

## Pay Guide - Electrical Power Industry Award

[MA000088]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2016.

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

### Adult

#### Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Technical grade 1 - level 1	\$695.20	\$18.54	\$27.81	\$37.08	\$46.35
Technical grade 2 - level 2	\$739.80	\$19.73	\$29.60	\$39.46	\$49.33
Technical grade 3 - level 3	\$783.70	\$20.90	\$31.35	\$41.80	\$52.25
Technical grade 4 - level 4	\$857.90	\$22.88	\$34.32	\$45.76	\$57.20
Technical grade 5 - level 5	\$933.50	\$24.89	\$37.34	\$49.78	\$62.23
Technical grade 6 - level 6	\$1,009.00	\$26.91	\$40.37	\$53.82	\$67.28
Technical grade 7 - level 7	\$1,084.50	\$28.92	\$43.38	\$57.84	\$72.30
Administrative grade 1 - level 1	\$695.20	\$18.54	\$27.81	\$37.08	\$46.35
Administrative grade 2 - level 2	\$739.80	\$19.73	\$29.60	\$39.46	\$49.33
Administrative grade 3 - level 3	\$783.70	\$20.90	\$31.35	\$41.80	\$52.25
Administrative grade 4 - level 4	\$857.90	\$22.88	\$34.32	\$45.76	\$57.20
Administrative grade 5 - level 5	\$933.50	\$24.89	\$37.34	\$49.78	\$62.23
Administrative grade 6 - level 6	\$1,009.00	\$26.91	\$40.37	\$53.82	\$67.28
Professional/Manager/Specialist grade 5 - level 5	\$933.50	\$24.89	\$37.34	\$49.78	\$62.23
Professional/Manager/Specialist grade 7 - level 7	\$1,084.50	\$28.92	\$43.38	\$57.84	\$72.30
Professional/Manager/Specialist grade 8 - level 8	\$1,160.10	\$30.94	\$46.41	\$61.88	\$77.35
Professional/Manager/Specialist grade 10 - level 10	\$1,311.10	\$34.96	\$52.44	\$69.92	\$87.40
Professional/Manager/Specialist grade 11 - level 11	\$1,385.50	\$36.95	\$55.43	\$73.90	\$92.38
Operations grade 2 - level 2	\$739.80	\$19.73	\$29.60	\$39.46	\$49.33
Operations grade 3 - level 3	\$783.70	\$20.90	\$31.35	\$41.80	\$52.25
Operations grade 5 - level 5	\$933.50	\$24.89	\$37.34	\$49.78	\$62.23
Operations grade 6 - level 6	\$1,009.00	\$26.91	\$40.37	\$53.82	\$67.28
Operations grade 7 - level 7	\$1,084.50	\$28.92	\$43.38	\$57.84	\$72.30
Operations grade 8 - level 8	\$1,160.10	\$30.94	\$46.41	\$61.88	\$77.35
Operations grade 10 - level 10	\$1,311.10	\$34.96	\$52.44	\$69.92	\$87.40
Level 9	\$1,235.70	\$32.95	\$49.43	\$65.90	\$82.38

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<b>Classification</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours</b>
Technical grade 1 - level 1	\$21.51	\$22.71	\$24.10	\$27.81	\$37.08
Technical grade 2 - level 2	\$22.89	\$24.17	\$25.65	\$29.60	\$39.46
Technical grade 3 - level 3	\$24.24	\$25.60	\$27.17	\$31.35	\$41.80
Technical grade 4 - level 4	\$26.54	\$28.03	\$29.74	\$34.32	\$45.76
Technical grade 5 - level 5	\$28.87	\$30.49	\$32.36	\$37.34	\$49.78
Technical grade 6 - level 6	\$31.22	\$32.96	\$34.98	\$40.37	\$53.82
Technical grade 7 - level 7	\$33.55	\$35.43	\$37.60	\$43.38	\$57.84
Administrative grade 1 - level 1	\$21.51	\$22.71	\$24.10	\$27.81	\$37.08
Administrative grade 2 - level 2	\$22.89	\$24.17	\$25.65	\$29.60	\$39.46
Administrative grade 3 - level 3	\$24.24	\$25.60	\$27.17	\$31.35	\$41.80
Administrative grade 4 - level 4	\$26.54	\$28.03	\$29.74	\$34.32	\$45.76
Administrative grade 5 - level 5	\$28.87	\$30.49	\$32.36	\$37.34	\$49.78
Administrative grade 6 - level 6	\$31.22	\$32.96	\$34.98	\$40.37	\$53.82
Professional/Manager/Specialist grade 5 - level 5	\$28.87	\$30.49	\$32.36	\$37.34	\$49.78
Professional/Manager/Specialist grade 7 - level 7	\$33.55	\$35.43	\$37.60	\$43.38	\$57.84
Professional/Manager/Specialist grade 8 - level 8	\$35.89	\$37.90	\$40.22	\$46.41	\$61.88
Professional/Manager/Specialist grade 10 - level 10	\$40.55	\$42.83	\$45.45	\$52.44	\$69.92
Professional/Manager/Specialist grade 11 - level 11	\$42.86	\$45.26	\$48.04	\$55.43	\$73.90
Operations grade 2 - level 2	\$22.89	\$24.17	\$25.65	\$29.60	\$39.46
Operations grade 3 - level 3	\$24.24	\$25.60	\$27.17	\$31.35	\$41.80
Operations grade 5 - level 5	\$28.87	\$30.49	\$32.36	\$37.34	\$49.78
Operations grade 6 - level 6	\$31.22	\$32.96	\$34.98	\$40.37	\$53.82
Operations grade 7 - level 7	\$33.55	\$35.43	\$37.60	\$43.38	\$57.84
Operations grade 8 - level 8	\$35.89	\$37.90	\$40.22	\$46.41	\$61.88
Operations grade 10 - level 10	\$40.55	\$42.83	\$45.45	\$52.44	\$69.92
Level 9	\$38.22	\$40.36	\$42.84	\$49.43	\$65.90

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Saturday - continuous shiftworkers</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Working through a meal break - day worker</b>	<b>Delayed meal break - shiftworker</b>
Technical grade 1 - level 1	\$37.08	\$37.08	\$46.35	\$27.81	\$27.81
Technical grade 2 - level 2	\$39.46	\$39.46	\$49.33	\$29.60	\$29.60
Technical grade 3 - level 3	\$41.80	\$41.80	\$52.25	\$31.35	\$31.35
Technical grade 4 - level 4	\$45.76	\$45.76	\$57.20	\$34.32	\$34.32
Technical grade 5 - level 5	\$49.78	\$49.78	\$62.23	\$37.34	\$37.34
Technical grade 6 - level 6	\$53.82	\$53.82	\$67.28	\$40.37	\$40.37
Technical grade 7 - level 7	\$57.84	\$57.84	\$72.30	\$43.38	\$43.38
Administrative grade 1 - level 1	\$37.08	\$37.08	\$46.35	\$27.81	\$27.81
Administrative grade 2 - level 2	\$39.46	\$39.46	\$49.33	\$29.60	\$29.60
Administrative grade 3 - level 3	\$41.80	\$41.80	\$52.25	\$31.35	\$31.35
Administrative grade 4 - level 4	\$45.76	\$45.76	\$57.20	\$34.32	\$34.32
Administrative grade 5 - level 5	\$49.78	\$49.78	\$62.23	\$37.34	\$37.34
Administrative grade 6 - level 6	\$53.82	\$53.82	\$67.28	\$40.37	\$40.37
Professional/Manager/Specialist grade 5 - level 5	\$49.78	\$49.78	\$62.23	\$37.34	\$37.34
Professional/Manager/Specialist grade 7 - level 7	\$57.84	\$57.84	\$72.30	\$43.38	\$43.38
Professional/Manager/Specialist grade 8 - level 8	\$61.88	\$61.88	\$77.35	\$46.41	\$46.41
Professional/Manager/Specialist grade 10 - level 10	\$69.92	\$69.92	\$87.40	\$52.44	\$52.44
Professional/Manager/Specialist grade 11 - level 11	\$73.90	\$73.90	\$92.38	\$55.43	\$55.43
Operations grade 2 - level 2	\$39.46	\$39.46	\$49.33	\$29.60	\$29.60
Operations grade 3 - level 3	\$41.80	\$41.80	\$52.25	\$31.35	\$31.35
Operations grade 5 - level 5	\$49.78	\$49.78	\$62.23	\$37.34	\$37.34
Operations grade 6 - level 6	\$53.82	\$53.82	\$67.28	\$40.37	\$40.37
Operations grade 7 - level 7	\$57.84	\$57.84	\$72.30	\$43.38	\$43.38
Operations grade 8 - level 8	\$61.88	\$61.88	\$77.35	\$46.41	\$46.41
Operations grade 10 - level 10	\$69.92	\$69.92	\$87.40	\$52.44	\$52.44
Level 9	\$65.90	\$65.90	\$82.38	\$49.43	\$49.43

