of shift roster - 48 hours notice not given	Extra hours within ordinary hours - part-time employees only	Less than 10 hour break between shifts	Work during sleepover - boarding supervision services employees
Level 1.1	\$17.76	\$18.38	\$15.31	\$24.50	N/A
Level 1.2	\$18.43	\$19.07	\$15.89	\$25.42	N/A
Level 1.3	\$19.11	\$19.77	\$16.48	\$26.36	N/A
Level 2.1	\$19.26	\$19.92	\$16.60	\$26.56	\$19.92
Level 2.2	\$19.85	\$20.54	\$17.11	\$27.38	\$20.54

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

Table 1 of 4

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Level 1.1	\$14.29	\$21.44	\$17.86	\$28.58	\$25.01
Level 1.2	\$14.83	\$22.25	\$18.54	\$29.66	\$25.95
Level 1.3	\$15.37	\$23.06	\$19.21	\$30.74	\$26.90
Level 2.1	\$15.49	\$23.24	\$19.36	\$30.98	\$27.11
Level 2.2	\$15.97	\$23.96	\$19.96	\$31.94	\$27.95

Table 2 of 4

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Level 1.1	\$35.73	\$16.43	\$16.43	\$18.58	\$21.44	\$28.58
Level 1.2	\$37.08	\$17.05	\$17.05	\$19.28	\$22.25	\$29.66
Level 1.3	\$38.43	\$17.68	\$17.68	\$19.98	\$23.06	\$30.74
Level 2.1	\$38.73	\$17.81	\$17.81	\$20.14	\$23.24	\$30.98
Level 2.2	\$39.93	\$18.37	\$18.37	\$20.76	\$23.96	\$31.94

Table 3 of 4

Classification	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Broken shift	Afternoon and broken shift	Night and broken shift
Level 1.1	\$21.44	\$28.58	\$28.58	\$16.43	\$18.58	\$18.58
Level 1.2	\$22.25	\$29.66	\$29.66	\$17.05	\$19.28	\$19.28
Level 1.3	\$23.06	\$30.74	\$30.74	\$17.68	\$19.98	\$19.98
Level 2.1	\$23.24	\$30.98	\$30.98	\$17.81	\$20.14	\$20.14
Level 2.2	\$23.96	\$31.94	\$31.94	\$18.37	\$20.76	\$20.76

Table 4 of 4

Classification	Permanent night and broken shift	Change of shift roster - 48 hours notice not given	Extra hours within ordinary hours - part-time employees only	Less than 10 hour break between shifts	Work during sleepover - boarding supervision services employees
Level 1.1	\$20.72	\$21.44	\$17.86	\$28.58	N/A
Level 1.2	\$21.50	\$22.25	\$18.54	\$29.66	N/A
Level 1.3	\$22.29	\$23.06	\$19.21	\$30.74	N/A
Level 2.1	\$22.46	\$23.24	\$19.36	\$30.98	\$23.24
Level 2.2	\$23.16	\$23.96	\$19.96	\$31.94	\$23.96

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

Table 1 of 4

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Level 1.1	\$16.33	\$24.50	\$20.41	\$32.66	\$28.58
Level 1.2	\$16.95	\$25.43	\$21.19	\$33.90	\$29.66
Level 1.3	\$17.57	\$26.36	\$21.96	\$35.14	\$30.75
Level 2.1	\$17.70	\$26.55	\$22.13	\$35.40	\$30.98
Level 2.2	\$18.26	\$27.39	\$22.83	\$36.52	\$31.96

Table 2 of 4

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Level 1.1	\$40.83	\$18.78	\$18.78	\$21.23	\$24.50	\$32.66
Level 1.2	\$42.38	\$19.49	\$19.49	\$22.04	\$25.43	\$33.90
Level 1.3	\$43.93	\$20.21	\$20.21	\$22.84	\$26.36	\$35.14
Level 2.1	\$44.25	\$20.36	\$20.36	\$23.01	\$26.55	\$35.40
Level 2.2	\$45.65	\$21.00	\$21.00	\$23.74	\$27.39	\$36.52