## Casual

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Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	\$23.18	\$32.45	\$41.72	\$50.99	\$26.14
Technical grade 2 - level 2	\$24.66	\$34.53	\$44.39	\$54.26	\$27.82
Technical grade 3 - level 3	\$26.13	\$36.58	\$47.03	\$57.48	\$29.47
Technical grade 4 - level 4	\$28.60	\$40.04	\$51.48	\$62.92	\$32.26
Technical grade 5 - level 5	\$31.11	\$43.56	\$56.00	\$68.45	\$35.09
Technical grade 6 - level 6	\$33.64	\$47.09	\$60.55	\$74.00	\$37.94
Technical grade 7 - level 7	\$36.15	\$50.61	\$65.07	\$79.53	\$40.78
Administrative grade 1 - level 1	\$23.18	\$32.45	\$41.72	\$50.99	\$26.14
Administrative grade 2 - level 2	\$24.66	\$34.53	\$44.39	\$54.26	\$27.82
Administrative grade 3 - level 3	\$26.13	\$36.58	\$47.03	\$57.48	\$29.47
Administrative grade 4 - level 4	\$28.60	\$40.04	\$51.48	\$62.92	\$32.26
Administrative grade 5 - level 5	\$31.11	\$43.56	\$56.00	\$68.45	\$35.09
Administrative grade 6 - level 6	\$33.64	\$47.09	\$60.55	\$74.00	\$37.94
Professional/Manager/Specialist grade 5 - level 5	\$31.11	\$43.56	\$56.00	\$68.45	\$35.09
Professional/Manager/Specialist grade 7 - level 7	\$36.15	\$50.61	\$65.07	\$79.53	\$40.78
Professional/Manager/Specialist grade 8 - level 8	\$38.68	\$54.15	\$69.62	\$85.09	\$43.63
Professional/Manager/Specialist grade 10 - level 10	\$43.70	\$61.18	\$78.66	\$96.14	\$49.29
Professional/Manager/Specialist grade 11 - level 11	\$46.19	\$64.66	\$83.14	\$101.61	\$52.10
Operations grade 2 - level 2	\$24.66	\$34.53	\$44.39	\$54.26	\$27.82
Operations grade 3 - level 3	\$26.13	\$36.58	\$47.03	\$57.48	\$29.47
Operations grade 5 - level 5	\$31.11	\$43.56	\$56.00	\$68.45	\$35.09
Operations grade 6 - level 6	\$33.64	\$47.09	\$60.55	\$74.00	\$37.94
Operations grade 7 - level 7	\$36.15	\$50.61	\$65.07	\$79.53	\$40.78
Operations grade 8 - level 8	\$38.68	\$54.15	\$69.62	\$85.09	\$43.63
Operations grade 10 - level 10	\$43.70	\$61.18	\$78.66	\$96.14	\$49.29
Level 9	\$41.19	\$57.66	\$74.14	\$90.61	\$46.46

**Table 2 of 3**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours</b>	<b>Overtime - Monday to Saturday - continuous shiftworkers</b>
Technical grade 1 - level 1	\$27.35	\$28.74	\$27.81	\$37.08	\$37.08
Technical grade 2 - level 2	\$29.10	\$30.58	\$29.60	\$39.46	\$39.46
Technical grade 3 - level 3	\$30.83	\$32.40	\$31.35	\$41.80	\$41.80
Technical grade 4 - level 4	\$33.75	\$35.46	\$34.32	\$45.76	\$45.76
Technical grade 5 - level 5	\$36.71	\$38.58	\$37.34	\$49.78	\$49.78
Technical grade 6 - level 6	\$39.69	\$41.71	\$40.37	\$53.82	\$53.82
Technical grade 7 - level 7	\$42.66	\$44.83	\$43.38	\$57.84	\$57.84
Administrative grade 1 - level 1	\$27.35	\$28.74	\$27.81	\$37.08	\$37.08
Administrative grade 2 - level 2	\$29.10	\$30.58	\$29.60	\$39.46	\$39.46
Administrative grade 3 - level 3	\$30.83	\$32.40	\$31.35	\$41.80	\$41.80
Administrative grade 4 - level 4	\$33.75	\$35.46	\$34.32	\$45.76	\$45.76
Administrative grade 5 - level 5	\$36.71	\$38.58	\$37.34	\$49.78	\$49.78
Administrative grade 6 - level 6	\$39.69	\$41.71	\$40.37	\$53.82	\$53.82
Professional/Manager/Specialist grade 5 - level 5	\$36.71	\$38.58	\$37.34	\$49.78	\$49.78
Professional/Manager/Specialist grade 7 - level 7	\$42.66	\$44.83	\$43.38	\$57.84	\$57.84
Professional/Manager/Specialist grade 8 - level 8	\$45.64	\$47.96	\$46.41	\$61.88	\$61.88
Professional/Manager/Specialist grade 10 - level 10	\$51.57	\$54.19	\$52.44	\$69.92	\$69.92
Professional/Manager/Specialist grade 11 - level 11	\$54.50	\$57.27	\$55.43	\$73.90	\$73.90
Operations grade 2 - level 2	\$29.10	\$30.58	\$29.60	\$39.46	\$39.46
Operations grade 3 - level 3	\$30.83	\$32.40	\$31.35	\$41.80	\$41.80
Operations grade 5 - level 5	\$36.71	\$38.58	\$37.34	\$49.78	\$49.78
Operations grade 6 - level 6	\$39.69	\$41.71	\$40.37	\$53.82	\$53.82
Operations grade 7 - level 7	\$42.66	\$44.83	\$43.38	\$57.84	\$57.84
Operations grade 8 - level 8	\$45.64	\$47.96	\$46.41	\$61.88	\$61.88
Operations grade 10 - level 10	\$51.57	\$54.19	\$52.44	\$69.92	\$69.92
Level 9	\$48.60	\$51.07	\$49.43	\$65.90	\$65.90

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Working through a meal break - day worker</b>	<b>Delayed meal break - shiftworker</b>
Technical grade 1 - level 1	\$37.08	\$46.35	\$32.45	\$32.45
Technical grade 2 - level 2	\$39.46	\$49.33	\$34.53	\$34.53
Technical grade 3 - level 3	\$41.80	\$52.25	\$36.58	\$36.58
Technical grade 4 - level 4	\$45.76	\$57.20	\$40.04	\$40.04
Technical grade 5 - level 5	\$49.78	\$62.23	\$43.56	\$43.56
Technical grade 6 - level 6	\$53.82	\$67.28	\$47.09	\$47.09
Technical grade 7 - level 7	\$57.84	\$72.30	\$50.61	\$50.61
Administrative grade 1 - level 1	\$37.08	\$46.35	\$32.45	\$32.45
Administrative grade 2 - level 2	\$39.46	\$49.33	\$34.53	\$34.53
Administrative grade 3 - level 3	\$41.80	\$52.25	\$36.58	\$36.58
Administrative grade 4 - level 4	\$45.76	\$57.20	\$40.04	\$40.04
Administrative grade 5 - level 5	\$49.78	\$62.23	\$43.56	\$43.56
Administrative grade 6 - level 6	\$53.82	\$67.28	\$47.09	\$47.09
Professional/Manager/Specialist grade 5 - level 5	\$49.78	\$62.23	\$43.56	\$43.56
Professional/Manager/Specialist grade 7 - level 7	\$57.84	\$72.30	\$50.61	\$50.61
Professional/Manager/Specialist grade 8 - level 8	\$61.88	\$77.35	\$54.15	\$54.15
Professional/Manager/Specialist grade 10 - level 10	\$69.92	\$87.40	\$61.18	\$61.18
Professional/Manager/Specialist grade 11 - level 11	\$73.90	\$92.38	\$64.66	\$64.66
Operations grade 2 - level 2	\$39.46	\$49.33	\$34.53	\$34.53
Operations grade 3 - level 3	\$41.80	\$52.25	\$36.58	\$36.58
Operations grade 5 - level 5	\$49.78	\$62.23	\$43.56	\$43.56
Operations grade 6 - level 6	\$53.82	\$67.28	\$47.09	\$47.09
Operations grade 7 - level 7	\$57.84	\$72.30	\$50.61	\$50.61
Operations grade 8 - level 8	\$61.88	\$77.35	\$54.15	\$54.15
Operations grade 10 - level 10	\$69.92	\$87.40	\$61.18	\$61.18
Level 9	\$65.90	\$82.38	\$57.66	\$57.66

## Junior - Full-time & part-time - 18 years or under

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Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	\$13.53	\$20.30	\$27.06	\$33.83	\$15.69
Technical grade 2 - level 2	\$14.40	\$21.60	\$28.80	\$36.00	\$16.70
Technical grade 3 - level 3	\$15.26	\$22.89	\$30.52	\$38.15	\$17.70
Technical grade 4 - level 4	\$16.70	\$25.05	\$33.40	\$41.75	\$19.37
Technical grade 5 - level 5	\$18.17	\$27.26	\$36.34	\$45.43	\$21.08
Technical grade 6 - level 6	\$19.64	\$29.46	\$39.28	\$49.10	\$22.78
Technical grade 7 - level 7	\$21.11	\$31.67	\$42.22	\$52.78	\$24.49
Administrative grade 1 - level 1	\$13.53	\$20.30	\$27.06	\$33.83	\$15.69
Administrative grade 2 - level 2	\$14.40	\$21.60	\$28.80	\$36.00	\$16.70
Administrative grade 3 - level 3	\$15.26	\$22.89	\$30.52	\$38.15	\$17.70
Administrative grade 4 - level 4	\$16.70	\$25.05	\$33.40	\$41.75	\$19.37
Administrative grade 5 - level 5	\$18.17	\$27.26	\$36.34	\$45.43	\$21.08
Administrative grade 6 - level 6	\$19.64	\$29.46	\$39.28	\$49.10	\$22.78
Professional/Manager/Specialist grade 5 - level 5	\$18.17	\$27.26	\$36.34	\$45.43	\$21.08
Professional/Manager/Specialist grade 7 - level 7	\$21.11	\$31.67	\$42.22	\$52.78	\$24.49
Professional/Manager/Specialist grade 8 - level 8	\$22.59	\$33.89	\$45.18	\$56.48	\$26.20
Professional/Manager/Specialist grade 10 - level 10	\$25.52	\$38.28	\$51.04	\$63.80	\$29.60
Professional/Manager/Specialist grade 11 - level 11	\$26.97	\$40.46	\$53.94	\$67.43	\$31.29
Operations grade 2 - level 2	\$14.40	\$21.60	\$28.80	\$36.00	\$16.70
Operations grade 3 - level 3	\$15.26	\$22.89	\$30.52	\$38.15	\$17.70
Operations grade 5 - level 5	\$18.17	\$27.26	\$36.34	\$45.43	\$21.08
Operations grade 6 - level 6	\$19.64	\$29.46	\$39.28	\$49.10	\$22.78
Operations grade 7 - level 7	\$21.11	\$31.67	\$42.22	\$52.78	\$24.49
Operations grade 8 - level 8	\$22.59	\$33.89	\$45.18	\$56.48	\$26.20
Operations grade 10 - level 10	\$25.52	\$38.28	\$51.04	\$63.80	\$29.60
Level 9	\$24.05	\$36.08	\$48.10	\$60.13	\$27.90



**Table 2 of 3**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours</b>	<b>Overtime - Monday to Saturday - continuous shiftworkers</b>
Technical grade 1 - level 1	\$16.57	\$17.59	\$20.30	\$27.06	\$27.06
Technical grade 2 - level 2	\$17.64	\$18.72	\$21.60	\$28.80	\$28.80
Technical grade 3 - level 3	\$18.69	\$19.84	\$22.89	\$30.52	\$30.52
Technical grade 4 - level 4	\$20.46	\$21.71	\$25.05	\$33.40	\$33.40
Technical grade 5 - level 5	\$22.26	\$23.62	\$27.26	\$36.34	\$36.34
Technical grade 6 - level 6	\$24.06	\$25.53	\$29.46	\$39.28	\$39.28
Technical grade 7 - level 7	\$25.86	\$27.44	\$31.67	\$42.22	\$42.22
Administrative grade 1 - level 1	\$16.57	\$17.59	\$20.30	\$27.06	\$27.06
Administrative grade 2 - level 2	\$17.64	\$18.72	\$21.60	\$28.80	\$28.80
Administrative grade 3 - level 3	\$18.69	\$19.84	\$22.89	\$30.52	\$30.52
Administrative grade 4 - level 4	\$20.46	\$21.71	\$25.05	\$33.40	\$33.40
Administrative grade 5 - level 5	\$22.26	\$23.62	\$27.26	\$36.34	\$36.34
Administrative grade 6 - level 6	\$24.06	\$25.53	\$29.46	\$39.28	\$39.28
Professional/Manager/Specialist grade 5 - level 5	\$22.26	\$23.62	\$27.26	\$36.34	\$36.34
Professional/Manager/Specialist grade 7 - level 7	\$25.86	\$27.44	\$31.67	\$42.22	\$42.22
Professional/Manager/Specialist grade 8 - level 8	\$27.67	\$29.37	\$33.89	\$45.18	\$45.18
Professional/Manager/Specialist grade 10 - level 10	\$31.26	\$33.18	\$38.28	\$51.04	\$51.04
Professional/Manager/Specialist grade 11 - level 11	\$33.04	\$35.06	\$40.46	\$53.94	\$53.94
Operations grade 2 - level 2	\$17.64	\$18.72	\$21.60	\$28.80	\$28.80
Operations grade 3 - level 3	\$18.69	\$19.84	\$22.89	\$30.52	\$30.52
Operations grade 5 - level 5	\$22.26	\$23.62	\$27.26	\$36.34	\$36.34
Operations grade 6 - level 6	\$24.06	\$25.53	\$29.46	\$39.28	\$39.28
Operations grade 7 - level 7	\$25.86	\$27.44	\$31.67	\$42.22	\$42.22
Operations grade 8 - level 8	\$27.67	\$29.37	\$33.89	\$45.18	\$45.18
Operations grade 10 - level 10	\$31.26	\$33.18	\$38.28	\$51.04	\$51.04
Level 9	\$29.46	\$31.27	\$36.08	\$48.10	\$48.10

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Working through a meal break - day worker</b>	<b>Delayed meal break - shiftworker</b>
Technical grade 1 - level 1	\$27.06	\$33.83	\$20.30	\$20.30
Technical grade 2 - level 2	\$28.80	\$36.00	\$21.60	\$21.60
Technical grade 3 - level 3	\$30.52	\$38.15	\$22.89	\$22.89
Technical grade 4 - level 4	\$33.40	\$41.75	\$25.05	\$25.05
Technical grade 5 - level 5	\$36.34	\$45.43	\$27.26	\$27.26
Technical grade 6 - level 6	\$39.28	\$49.10	\$29.46	\$29.46
Technical grade 7 - level 7	\$42.22	\$52.78	\$31.67	\$31.67
Administrative grade 1 - level 1	\$27.06	\$33.83	\$20.30	\$20.30
Administrative grade 2 - level 2	\$28.80	\$36.00	\$21.60	\$21.60
Administrative grade 3 - level 3	\$30.52	\$38.15	\$22.89	\$22.89
Administrative grade 4 - level 4	\$33.40	\$41.75	\$25.05	\$25.05
Administrative grade 5 - level 5	\$36.34	\$45.43	\$27.26	\$27.26
Administrative grade 6 - level 6	\$39.28	\$49.10	\$29.46	\$29.46
Professional/Manager/Specialist grade 5 - level 5	\$36.34	\$45.43	\$27.26	\$27.26
Professional/Manager/Specialist grade 7 - level 7	\$42.22	\$52.78	\$31.67	\$31.67
Professional/Manager/Specialist grade 8 - level 8	\$45.18	\$56.48	\$33.89	\$33.89
Professional/Manager/Specialist grade 10 - level 10	\$51.04	\$63.80	\$38.28	\$38.28
Professional/Manager/Specialist grade 11 - level 11	\$53.94	\$67.43	\$40.46	\$40.46
Operations grade 2 - level 2	\$28.80	\$36.00	\$21.60	\$21.60
Operations grade 3 - level 3	\$30.52	\$38.15	\$22.89	\$22.89
Operations grade 5 - level 5	\$36.34	\$45.43	\$27.26	\$27.26
Operations grade 6 - level 6	\$39.28	\$49.10	\$29.46	\$29.46
Operations grade 7 - level 7	\$42.22	\$52.78	\$31.67	\$31.67
Operations grade 8 - level 8	\$45.18	\$56.48	\$33.89	\$33.89
Operations grade 10 - level 10	\$51.04	\$63.80	\$38.28	\$38.28
Level 9	\$48.10	\$60.13	\$36.08	\$36.08