Table 3 of 4

Classification	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Broken shift	Afternoon and broken shift	Night and broken shift
Level 1.1	\$24.50	\$32.66	\$32.66	\$18.78	\$21.23	\$21.23
Level 1.2	\$25.43	\$33.90	\$33.90	\$19.49	\$22.04	\$22.04
Level 1.3	\$26.36	\$35.14	\$35.14	\$20.21	\$22.84	\$22.84
Level 2.1	\$26.55	\$35.40	\$35.40	\$20.36	\$23.01	\$23.01
Level 2.2	\$27.39	\$36.52	\$36.52	\$21.00	\$23.74	\$23.74

Table 4 of 4

Classification	Permanent night and broken shift	Change of shift roster - 48 hours notice not given	Extra hours within ordinary hours - part-time employees only	Less than 10 hour break between shifts	Work during sleepover - boarding supervision services employees
Level 1.1	\$23.68	\$24.50	\$20.41	\$32.66	N/A
Level 1.2	\$24.58	\$25.43	\$21.19	\$33.90	N/A
Level 1.3	\$25.48	\$26.36	\$21.96	\$35.14	N/A
Level 2.1	\$25.67	\$26.55	\$22.13	\$35.40	\$26.55
Level 2.2	\$26.48	\$27.39	\$22.83	\$36.52	\$27.39

Junior - Full-time & part-time - 20 years of age

Table 1 of 4

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Level 1.1	\$18.37	\$27.56	\$22.96	\$36.74	\$32.15
Level 1.2	\$19.07	\$28.61	\$23.84	\$38.14	\$33.37
Level 1.3	\$19.76	\$29.64	\$24.70	\$39.52	\$34.58
Level 2.1	\$19.92	\$29.88	\$24.90	\$39.84	\$34.86
Level 2.2	\$20.54	\$30.81	\$25.68	\$41.08	\$35.95

Table 2 of 4

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Level 1.1	\$45.93	\$21.13	\$21.13	\$23.88	\$27.56	\$36.74
Level 1.2	\$47.68	\$21.93	\$21.93	\$24.79	\$28.61	\$38.14
Level 1.3	\$49.40	\$22.72	\$22.72	\$25.69	\$29.64	\$39.52
Level 2.1	\$49.80	\$22.91	\$22.91	\$25.90	\$29.88	\$39.84
Level 2.2	\$51.35	\$23.62	\$23.62	\$26.70	\$30.81	\$41.08

Table 3 of 4

Classification	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Broken shift	Afternoon and broken shift	Night and broken shift
Level 1.1	\$27.56	\$36.74	\$36.74	\$21.13	\$23.88	\$23.88
Level 1.2	\$28.61	\$38.14	\$38.14	\$21.93	\$24.79	\$24.79
Level 1.3	\$29.64	\$39.52	\$39.52	\$22.72	\$25.69	\$25.69
Level 2.1	\$29.88	\$39.84	\$39.84	\$22.91	\$25.90	\$25.90
Level 2.2	\$30.81	\$41.08	\$41.08	\$23.62	\$26.70	\$26.70

Table 4 of 4

Classification	Permanent night and broken shift	Change of shift roster - 48 hours notice not given	Extra hours within ordinary hours - part-time employees only	Less than 10 hour break between shifts	Work during sleepover - boarding supervision services employees
Level 1.1	\$26.64	\$27.56	\$22.96	\$36.74	N/A
Level 1.2	\$27.65	\$28.61	\$23.84	\$38.14	N/A
Level 1.3	\$28.65	\$29.64	\$24.70	\$39.52	N/A
Level 2.1	\$28.88	\$29.88	\$24.90	\$39.84	\$29.88
Level 2.2	\$29.78	\$30.81	\$25.68	\$41.08	\$30.81

Junior - Casual - Under 17 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Level 1.1	\$12.76	\$17.87	\$15.32	\$22.97	\$20.42
Level 1.2	\$13.25	\$18.55	\$15.90	\$23.85	\$21.20
Level 1.3	\$13.73	\$19.22	\$16.47	\$24.71	\$21.96
Level 2.1	\$13.84	\$19.37	\$16.61	\$24.91	\$22.14
Level 2.2	\$14.26	\$19.97	\$17.12	\$25.67	\$22.82

Table 2 of 3

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Level 1.1	\$28.08	\$14.29	\$14.29	\$15.83	\$17.87	\$22.97
Level 1.2	\$29.15	\$14.84	\$14.84	\$16.43	\$18.55	\$23.85
Level 1.3	\$30.20	\$15.37	\$15.37	\$17.02	\$19.22	\$24.71
Level 2.1	\$30.44	\$15.50	\$15.50	\$17.16	\$19.37	\$24.91
Level 2.2	\$31.38	\$15.97	\$15.97	\$17.69	\$19.97	\$25.67