## Junior - Full-time & part-time - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	\$15.39	\$23.09	\$30.78	\$38.48	\$17.85
Technical grade 2 - level 2	\$16.38	\$24.57	\$32.76	\$40.95	\$19.00
Technical grade 3 - level 3	\$17.35	\$26.03	\$34.70	\$43.38	\$20.13
Technical grade 4 - level 4	\$18.99	\$28.49	\$37.98	\$47.48	\$22.03
Technical grade 5 - level 5	\$20.66	\$30.99	\$41.32	\$51.65	\$23.97
Technical grade 6 - level 6	\$22.34	\$33.51	\$44.68	\$55.85	\$25.91
Technical grade 7 - level 7	\$24.00	\$36.00	\$48.00	\$60.00	\$27.84
Administrative grade 1 - level 1	\$15.39	\$23.09	\$30.78	\$38.48	\$17.85
Administrative grade 2 - level 2	\$16.38	\$24.57	\$32.76	\$40.95	\$19.00
Administrative grade 3 - level 3	\$17.35	\$26.03	\$34.70	\$43.38	\$20.13
Administrative grade 4 - level 4	\$18.99	\$28.49	\$37.98	\$47.48	\$22.03
Administrative grade 5 - level 5	\$20.66	\$30.99	\$41.32	\$51.65	\$23.97
Administrative grade 6 - level 6	\$22.34	\$33.51	\$44.68	\$55.85	\$25.91
Professional/Manager/Specialist grade 5 - level 5	\$20.66	\$30.99	\$41.32	\$51.65	\$23.97
Professional/Manager/Specialist grade 7 - level 7	\$24.00	\$36.00	\$48.00	\$60.00	\$27.84
Professional/Manager/Specialist grade 8 - level 8	\$25.68	\$38.52	\$51.36	\$64.20	\$29.79
Professional/Manager/Specialist grade 10 - level 10	\$29.02	\$43.53	\$58.04	\$72.55	\$33.66
Professional/Manager/Specialist grade 11 - level 11	\$30.67	\$46.01	\$61.34	\$76.68	\$35.58
Operations grade 2 - level 2	\$16.38	\$24.57	\$32.76	\$40.95	\$19.00
Operations grade 3 - level 3	\$17.35	\$26.03	\$34.70	\$43.38	\$20.13
Operations grade 5 - level 5	\$20.66	\$30.99	\$41.32	\$51.65	\$23.97
Operations grade 6 - level 6	\$22.34	\$33.51	\$44.68	\$55.85	\$25.91
Operations grade 7 - level 7	\$24.00	\$36.00	\$48.00	\$60.00	\$27.84
Operations grade 8 - level 8	\$25.68	\$38.52	\$51.36	\$64.20	\$29.79
Operations grade 10 - level 10	\$29.02	\$43.53	\$58.04	\$72.55	\$33.66
Level 9	\$27.35	\$41.03	\$54.70	\$68.38	\$31.73

**Table 2 of 3**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours</b>	<b>Overtime - Monday to Saturday - continuous shiftworkers</b>
Technical grade 1 - level 1	\$18.85	\$20.01	\$23.09	\$30.78	\$30.78
Technical grade 2 - level 2	\$20.07	\$21.29	\$24.57	\$32.76	\$32.76
Technical grade 3 - level 3	\$21.25	\$22.56	\$26.03	\$34.70	\$34.70
Technical grade 4 - level 4	\$23.26	\$24.69	\$28.49	\$37.98	\$37.98
Technical grade 5 - level 5	\$25.31	\$26.86	\$30.99	\$41.32	\$41.32
Technical grade 6 - level 6	\$27.37	\$29.04	\$33.51	\$44.68	\$44.68
Technical grade 7 - level 7	\$29.40	\$31.20	\$36.00	\$48.00	\$48.00
Administrative grade 1 - level 1	\$18.85	\$20.01	\$23.09	\$30.78	\$30.78
Administrative grade 2 - level 2	\$20.07	\$21.29	\$24.57	\$32.76	\$32.76
Administrative grade 3 - level 3	\$21.25	\$22.56	\$26.03	\$34.70	\$34.70
Administrative grade 4 - level 4	\$23.26	\$24.69	\$28.49	\$37.98	\$37.98
Administrative grade 5 - level 5	\$25.31	\$26.86	\$30.99	\$41.32	\$41.32
Administrative grade 6 - level 6	\$27.37	\$29.04	\$33.51	\$44.68	\$44.68
Professional/Manager/Specialist grade 5 - level 5	\$25.31	\$26.86	\$30.99	\$41.32	\$41.32
Professional/Manager/Specialist grade 7 - level 7	\$29.40	\$31.20	\$36.00	\$48.00	\$48.00
Professional/Manager/Specialist grade 8 - level 8	\$31.46	\$33.38	\$38.52	\$51.36	\$51.36
Professional/Manager/Specialist grade 10 - level 10	\$35.55	\$37.73	\$43.53	\$58.04	\$58.04
Professional/Manager/Specialist grade 11 - level 11	\$37.57	\$39.87	\$46.01	\$61.34	\$61.34
Operations grade 2 - level 2	\$20.07	\$21.29	\$24.57	\$32.76	\$32.76
Operations grade 3 - level 3	\$21.25	\$22.56	\$26.03	\$34.70	\$34.70
Operations grade 5 - level 5	\$25.31	\$26.86	\$30.99	\$41.32	\$41.32
Operations grade 6 - level 6	\$27.37	\$29.04	\$33.51	\$44.68	\$44.68
Operations grade 7 - level 7	\$29.40	\$31.20	\$36.00	\$48.00	\$48.00
Operations grade 8 - level 8	\$31.46	\$33.38	\$38.52	\$51.36	\$51.36
Operations grade 10 - level 10	\$35.55	\$37.73	\$43.53	\$58.04	\$58.04
Level 9	\$33.50	\$35.56	\$41.03	\$54.70	\$54.70

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Working through a meal break - day worker</b>	<b>Delayed meal break - shiftworker</b>
Technical grade 1 - level 1	\$30.78	\$38.48	\$23.09	\$23.09
Technical grade 2 - level 2	\$32.76	\$40.95	\$24.57	\$24.57
Technical grade 3 - level 3	\$34.70	\$43.38	\$26.03	\$26.03
Technical grade 4 - level 4	\$37.98	\$47.48	\$28.49	\$28.49
Technical grade 5 - level 5	\$41.32	\$51.65	\$30.99	\$30.99
Technical grade 6 - level 6	\$44.68	\$55.85	\$33.51	\$33.51
Technical grade 7 - level 7	\$48.00	\$60.00	\$36.00	\$36.00
Administrative grade 1 - level 1	\$30.78	\$38.48	\$23.09	\$23.09
Administrative grade 2 - level 2	\$32.76	\$40.95	\$24.57	\$24.57
Administrative grade 3 - level 3	\$34.70	\$43.38	\$26.03	\$26.03
Administrative grade 4 - level 4	\$37.98	\$47.48	\$28.49	\$28.49
Administrative grade 5 - level 5	\$41.32	\$51.65	\$30.99	\$30.99
Administrative grade 6 - level 6	\$44.68	\$55.85	\$33.51	\$33.51
Professional/Manager/Specialist grade 5 - level 5	\$41.32	\$51.65	\$30.99	\$30.99
Professional/Manager/Specialist grade 7 - level 7	\$48.00	\$60.00	\$36.00	\$36.00
Professional/Manager/Specialist grade 8 - level 8	\$51.36	\$64.20	\$38.52	\$38.52
Professional/Manager/Specialist grade 10 - level 10	\$58.04	\$72.55	\$43.53	\$43.53
Professional/Manager/Specialist grade 11 - level 11	\$61.34	\$76.68	\$46.01	\$46.01
Operations grade 2 - level 2	\$32.76	\$40.95	\$24.57	\$24.57
Operations grade 3 - level 3	\$34.70	\$43.38	\$26.03	\$26.03
Operations grade 5 - level 5	\$41.32	\$51.65	\$30.99	\$30.99
Operations grade 6 - level 6	\$44.68	\$55.85	\$33.51	\$33.51
Operations grade 7 - level 7	\$48.00	\$60.00	\$36.00	\$36.00
Operations grade 8 - level 8	\$51.36	\$64.20	\$38.52	\$38.52
Operations grade 10 - level 10	\$58.04	\$72.55	\$43.53	\$43.53
Level 9	\$54.70	\$68.38	\$41.03	\$41.03

## Junior - Full-time & part-time - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	\$17.24	\$25.86	\$34.48	\$43.10	\$20.00
Technical grade 2 - level 2	\$18.35	\$27.53	\$36.70	\$45.88	\$21.29
Technical grade 3 - level 3	\$19.44	\$29.16	\$38.88	\$48.60	\$22.55
Technical grade 4 - level 4	\$21.28	\$31.92	\$42.56	\$53.20	\$24.68
Technical grade 5 - level 5	\$23.15	\$34.73	\$46.30	\$57.88	\$26.85
Technical grade 6 - level 6	\$25.03	\$37.55	\$50.06	\$62.58	\$29.03
Technical grade 7 - level 7	\$26.90	\$40.35	\$53.80	\$67.25	\$31.20
Administrative grade 1 - level 1	\$17.24	\$25.86	\$34.48	\$43.10	\$20.00
Administrative grade 2 - level 2	\$18.35	\$27.53	\$36.70	\$45.88	\$21.29
Administrative grade 3 - level 3	\$19.44	\$29.16	\$38.88	\$48.60	\$22.55
Administrative grade 4 - level 4	\$21.28	\$31.92	\$42.56	\$53.20	\$24.68
Administrative grade 5 - level 5	\$23.15	\$34.73	\$46.30	\$57.88	\$26.85
Administrative grade 6 - level 6	\$25.03	\$37.55	\$50.06	\$62.58	\$29.03
Professional/Manager/Specialist grade 5 - level 5	\$23.15	\$34.73	\$46.30	\$57.88	\$26.85
Professional/Manager/Specialist grade 7 - level 7	\$26.90	\$40.35	\$53.80	\$67.25	\$31.20
Professional/Manager/Specialist grade 8 - level 8	\$28.77	\$43.16	\$57.54	\$71.93	\$33.37
Professional/Manager/Specialist grade 10 - level 10	\$32.51	\$48.77	\$65.02	\$81.28	\$37.71
Professional/Manager/Specialist grade 11 - level 11	\$34.36	\$51.54	\$68.72	\$85.90	\$39.86
Operations grade 2 - level 2	\$18.35	\$27.53	\$36.70	\$45.88	\$21.29
Operations grade 3 - level 3	\$19.44	\$29.16	\$38.88	\$48.60	\$22.55
Operations grade 5 - level 5	\$23.15	\$34.73	\$46.30	\$57.88	\$26.85
Operations grade 6 - level 6	\$25.03	\$37.55	\$50.06	\$62.58	\$29.03
Operations grade 7 - level 7	\$26.90	\$40.35	\$53.80	\$67.25	\$31.20
Operations grade 8 - level 8	\$28.77	\$43.16	\$57.54	\$71.93	\$33.37
Operations grade 10 - level 10	\$32.51	\$48.77	\$65.02	\$81.28	\$37.71
Level 9	\$30.64	\$45.96	\$61.28	\$76.60	\$35.54

**Table 2 of 3**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours</b>	<b>Overtime - Monday to Saturday - continuous shiftworkers</b>
Technical grade 1 - level 1	\$21.12	\$22.41	\$25.86	\$34.48	\$34.48
Technical grade 2 - level 2	\$22.48	\$23.86	\$27.53	\$36.70	\$36.70
Technical grade 3 - level 3	\$23.81	\$25.27	\$29.16	\$38.88	\$38.88
Technical grade 4 - level 4	\$26.07	\$27.66	\$31.92	\$42.56	\$42.56
Technical grade 5 - level 5	\$28.36	\$30.10	\$34.73	\$46.30	\$46.30
Technical grade 6 - level 6	\$30.66	\$32.54	\$37.55	\$50.06	\$50.06
Technical grade 7 - level 7	\$32.95	\$34.97	\$40.35	\$53.80	\$53.80
Administrative grade 1 - level 1	\$21.12	\$22.41	\$25.86	\$34.48	\$34.48
Administrative grade 2 - level 2	\$22.48	\$23.86	\$27.53	\$36.70	\$36.70
Administrative grade 3 - level 3	\$23.81	\$25.27	\$29.16	\$38.88	\$38.88
Administrative grade 4 - level 4	\$26.07	\$27.66	\$31.92	\$42.56	\$42.56
Administrative grade 5 - level 5	\$28.36	\$30.10	\$34.73	\$46.30	\$46.30
Administrative grade 6 - level 6	\$30.66	\$32.54	\$37.55	\$50.06	\$50.06
Professional/Manager/Specialist grade 5 - level 5	\$28.36	\$30.10	\$34.73	\$46.30	\$46.30
Professional/Manager/Specialist grade 7 - level 7	\$32.95	\$34.97	\$40.35	\$53.80	\$53.80
Professional/Manager/Specialist grade 8 - level 8	\$35.24	\$37.40	\$43.16	\$57.54	\$57.54
Professional/Manager/Specialist grade 10 - level 10	\$39.82	\$42.26	\$48.77	\$65.02	\$65.02
Professional/Manager/Specialist grade 11 - level 11	\$42.09	\$44.67	\$51.54	\$68.72	\$68.72
Operations grade 2 - level 2	\$22.48	\$23.86	\$27.53	\$36.70	\$36.70
Operations grade 3 - level 3	\$23.81	\$25.27	\$29.16	\$38.88	\$38.88
Operations grade 5 - level 5	\$28.36	\$30.10	\$34.73	\$46.30	\$46.30
Operations grade 6 - level 6	\$30.66	\$32.54	\$37.55	\$50.06	\$50.06
Operations grade 7 - level 7	\$32.95	\$34.97	\$40.35	\$53.80	\$53.80
Operations grade 8 - level 8	\$35.24	\$37.40	\$43.16	\$57.54	\$57.54
Operations grade 10 - level 10	\$39.82	\$42.26	\$48.77	\$65.02	\$65.02
Level 9	\$37.53	\$39.83	\$45.96	\$61.28	\$61.28

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Working through a meal break - day worker</b>	<b>Delayed meal break - shiftworker</b>
Technical grade 1 - level 1	\$34.48	\$43.10	\$25.86	\$25.86
Technical grade 2 - level 2	\$36.70	\$45.88	\$27.53	\$27.53
Technical grade 3 - level 3	\$38.88	\$48.60	\$29.16	\$29.16
Technical grade 4 - level 4	\$42.56	\$53.20	\$31.92	\$31.92
Technical grade 5 - level 5	\$46.30	\$57.88	\$34.73	\$34.73
Technical grade 6 - level 6	\$50.06	\$62.58	\$37.55	\$37.55
Technical grade 7 - level 7	\$53.80	\$67.25	\$40.35	\$40.35
Administrative grade 1 - level 1	\$34.48	\$43.10	\$25.86	\$25.86
Administrative grade 2 - level 2	\$36.70	\$45.88	\$27.53	\$27.53
Administrative grade 3 - level 3	\$38.88	\$48.60	\$29.16	\$29.16
Administrative grade 4 - level 4	\$42.56	\$53.20	\$31.92	\$31.92
Administrative grade 5 - level 5	\$46.30	\$57.88	\$34.73	\$34.73
Administrative grade 6 - level 6	\$50.06	\$62.58	\$37.55	\$37.55
Professional/Manager/Specialist grade 5 - level 5	\$46.30	\$57.88	\$34.73	\$34.73
Professional/Manager/Specialist grade 7 - level 7	\$53.80	\$67.25	\$40.35	\$40.35
Professional/Manager/Specialist grade 8 - level 8	\$57.54	\$71.93	\$43.16	\$43.16
Professional/Manager/Specialist grade 10 - level 10	\$65.02	\$81.28	\$48.77	\$48.77
Professional/Manager/Specialist grade 11 - level 11	\$68.72	\$85.90	\$51.54	\$51.54
Operations grade 2 - level 2	\$36.70	\$45.88	\$27.53	\$27.53
Operations grade 3 - level 3	\$38.88	\$48.60	\$29.16	\$29.16
Operations grade 5 - level 5	\$46.30	\$57.88	\$34.73	\$34.73
Operations grade 6 - level 6	\$50.06	\$62.58	\$37.55	\$37.55
Operations grade 7 - level 7	\$53.80	\$67.25	\$40.35	\$40.35
Operations grade 8 - level 8	\$57.54	\$71.93	\$43.16	\$43.16
Operations grade 10 - level 10	\$65.02	\$81.28	\$48.77	\$48.77
Level 9	\$61.28	\$76.60	\$45.96	\$45.96



## Junior - Casual - 18 years or under

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	\$16.91	\$23.68	\$30.44	\$37.21	\$19.08
Technical grade 2 - level 2	\$18.00	\$25.20	\$32.40	\$39.60	\$20.30
Technical grade 3 - level 3	\$19.08	\$26.71	\$34.34	\$41.97	\$21.52
Technical grade 4 - level 4	\$20.88	\$29.23	\$37.58	\$45.93	\$23.55
Technical grade 5 - level 5	\$22.71	\$31.80	\$40.88	\$49.97	\$25.62
Technical grade 6 - level 6	\$24.55	\$34.37	\$44.19	\$54.01	\$27.69
Technical grade 7 - level 7	\$26.39	\$36.94	\$47.50	\$58.05	\$29.77
Administrative grade 1 - level 1	\$16.91	\$23.68	\$30.44	\$37.21	\$19.08
Administrative grade 2 - level 2	\$18.00	\$25.20	\$32.40	\$39.60	\$20.30
Administrative grade 3 - level 3	\$19.08	\$26.71	\$34.34	\$41.97	\$21.52
Administrative grade 4 - level 4	\$20.88	\$29.23	\$37.58	\$45.93	\$23.55
Administrative grade 5 - level 5	\$22.71	\$31.80	\$40.88	\$49.97	\$25.62
Administrative grade 6 - level 6	\$24.55	\$34.37	\$44.19	\$54.01	\$27.69
Professional/Manager/Specialist grade 5 - level 5	\$22.71	\$31.80	\$40.88	\$49.97	\$25.62
Professional/Manager/Specialist grade 7 - level 7	\$26.39	\$36.94	\$47.50	\$58.05	\$29.77
Professional/Manager/Specialist grade 8 - level 8	\$28.24	\$39.53	\$50.83	\$62.12	\$31.85
Professional/Manager/Specialist grade 10 - level 10	\$31.90	\$44.66	\$57.42	\$70.18	\$35.98
Professional/Manager/Specialist grade 11 - level 11	\$33.71	\$47.20	\$60.68	\$74.17	\$38.03
Operations grade 2 - level 2	\$18.00	\$25.20	\$32.40	\$39.60	\$20.30
Operations grade 3 - level 3	\$19.08	\$26.71	\$34.34	\$41.97	\$21.52
Operations grade 5 - level 5	\$22.71	\$31.80	\$40.88	\$49.97	\$25.62
Operations grade 6 - level 6	\$24.55	\$34.37	\$44.19	\$54.01	\$27.69
Operations grade 7 - level 7	\$26.39	\$36.94	\$47.50	\$58.05	\$29.77
Operations grade 8 - level 8	\$28.24	\$39.53	\$50.83	\$62.12	\$31.85
Operations grade 10 - level 10	\$31.90	\$44.66	\$57.42	\$70.18	\$35.98
Level 9	\$30.06	\$42.09	\$54.11	\$66.14	\$33.91