Table 3 of 3

Classification	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Change of shift roster - 48 hours notice not given	Less than 10 hour break between shifts	Work during sleepover - boarding supervision services employees
Level 1.1	\$17.87	\$22.97	\$22.97	\$17.87	\$22.97	N/A
Level 1.2	\$18.55	\$23.85	\$23.85	\$18.55	\$23.85	N/A
Level 1.3	\$19.22	\$24.71	\$24.71	\$19.22	\$24.71	N/A
Level 2.1	\$19.37	\$24.91	\$24.91	\$19.37	\$24.91	\$19.37
Level 2.2	\$19.97	\$25.67	\$25.67	\$19.97	\$25.67	\$19.97

Junior - Casual - 17 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Level 1.1	\$15.31	\$21.44	\$18.38	\$27.56	\$24.50
Level 1.2	\$15.89	\$22.24	\$19.07	\$28.60	\$25.42
Level 1.3	\$16.48	\$23.07	\$19.77	\$29.66	\$26.36
Level 2.1	\$16.60	\$23.24	\$19.92	\$29.88	\$26.56
Level 2.2	\$17.11	\$23.96	\$20.54	\$30.80	\$27.38

Table 2 of 3

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Level 1.1	\$33.69	\$17.15	\$17.15	\$18.99	\$21.44	\$27.56
Level 1.2	\$34.95	\$17.79	\$17.79	\$19.70	\$22.24	\$28.60
Level 1.3	\$36.25	\$18.45	\$18.45	\$20.43	\$23.07	\$29.66
Level 2.1	\$36.52	\$18.59	\$18.59	\$20.58	\$23.24	\$29.88
Level 2.2	\$37.65	\$19.17	\$19.17	\$21.22	\$23.96	\$30.80

Table 3 of 3

Classification	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Change of shift roster - 48 hours notice not given	Less than 10 hour break between shifts	Work during sleepover - boarding supervision services employees
Level 1.1	\$21.44	\$27.56	\$27.56	\$21.44	\$27.56	N/A
Level 1.2	\$22.24	\$28.60	\$28.60	\$22.24	\$28.60	N/A
Level 1.3	\$23.07	\$29.66	\$29.66	\$23.07	\$29.66	N/A
Level 2.1	\$23.24	\$29.88	\$29.88	\$23.24	\$29.88	\$23.24
Level 2.2	\$23.96	\$30.80	\$30.80	\$23.96	\$30.80	\$23.96

Junior - Casual - 18 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Level 1.1	\$17.86	\$25.01	\$21.44	\$32.15	\$28.58
Level 1.2	\$18.54	\$25.95	\$22.25	\$33.37	\$29.66
Level 1.3	\$19.21	\$26.90	\$23.06	\$34.58	\$30.74
Level 2.1	\$19.36	\$27.11	\$23.24	\$34.85	\$30.98
Level 2.2	\$19.96	\$27.95	\$23.96	\$35.93	\$31.94

Table 2 of 3

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Level 1.1	\$39.30	\$20.01	\$20.01	\$22.15	\$25.01	\$32.15
Level 1.2	\$40.78	\$20.76	\$20.76	\$22.99	\$25.95	\$33.37
Level 1.3	\$42.27	\$21.52	\$21.52	\$23.82	\$26.90	\$34.58
Level 2.1	\$42.60	\$21.69	\$21.69	\$24.01	\$27.11	\$34.85
Level 2.2	\$43.92	\$22.36	\$22.36	\$24.75	\$27.95	\$35.93

Table 3 of 3

Classification	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Change of shift roster - 48 hours notice not given	Less than 10 hour break between shifts	Work during sleepover - boarding supervision services employees
Level 1.1	\$25.01	\$32.15	\$32.15	\$25.01	\$32.15	N/A
Level 1.2	\$25.95	\$33.37	\$33.37	\$25.95	\$33.37	N/A
Level 1.3	\$26.90	\$34.58	\$34.58	\$26.90	\$34.58	N/A
Level 2.1	\$27.11	\$34.85	\$34.85	\$27.11	\$34.85	\$27.11
Level 2.2	\$27.95	\$35.93	\$35.93	\$27.95	\$35.93	\$27.95