**Table 2 of 3**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours</b>	<b>Overtime - Monday to Saturday - continuous shiftworkers</b>
Technical grade 1 - level 1	\$19.96	\$20.97	\$20.30	\$27.06	\$27.06
Technical grade 2 - level 2	\$21.24	\$22.32	\$21.60	\$28.80	\$28.80
Technical grade 3 - level 3	\$22.51	\$23.65	\$22.89	\$30.52	\$30.52
Technical grade 4 - level 4	\$24.63	\$25.89	\$25.05	\$33.40	\$33.40
Technical grade 5 - level 5	\$26.80	\$28.16	\$27.26	\$36.34	\$36.34
Technical grade 6 - level 6	\$28.97	\$30.44	\$29.46	\$39.28	\$39.28
Technical grade 7 - level 7	\$31.14	\$32.72	\$31.67	\$42.22	\$42.22
Administrative grade 1 - level 1	\$19.96	\$20.97	\$20.30	\$27.06	\$27.06
Administrative grade 2 - level 2	\$21.24	\$22.32	\$21.60	\$28.80	\$28.80
Administrative grade 3 - level 3	\$22.51	\$23.65	\$22.89	\$30.52	\$30.52
Administrative grade 4 - level 4	\$24.63	\$25.89	\$25.05	\$33.40	\$33.40
Administrative grade 5 - level 5	\$26.80	\$28.16	\$27.26	\$36.34	\$36.34
Administrative grade 6 - level 6	\$28.97	\$30.44	\$29.46	\$39.28	\$39.28
Professional/Manager/Specialist grade 5 - level 5	\$26.80	\$28.16	\$27.26	\$36.34	\$36.34
Professional/Manager/Specialist grade 7 - level 7	\$31.14	\$32.72	\$31.67	\$42.22	\$42.22
Professional/Manager/Specialist grade 8 - level 8	\$33.32	\$35.01	\$33.89	\$45.18	\$45.18
Professional/Manager/Specialist grade 10 - level 10	\$37.64	\$39.56	\$38.28	\$51.04	\$51.04
Professional/Manager/Specialist grade 11 - level 11	\$39.78	\$41.80	\$40.46	\$53.94	\$53.94
Operations grade 2 - level 2	\$21.24	\$22.32	\$21.60	\$28.80	\$28.80
Operations grade 3 - level 3	\$22.51	\$23.65	\$22.89	\$30.52	\$30.52
Operations grade 5 - level 5	\$26.80	\$28.16	\$27.26	\$36.34	\$36.34
Operations grade 6 - level 6	\$28.97	\$30.44	\$29.46	\$39.28	\$39.28
Operations grade 7 - level 7	\$31.14	\$32.72	\$31.67	\$42.22	\$42.22
Operations grade 8 - level 8	\$33.32	\$35.01	\$33.89	\$45.18	\$45.18
Operations grade 10 - level 10	\$37.64	\$39.56	\$38.28	\$51.04	\$51.04
Level 9	\$35.47	\$37.28	\$36.08	\$48.10	\$48.10

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Working through a meal break - day worker</b>	<b>Delayed meal break - shiftworker</b>
Technical grade 1 - level 1	\$27.06	\$33.83	\$23.68	\$23.68
Technical grade 2 - level 2	\$28.80	\$36.00	\$25.20	\$25.20
Technical grade 3 - level 3	\$30.52	\$38.15	\$26.71	\$26.71
Technical grade 4 - level 4	\$33.40	\$41.75	\$29.23	\$29.23
Technical grade 5 - level 5	\$36.34	\$45.43	\$31.80	\$31.80
Technical grade 6 - level 6	\$39.28	\$49.10	\$34.37	\$34.37
Technical grade 7 - level 7	\$42.22	\$52.78	\$36.94	\$36.94
Administrative grade 1 - level 1	\$27.06	\$33.83	\$23.68	\$23.68
Administrative grade 2 - level 2	\$28.80	\$36.00	\$25.20	\$25.20
Administrative grade 3 - level 3	\$30.52	\$38.15	\$26.71	\$26.71
Administrative grade 4 - level 4	\$33.40	\$41.75	\$29.23	\$29.23
Administrative grade 5 - level 5	\$36.34	\$45.43	\$31.80	\$31.80
Administrative grade 6 - level 6	\$39.28	\$49.10	\$34.37	\$34.37
Professional/Manager/Specialist grade 5 - level 5	\$36.34	\$45.43	\$31.80	\$31.80
Professional/Manager/Specialist grade 7 - level 7	\$42.22	\$52.78	\$36.94	\$36.94
Professional/Manager/Specialist grade 8 - level 8	\$45.18	\$56.48	\$39.53	\$39.53
Professional/Manager/Specialist grade 10 - level 10	\$51.04	\$63.80	\$44.66	\$44.66
Professional/Manager/Specialist grade 11 - level 11	\$53.94	\$67.43	\$47.20	\$47.20
Operations grade 2 - level 2	\$28.80	\$36.00	\$25.20	\$25.20
Operations grade 3 - level 3	\$30.52	\$38.15	\$26.71	\$26.71
Operations grade 5 - level 5	\$36.34	\$45.43	\$31.80	\$31.80
Operations grade 6 - level 6	\$39.28	\$49.10	\$34.37	\$34.37
Operations grade 7 - level 7	\$42.22	\$52.78	\$36.94	\$36.94
Operations grade 8 - level 8	\$45.18	\$56.48	\$39.53	\$39.53
Operations grade 10 - level 10	\$51.04	\$63.80	\$44.66	\$44.66
Level 9	\$48.10	\$60.13	\$42.09	\$42.09

## Junior - Casual - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	\$19.24	\$26.93	\$34.63	\$42.32	\$21.70
Technical grade 2 - level 2	\$20.48	\$28.67	\$36.86	\$45.05	\$23.10
Technical grade 3 - level 3	\$21.69	\$30.36	\$39.04	\$47.71	\$24.46
Technical grade 4 - level 4	\$23.74	\$33.23	\$42.73	\$52.22	\$26.78
Technical grade 5 - level 5	\$25.83	\$36.16	\$46.49	\$56.82	\$29.13
Technical grade 6 - level 6	\$27.93	\$39.10	\$50.27	\$61.44	\$31.50
Technical grade 7 - level 7	\$30.00	\$42.00	\$54.00	\$66.00	\$33.84
Administrative grade 1 - level 1	\$19.24	\$26.93	\$34.63	\$42.32	\$21.70
Administrative grade 2 - level 2	\$20.48	\$28.67	\$36.86	\$45.05	\$23.10
Administrative grade 3 - level 3	\$21.69	\$30.36	\$39.04	\$47.71	\$24.46
Administrative grade 4 - level 4	\$23.74	\$33.23	\$42.73	\$52.22	\$26.78
Administrative grade 5 - level 5	\$25.83	\$36.16	\$46.49	\$56.82	\$29.13
Administrative grade 6 - level 6	\$27.93	\$39.10	\$50.27	\$61.44	\$31.50
Professional/Manager/Specialist grade 5 - level 5	\$25.83	\$36.16	\$46.49	\$56.82	\$29.13
Professional/Manager/Specialist grade 7 - level 7	\$30.00	\$42.00	\$54.00	\$66.00	\$33.84
Professional/Manager/Specialist grade 8 - level 8	\$32.10	\$44.94	\$57.78	\$70.62	\$36.21
Professional/Manager/Specialist grade 10 - level 10	\$36.28	\$50.79	\$65.30	\$79.81	\$40.92
Professional/Manager/Specialist grade 11 - level 11	\$38.34	\$53.67	\$69.01	\$84.34	\$43.24
Operations grade 2 - level 2	\$20.48	\$28.67	\$36.86	\$45.05	\$23.10
Operations grade 3 - level 3	\$21.69	\$30.36	\$39.04	\$47.71	\$24.46
Operations grade 5 - level 5	\$25.83	\$36.16	\$46.49	\$56.82	\$29.13
Operations grade 6 - level 6	\$27.93	\$39.10	\$50.27	\$61.44	\$31.50
Operations grade 7 - level 7	\$30.00	\$42.00	\$54.00	\$66.00	\$33.84
Operations grade 8 - level 8	\$32.10	\$44.94	\$57.78	\$70.62	\$36.21
Operations grade 10 - level 10	\$36.28	\$50.79	\$65.30	\$79.81	\$40.92
Level 9	\$34.19	\$47.86	\$61.54	\$75.21	\$38.56

**Table 2 of 3**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours</b>	<b>Overtime - Monday to Saturday - continuous shiftworkers</b>
Technical grade 1 - level 1	\$22.70	\$23.85	\$23.09	\$30.78	\$30.78
Technical grade 2 - level 2	\$24.16	\$25.39	\$24.57	\$32.76	\$32.76
Technical grade 3 - level 3	\$25.59	\$26.89	\$26.03	\$34.70	\$34.70
Technical grade 4 - level 4	\$28.01	\$29.43	\$28.49	\$37.98	\$37.98
Technical grade 5 - level 5	\$30.47	\$32.02	\$30.99	\$41.32	\$41.32
Technical grade 6 - level 6	\$32.95	\$34.63	\$33.51	\$44.68	\$44.68
Technical grade 7 - level 7	\$35.40	\$37.20	\$36.00	\$48.00	\$48.00
Administrative grade 1 - level 1	\$22.70	\$23.85	\$23.09	\$30.78	\$30.78
Administrative grade 2 - level 2	\$24.16	\$25.39	\$24.57	\$32.76	\$32.76
Administrative grade 3 - level 3	\$25.59	\$26.89	\$26.03	\$34.70	\$34.70
Administrative grade 4 - level 4	\$28.01	\$29.43	\$28.49	\$37.98	\$37.98
Administrative grade 5 - level 5	\$30.47	\$32.02	\$30.99	\$41.32	\$41.32
Administrative grade 6 - level 6	\$32.95	\$34.63	\$33.51	\$44.68	\$44.68
Professional/Manager/Specialist grade 5 - level 5	\$30.47	\$32.02	\$30.99	\$41.32	\$41.32
Professional/Manager/Specialist grade 7 - level 7	\$35.40	\$37.20	\$36.00	\$48.00	\$48.00
Professional/Manager/Specialist grade 8 - level 8	\$37.88	\$39.80	\$38.52	\$51.36	\$51.36
Professional/Manager/Specialist grade 10 - level 10	\$42.80	\$44.98	\$43.53	\$58.04	\$58.04
Professional/Manager/Specialist grade 11 - level 11	\$45.24	\$47.54	\$46.01	\$61.34	\$61.34
Operations grade 2 - level 2	\$24.16	\$25.39	\$24.57	\$32.76	\$32.76
Operations grade 3 - level 3	\$25.59	\$26.89	\$26.03	\$34.70	\$34.70
Operations grade 5 - level 5	\$30.47	\$32.02	\$30.99	\$41.32	\$41.32
Operations grade 6 - level 6	\$32.95	\$34.63	\$33.51	\$44.68	\$44.68
Operations grade 7 - level 7	\$35.40	\$37.20	\$36.00	\$48.00	\$48.00
Operations grade 8 - level 8	\$37.88	\$39.80	\$38.52	\$51.36	\$51.36
Operations grade 10 - level 10	\$42.80	\$44.98	\$43.53	\$58.04	\$58.04
Level 9	\$40.34	\$42.39	\$41.03	\$54.70	\$54.70

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Working through a meal break - day worker</b>	<b>Delayed meal break - shiftworker</b>
Technical grade 1 - level 1	\$30.78	\$38.48	\$26.93	\$26.93
Technical grade 2 - level 2	\$32.76	\$40.95	\$28.67	\$28.67
Technical grade 3 - level 3	\$34.70	\$43.38	\$30.36	\$30.36
Technical grade 4 - level 4	\$37.98	\$47.48	\$33.23	\$33.23
Technical grade 5 - level 5	\$41.32	\$51.65	\$36.16	\$36.16
Technical grade 6 - level 6	\$44.68	\$55.85	\$39.10	\$39.10
Technical grade 7 - level 7	\$48.00	\$60.00	\$42.00	\$42.00
Administrative grade 1 - level 1	\$30.78	\$38.48	\$26.93	\$26.93
Administrative grade 2 - level 2	\$32.76	\$40.95	\$28.67	\$28.67
Administrative grade 3 - level 3	\$34.70	\$43.38	\$30.36	\$30.36
Administrative grade 4 - level 4	\$37.98	\$47.48	\$33.23	\$33.23
Administrative grade 5 - level 5	\$41.32	\$51.65	\$36.16	\$36.16
Administrative grade 6 - level 6	\$44.68	\$55.85	\$39.10	\$39.10
Professional/Manager/Specialist grade 5 - level 5	\$41.32	\$51.65	\$36.16	\$36.16
Professional/Manager/Specialist grade 7 - level 7	\$48.00	\$60.00	\$42.00	\$42.00
Professional/Manager/Specialist grade 8 - level 8	\$51.36	\$64.20	\$44.94	\$44.94
Professional/Manager/Specialist grade 10 - level 10	\$58.04	\$72.55	\$50.79	\$50.79
Professional/Manager/Specialist grade 11 - level 11	\$61.34	\$76.68	\$53.67	\$53.67
Operations grade 2 - level 2	\$32.76	\$40.95	\$28.67	\$28.67
Operations grade 3 - level 3	\$34.70	\$43.38	\$30.36	\$30.36
Operations grade 5 - level 5	\$41.32	\$51.65	\$36.16	\$36.16
Operations grade 6 - level 6	\$44.68	\$55.85	\$39.10	\$39.10
Operations grade 7 - level 7	\$48.00	\$60.00	\$42.00	\$42.00
Operations grade 8 - level 8	\$51.36	\$64.20	\$44.94	\$44.94
Operations grade 10 - level 10	\$58.04	\$72.55	\$50.79	\$50.79
Level 9	\$54.70	\$68.38	\$47.86	\$47.86

## Junior - Casual - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	\$21.55	\$30.17	\$38.79	\$47.41	\$24.31
Technical grade 2 - level 2	\$22.94	\$32.11	\$41.29	\$50.46	\$25.87
Technical grade 3 - level 3	\$24.30	\$34.02	\$43.74	\$53.46	\$27.41
Technical grade 4 - level 4	\$26.60	\$37.24	\$47.88	\$58.52	\$30.00
Technical grade 5 - level 5	\$28.94	\$40.51	\$52.09	\$63.66	\$32.64
Technical grade 6 - level 6	\$31.29	\$43.80	\$56.32	\$68.83	\$35.29
Technical grade 7 - level 7	\$33.63	\$47.08	\$60.53	\$73.98	\$37.93
Administrative grade 1 - level 1	\$21.55	\$30.17	\$38.79	\$47.41	\$24.31
Administrative grade 2 - level 2	\$22.94	\$32.11	\$41.29	\$50.46	\$25.87
Administrative grade 3 - level 3	\$24.30	\$34.02	\$43.74	\$53.46	\$27.41
Administrative grade 4 - level 4	\$26.60	\$37.24	\$47.88	\$58.52	\$30.00
Administrative grade 5 - level 5	\$28.94	\$40.51	\$52.09	\$63.66	\$32.64
Administrative grade 6 - level 6	\$31.29	\$43.80	\$56.32	\$68.83	\$35.29
Professional/Manager/Specialist grade 5 - level 5	\$28.94	\$40.51	\$52.09	\$63.66	\$32.64
Professional/Manager/Specialist grade 7 - level 7	\$33.63	\$47.08	\$60.53	\$73.98	\$37.93
Professional/Manager/Specialist grade 8 - level 8	\$35.96	\$50.35	\$64.73	\$79.12	\$40.57
Professional/Manager/Specialist grade 10 - level 10	\$40.64	\$56.89	\$73.15	\$89.40	\$45.84
Professional/Manager/Specialist grade 11 - level 11	\$42.95	\$60.13	\$77.31	\$94.49	\$48.45
Operations grade 2 - level 2	\$22.94	\$32.11	\$41.29	\$50.46	\$25.87
Operations grade 3 - level 3	\$24.30	\$34.02	\$43.74	\$53.46	\$27.41
Operations grade 5 - level 5	\$28.94	\$40.51	\$52.09	\$63.66	\$32.64
Operations grade 6 - level 6	\$31.29	\$43.80	\$56.32	\$68.83	\$35.29
Operations grade 7 - level 7	\$33.63	\$47.08	\$60.53	\$73.98	\$37.93
Operations grade 8 - level 8	\$35.96	\$50.35	\$64.73	\$79.12	\$40.57
Operations grade 10 - level 10	\$40.64	\$56.89	\$73.15	\$89.40	\$45.84
Level 9	\$38.30	\$53.62	\$68.94	\$84.26	\$43.20