Junior - Casual - 19 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Level 1.1	\$20.41	\$28.58	\$24.50	\$36.74	\$32.66
Level 1.2	\$21.19	\$29.66	\$25.43	\$38.14	\$33.90
Level 1.3	\$21.96	\$30.75	\$26.36	\$39.53	\$35.14
Level 2.1	\$22.13	\$30.98	\$26.55	\$39.83	\$35.40
Level 2.2	\$22.83	\$31.96	\$27.39	\$41.09	\$36.52

Table 2 of 3

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Level 1.1	\$44.91	\$22.86	\$22.86	\$25.31	\$28.58	\$36.74
Level 1.2	\$46.61	\$23.73	\$23.73	\$26.27	\$29.66	\$38.14
Level 1.3	\$48.32	\$24.60	\$24.60	\$27.23	\$30.75	\$39.53
Level 2.1	\$48.68	\$24.78	\$24.78	\$27.44	\$30.98	\$39.83
Level 2.2	\$50.22	\$25.56	\$25.56	\$28.30	\$31.96	\$41.09

Table 3 of 3

Classification	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Change of shift roster - 48 hours notice not given	Less than 10 hour break between shifts	Work during sleepover - boarding supervision services employees
Level 1.1	\$28.58	\$36.74	\$36.74	\$28.58	\$36.74	N/A
Level 1.2	\$29.66	\$38.14	\$38.14	\$29.66	\$38.14	N/A
Level 1.3	\$30.75	\$39.53	\$39.53	\$30.75	\$39.53	N/A
Level 2.1	\$30.98	\$39.83	\$39.83	\$30.98	\$39.83	\$30.98
Level 2.2	\$31.96	\$41.09	\$41.09	\$31.96	\$41.09	\$31.96

Junior - Casual - 20 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Level 1.1	\$22.96	\$32.15	\$27.56	\$41.33	\$36.74
Level 1.2	\$23.84	\$33.37	\$28.61	\$42.91	\$38.14
Level 1.3	\$24.70	\$34.58	\$29.64	\$44.46	\$39.52
Level 2.1	\$24.90	\$34.86	\$29.88	\$44.82	\$39.84
Level 2.2	\$25.68	\$35.95	\$30.81	\$46.22	\$41.08

Table 2 of 3

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Level 1.1	\$50.52	\$25.72	\$25.72	\$28.47	\$32.15	\$41.33
Level 1.2	\$52.44	\$26.70	\$26.70	\$29.56	\$33.37	\$42.91
Level 1.3	\$54.34	\$27.66	\$27.66	\$30.63	\$34.58	\$44.46
Level 2.1	\$54.78	\$27.89	\$27.89	\$30.88	\$34.86	\$44.82
Level 2.2	\$56.49	\$28.76	\$28.76	\$31.84	\$35.95	\$46.22

Table 3 of 3

Classification	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Change of shift roster - 48 hours notice not given	Less than 10 hour break between shifts	Work during sleepover - boarding supervision services employees
Level 1.1	\$32.15	\$41.33	\$41.33	\$32.15	\$41.33	N/A
Level 1.2	\$33.37	\$42.91	\$42.91	\$33.37	\$42.91	N/A
Level 1.3	\$34.58	\$44.46	\$44.46	\$34.58	\$44.46	N/A
Level 2.1	\$34.86	\$44.82	\$44.82	\$34.86	\$44.82	\$34.86
Level 2.2	\$35.95	\$46.22	\$46.22	\$35.95	\$46.22	\$35.95

Apprentice - Started before 1 Jan 2014

Table 1 of 4

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Apprentice 1st year	\$10.40	\$15.60	\$13.00	\$20.80	\$18.20
Apprentice 2nd year	\$12.71	\$19.07	\$15.89	\$25.42	\$22.24
Apprentice 3rd year	\$17.33	\$26.00	\$21.66	\$34.66	\$30.33
Apprentice 4th year	\$20.80	\$31.20	\$26.00	\$41.60	\$36.40

Table 2 of 4

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Apprentice 1st year	\$26.00	\$11.96	\$11.96	\$13.52	\$15.60	\$20.80
Apprentice 2nd year	\$31.78	\$14.62	\$14.62	\$16.52	\$19.07	\$25.42
Apprentice 3rd year	\$43.33	\$19.93	\$19.93	\$22.53	\$26.00	\$34.66
Apprentice 4th year	\$52.00	\$23.92	\$23.92	\$27.04	\$31.20	\$41.60

Table 3 of 4

Classification	Overtime - Saturday - first 3 hours - not nursing services employees	Overtime - Saturday - after 3 hours - not nursing services employees	Overtime - Sunday - not nursing services employees	Overtime - Saturday and Sunday - nursing services employees	Broken shift	Afternoon and broken shift
Apprentice 1st year	\$15.60	\$20.80	\$20.80	\$15.60	\$11.96	\$13.52
Apprentice 2nd year	\$19.07	\$25.42	\$25.42	\$19.07	\$14.62	\$16.52
Apprentice 3rd year	\$26.00	\$34.66	\$34.66	\$26.00	\$19.93	\$22.53
Apprentice 4th year	\$31.20	\$41.60	\$41.60	\$31.20	\$23.92	\$27.04

Table 4 of 4

Classification	Night and broken shift	Permanent night and broken shift	Change of shift roster - 48 hours notice not given	Extra hours within ordinary hours- part-time employees only	Less than 10 hour break between shifts	Work during sleepover - boarding supervision & nursing services employees
Apprentice 1st year	\$13.52	\$15.08	\$15.60	\$13.00	\$20.80	\$15.60
Apprentice 2nd year	\$16.52	\$18.43	\$19.07	\$15.89	\$25.42	\$19.07
Apprentice 3rd year	\$22.53	\$25.13	\$26.00	\$21.66	\$34.66	\$26.00
Apprentice 4th year	\$27.04	\$30.16	\$31.20	\$26.00	\$41.60	\$31.20

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

Table 1 of 4

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Apprentice 1st year	\$11.55	\$17.33	\$14.44	\$23.10	\$20.21
Apprentice 2nd year	\$13.86	\$20.79	\$17.33	\$27.72	\$24.26
Apprentice 3rd year	\$17.33	\$26.00	\$21.66	\$34.66	\$30.33
Apprentice 4th year	\$20.80	\$31.20	\$26.00	\$41.60	\$36.40

Table 2 of 4

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Apprentice 1st year	\$28.88	\$13.28	\$13.28	\$15.02	\$17.33	\$23.10
Apprentice 2nd year	\$34.65	\$15.94	\$15.94	\$18.02	\$20.79	\$27.72
Apprentice 3rd year	\$43.33	\$19.93	\$19.93	\$22.53	\$26.00	\$34.66
Apprentice 4th year	\$52.00	\$23.92	\$23.92	\$27.04	\$31.20	\$41.60

Table 3 of 4

Classification	Overtime - Saturday - first 3 hours - not nursing services employees	Overtime - Saturday - after 3 hours - not nursing services employees	Overtime - Sunday - not nursing services employees	Overtime - Saturday and Sunday - nursing services employees	Broken shift	Afternoon and broken shift
Apprentice 1st year	\$17.33	\$23.10	\$23.10	\$17.33	\$13.28	\$15.02
Apprentice 2nd year	\$20.79	\$27.72	\$27.72	\$20.79	\$15.94	\$18.02
Apprentice 3rd year	\$26.00	\$34.66	\$34.66	\$26.00	\$19.93	\$22.53
Apprentice 4th year	\$31.20	\$41.60	\$41.60	\$31.20	\$23.92	\$27.04

Table 4 of 4

Classification	Night and broken shift	Permanent night and broken shift	Change of shift roster - 48 hours notice not given	Extra hours within ordinary hours- part-time employees only	Less than 10 hour break between shifts	Work during sleepover - boarding supervision & nursing services employees
Apprentice 1st year	\$15.02	\$16.75	\$17.33	\$14.44	\$23.10	\$17.33
Apprentice 2nd year	\$18.02	\$20.10	\$20.79	\$17.33	\$27.72	\$20.79
Apprentice 3rd year	\$22.53	\$25.13	\$26.00	\$21.66	\$34.66	\$26.00
Apprentice 4th year	\$27.04	\$30.16	\$31.20	\$26.00	\$41.60	\$31.20

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 4

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Apprentice 1st year	\$12.71	\$19.07	\$15.89	\$25.42	\$22.24
Apprentice 2nd year	\$15.02	\$22.53	\$18.78	\$30.04	\$26.29
Apprentice 3rd year	\$17.33	\$26.00	\$21.66	\$34.66	\$30.33
Apprentice 4th year	\$20.80	\$31.20	\$26.00	\$41.60	\$36.40

Table 2 of 4

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Apprentice 1st year	\$31.78	\$14.62	\$14.62	\$16.52	\$19.07	\$25.42
Apprentice 2nd year	\$37.55	\$17.27	\$17.27	\$19.53	\$22.53	\$30.04
Apprentice 3rd year	\$43.33	\$19.93	\$19.93	\$22.53	\$26.00	\$34.66
Apprentice 4th year	\$52.00	\$23.92	\$23.92	\$27.04	\$31.20	\$41.60

Table 3 of 4

Classification	Overtime - Saturday - first 3 hours - not nursing services employees	Overtime - Saturday - after 3 hours - not nursing services employees	Overtime - Sunday - not nursing services employees	Overtime - Saturday and Sunday - nursing services employees	Broken shift	Afternoon and broken shift
Apprentice 1st year	\$19.07	\$25.42	\$25.42	\$19.07	\$14.62	\$16.52
Apprentice 2nd year	\$22.53	\$30.04	\$30.04	\$22.53	\$17.27	\$19.53
Apprentice 3rd year	\$26.00	\$34.66	\$34.66	\$26.00	\$19.93	\$22.53
Apprentice 4th year	\$31.20	\$41.60	\$41.60	\$31.20	\$23.92	\$27.04

Table 4 of 4

Classification	Night and broken shift	Permanent night and broken shift	Change of shift roster - 48 hours notice not given	Extra hours within ordinary hours-part-time employees only	Less than 10 hour break between shifts	Work during sleepover - boarding supervision & nursing services employees
Apprentice 1st year	\$16.52	\$18.43	\$19.07	\$15.89	\$25.42	\$19.07
Apprentice 2nd year	\$19.53	\$21.78	\$22.53	\$18.78	\$30.04	\$22.53
Apprentice 3rd year	\$22.53	\$25.13	\$26.00	\$21.66	\$34.66	\$26.00
Apprentice 4th year	\$27.04	\$30.16	\$31.20	\$26.00	\$41.60	\$31.20

Adult apprentice

Table 1 of 4

Classification	Hourly pay rate	Saturday	Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours	Sunday	Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours
Apprentice 1st year	\$20.41	\$30.62	\$25.51	\$40.82	\$35.72
Apprentice 2nd year	\$20.41	\$30.62	\$25.51	\$40.82	\$35.72
Apprentice 3rd year	\$20.41	\$30.62	\$25.51	\$40.82	\$35.72
Apprentice 4th year	\$20.80	\$31.20	\$26.00	\$41.60	\$36.40

Table 2 of 4

Classification	Public Holiday	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
Apprentice 1st year	\$51.03	\$23.47	\$23.47	\$26.53	\$30.62	\$40.82
Apprentice 2nd year	\$51.03	\$23.47	\$23.47	\$26.53	\$30.62	\$40.82
Apprentice 3rd year	\$51.03	\$23.47	\$23.47	\$26.53	\$30.62	\$40.82
Apprentice 4th year	\$52.00	\$23.92	\$23.92	\$27.04	\$31.20	\$41.60

Table 3 of 4

Classification	Overtime - Saturday - first 3 hours - not nursing services employees	Overtime - Saturday - after 3 hours - not nursing services employees	Overtime - Sunday - not nursing services employees	Overtime - Saturday and Sunday - nursing services employees	Broken shift	Afternoon and broken shift
Apprentice 1st year	\$30.62	\$40.82	\$40.82	\$30.62	\$23.47	\$26.53
Apprentice 2nd year	\$30.62	\$40.82	\$40.82	\$30.62	\$23.47	\$26.53
Apprentice 3rd year	\$30.62	\$40.82	\$40.82	\$30.62	\$23.47	\$26.53
Apprentice 4th year	\$31.20	\$41.60	\$41.60	\$31.20	\$23.92	\$27.04

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Classification	Night and broken shift	Permanent night and broken shift	Change of shift roster - 48 hours notice not given	Extra hours within ordinary hours - part-time employees only	Less than 10 hour break between shifts	Work during sleepover - boarding supervision & nursing services employees
Apprentice 1st year	\$26.53	\$29.59	\$30.62	\$25.51	\$40.82	\$30.62
Apprentice 2nd year	\$26.53	\$29.59	\$30.62	\$25.51	\$40.82	\$30.62
Apprentice 3rd year	\$26.53	\$29.59	\$30.62	\$25.51	\$40.82	\$30.62
Apprentice 4th year	\$27.04	\$30.16	\$31.20	\$26.00	\$41.60	\$31.20

Allowances

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
First aid allowance - not nurses or exclusively employed first aid officers	\$3.15 per day up to a maximum of \$756.01 per year
Uniform or protective clothing allowance	\$1.20 per day up to a maximum of \$6.00 per week
Uniform or protective clothing reimbursement	reimbursement for the purchase price of the uniform or protective clothing
Laundry allowance	\$0.30 per day up to a maximum of \$1.50 per week
Meal allowance	\$16.27 for a meal
On call allowance	payment at the minimum hourly rate of pay for each period of up to 24 hours on call
Recall allowance	payment at the appropriate overtime rates with a minimum payment of 2 hours
Sleepover allowance - boarding supervision services employee or a nursing services employee	\$50.40 per sleepover
Vehicle allowance - motor car	\$0.80 per km up to a maximum payment of 400 km per week
Vehicle allowance - motorcycle	\$0.27 per km up to a maximum payment of 400 km per week
Tool allowance - carpenter or joiner (including apprentice carpenter or joiner)	
Tool allowance carpenter or joiner	\$0.77 per hour up to a maximum of \$29.32 per week
Tool allowance - 1st year apprentice (started before 1 January 2014)	\$0.35 per hour up to a maximum of \$13.19 per week
Tool allowance - 2nd year apprentice (started before 1 January 2014)	\$0.42 per hour up to a maximum of \$16.13 per week
Tool allowance - 3rd year apprentice (started before 1 January 2014)	\$0.58 per hour up to a maximum of \$21.99 per week
Tool allowance - 4th year apprentice (started before 1 January 2014)	\$0.69 per hour up to a maximum of \$26.39 per week
Tool allowance - 1st year apprentice - did not complete year 12 (started after 1 January 2014)	\$0.39 per hour up to a maximum of \$14.66 per week
Tool allowance - 1st year apprentice - completed year 12 (started after 1 January 2014)	\$0.42 per hour up to a maximum of \$16.13 per week
Tool allowance - 2nd year apprentice - did not complete year 12 (started after 1 January 2014)	\$0.46 per hour up to a maximum of \$17.59 per week
Tool allowance - 2nd year apprentice - completed year 12 (started after 1 January 2014)	\$0.50 per hour up to a maximum of \$19.06 per week
Tool allowance - 3rd year apprentice (started after 1 January 2014)	\$0.58 per hour up to a maximum of \$21.99 per week
Tool allowance - 4th year apprentice (started after 1 January 2014)	\$0.69 per hour up to a maximum of \$26.39 per week

Allowances	Rate
Tool allowance - trades other than carpenter or joiner (including apprentices)	
Tool allowance tradesperson (not carpenter or joiner)	\$0.41 per hour up to a maximum of \$15.49 per week
Tool allowance - 1st year apprentice (started before 1 January 2014)	\$0.18 per hour up to a maximum of \$6.97 per week
Tool allowance - 2nd year apprentice (started before 1 January 2014)	\$0.22 per hour up to a maximum of \$8.52 per week
Tool allowance - 3rd year apprentice (started before 1 January 2014)	\$0.31 per hour up to a maximum of \$11.62 per week
Tool allowance - 4th year apprentice (started before 1 January 2014)	\$0.37 per hour up to a maximum of \$13.94 per week
Tool allowance - 1st year apprentice - did not complete year 12 (started after 1 January 2014)	\$0.20 per hour up to a maximum of \$7.75 per week
Tool allowance - 1st year apprentice - completed year 12 (started after 1 January 2014)	\$0.22 per hour up to a maximum of \$8.52 per week
Tool allowance - 2nd year apprentice - did not complete year 12 (started after 1 January 2014)	\$0.24 per hour up to a maximum of \$9.29 per week
Tool allowance - 2nd year apprentice - completed year 12 (started after 1 January 2014)	\$0.27 per hour up to a maximum of \$10.07 per week
Tool allowance - 3rd year apprentice (started after 1 January 2014)	\$0.31 per hour up to a maximum of \$11.62 per week
Tool allowance - 4th year apprentice (started after 1 January 2014)	\$0.37 per hour up to a maximum of \$13.94 per week

Disclaimer

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

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