**Table 2 of 3**

<b>Classification</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours</b>	<b>Overtime - Monday to Saturday - continuous shiftworkers</b>
Technical grade 1 - level 1	\$25.43	\$26.72	\$25.86	\$34.48	\$34.48
Technical grade 2 - level 2	\$27.07	\$28.44	\$27.53	\$36.70	\$36.70
Technical grade 3 - level 3	\$28.67	\$30.13	\$29.16	\$38.88	\$38.88
Technical grade 4 - level 4	\$31.39	\$32.98	\$31.92	\$42.56	\$42.56
Technical grade 5 - level 5	\$34.15	\$35.88	\$34.73	\$46.30	\$46.30
Technical grade 6 - level 6	\$36.92	\$38.80	\$37.55	\$50.06	\$50.06
Technical grade 7 - level 7	\$39.68	\$41.70	\$40.35	\$53.80	\$53.80
Administrative grade 1 - level 1	\$25.43	\$26.72	\$25.86	\$34.48	\$34.48
Administrative grade 2 - level 2	\$27.07	\$28.44	\$27.53	\$36.70	\$36.70
Administrative grade 3 - level 3	\$28.67	\$30.13	\$29.16	\$38.88	\$38.88
Administrative grade 4 - level 4	\$31.39	\$32.98	\$31.92	\$42.56	\$42.56
Administrative grade 5 - level 5	\$34.15	\$35.88	\$34.73	\$46.30	\$46.30
Administrative grade 6 - level 6	\$36.92	\$38.80	\$37.55	\$50.06	\$50.06
Professional/Manager/Specialist grade 5 - level 5	\$34.15	\$35.88	\$34.73	\$46.30	\$46.30
Professional/Manager/Specialist grade 7 - level 7	\$39.68	\$41.70	\$40.35	\$53.80	\$53.80
Professional/Manager/Specialist grade 8 - level 8	\$42.44	\$44.59	\$43.16	\$57.54	\$57.54
Professional/Manager/Specialist grade 10 - level 10	\$47.95	\$50.39	\$48.77	\$65.02	\$65.02
Professional/Manager/Specialist grade 11 - level 11	\$50.68	\$53.26	\$51.54	\$68.72	\$68.72
Operations grade 2 - level 2	\$27.07	\$28.44	\$27.53	\$36.70	\$36.70
Operations grade 3 - level 3	\$28.67	\$30.13	\$29.16	\$38.88	\$38.88
Operations grade 5 - level 5	\$34.15	\$35.88	\$34.73	\$46.30	\$46.30
Operations grade 6 - level 6	\$36.92	\$38.80	\$37.55	\$50.06	\$50.06
Operations grade 7 - level 7	\$39.68	\$41.70	\$40.35	\$53.80	\$53.80
Operations grade 8 - level 8	\$42.44	\$44.59	\$43.16	\$57.54	\$57.54
Operations grade 10 - level 10	\$47.95	\$50.39	\$48.77	\$65.02	\$65.02
Level 9	\$45.19	\$47.49	\$45.96	\$61.28	\$61.28



**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Working through a meal break - day worker</b>	<b>Delayed meal break - shiftworker</b>
Technical grade 1 - level 1	\$34.48	\$43.10	\$30.17	\$30.17
Technical grade 2 - level 2	\$36.70	\$45.88	\$32.11	\$32.11
Technical grade 3 - level 3	\$38.88	\$48.60	\$34.02	\$34.02
Technical grade 4 - level 4	\$42.56	\$53.20	\$37.24	\$37.24
Technical grade 5 - level 5	\$46.30	\$57.88	\$40.51	\$40.51
Technical grade 6 - level 6	\$50.06	\$62.58	\$43.80	\$43.80
Technical grade 7 - level 7	\$53.80	\$67.25	\$47.08	\$47.08
Administrative grade 1 - level 1	\$34.48	\$43.10	\$30.17	\$30.17
Administrative grade 2 - level 2	\$36.70	\$45.88	\$32.11	\$32.11
Administrative grade 3 - level 3	\$38.88	\$48.60	\$34.02	\$34.02
Administrative grade 4 - level 4	\$42.56	\$53.20	\$37.24	\$37.24
Administrative grade 5 - level 5	\$46.30	\$57.88	\$40.51	\$40.51
Administrative grade 6 - level 6	\$50.06	\$62.58	\$43.80	\$43.80
Professional/Manager/Specialist grade 5 - level 5	\$46.30	\$57.88	\$40.51	\$40.51
Professional/Manager/Specialist grade 7 - level 7	\$53.80	\$67.25	\$47.08	\$47.08
Professional/Manager/Specialist grade 8 - level 8	\$57.54	\$71.93	\$50.35	\$50.35
Professional/Manager/Specialist grade 10 - level 10	\$65.02	\$81.28	\$56.89	\$56.89
Professional/Manager/Specialist grade 11 - level 11	\$68.72	\$85.90	\$60.13	\$60.13
Operations grade 2 - level 2	\$36.70	\$45.88	\$32.11	\$32.11
Operations grade 3 - level 3	\$38.88	\$48.60	\$34.02	\$34.02
Operations grade 5 - level 5	\$46.30	\$57.88	\$40.51	\$40.51
Operations grade 6 - level 6	\$50.06	\$62.58	\$43.80	\$43.80
Operations grade 7 - level 7	\$53.80	\$67.25	\$47.08	\$47.08
Operations grade 8 - level 8	\$57.54	\$71.93	\$50.35	\$50.35
Operations grade 10 - level 10	\$65.02	\$81.28	\$56.89	\$56.89
Level 9	\$61.28	\$76.60	\$53.62	\$53.62

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Apprentice - 1st year	\$329.15	\$8.78	\$13.17	\$17.56	\$21.95
Apprentice - 2nd year	\$431.04	\$11.49	\$17.24	\$22.98	\$28.73
Apprentice - 3rd year	\$587.78	\$15.67	\$23.51	\$31.34	\$39.18
Apprentice - 4th year	\$666.15	\$17.76	\$26.64	\$35.52	\$44.40

Table 2 of 3

Classification	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours
Apprentice - 1st year	\$10.18	\$10.76	\$11.41	\$13.17	\$17.56
Apprentice - 2nd year	\$13.33	\$14.08	\$14.94	\$17.24	\$22.98
Apprentice - 3rd year	\$18.18	\$19.20	\$20.37	\$23.51	\$31.34
Apprentice - 4th year	\$20.60	\$21.76	\$23.09	\$26.64	\$35.52

Table 3 of 3

Classification	Overtime - Monday to Saturday - continuous shiftworkers	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Apprentice - 1st year	\$17.56	\$17.56	\$21.95	\$13.17	\$13.17
Apprentice - 2nd year	\$22.98	\$22.98	\$28.73	\$17.24	\$17.24
Apprentice - 3rd year	\$31.34	\$31.34	\$39.18	\$23.51	\$23.51
Apprentice - 4th year	\$35.52	\$35.52	\$44.40	\$26.64	\$26.64

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

**Table 1 of 3**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
Apprentice - 1st year	\$391.85	\$10.45	\$15.68	\$20.90	\$26.13
Apprentice - 2nd year	\$470.22	\$12.54	\$18.81	\$25.08	\$31.35
Apprentice - 3rd year	\$587.78	\$15.67	\$23.51	\$31.34	\$39.18
Apprentice - 4th year	\$666.15	\$17.76	\$26.64	\$35.52	\$44.40

**Table 2 of 3**

<b>Classification</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours</b>
Apprentice - 1st year	\$12.12	\$12.80	\$13.59	\$15.68	\$20.90
Apprentice - 2nd year	\$14.55	\$15.36	\$16.30	\$18.81	\$25.08
Apprentice - 3rd year	\$18.18	\$19.20	\$20.37	\$23.51	\$31.34
Apprentice - 4th year	\$20.60	\$21.76	\$23.09	\$26.64	\$35.52

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Saturday - continuous shiftworkers</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Working through a meal break - day worker</b>	<b>Delayed meal break - shiftworker</b>
Apprentice - 1st year	\$20.90	\$20.90	\$26.13	\$15.68	\$15.68
Apprentice - 2nd year	\$25.08	\$25.08	\$31.35	\$18.81	\$18.81
Apprentice - 3rd year	\$31.34	\$31.34	\$39.18	\$23.51	\$23.51
Apprentice - 4th year	\$35.52	\$35.52	\$44.40	\$26.64	\$26.64

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

**Table 1 of 3**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
Apprentice - 1st year	\$431.04	\$11.49	\$17.24	\$22.98	\$28.73
Apprentice - 2nd year	\$509.41	\$13.58	\$20.37	\$27.16	\$33.95
Apprentice - 3rd year	\$587.78	\$15.67	\$23.51	\$31.34	\$39.18
Apprentice - 4th year	\$666.15	\$17.76	\$26.64	\$35.52	\$44.40

**Table 2 of 3**

<b>Classification</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours</b>
Apprentice - 1st year	\$13.33	\$14.08	\$14.94	\$17.24	\$22.98
Apprentice - 2nd year	\$15.75	\$16.64	\$17.65	\$20.37	\$27.16
Apprentice - 3rd year	\$18.18	\$19.20	\$20.37	\$23.51	\$31.34
Apprentice - 4th year	\$20.60	\$21.76	\$23.09	\$26.64	\$35.52

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Saturday - continuous shiftworkers</b>	<b>Overtime - Sunday</b>	<b>Overtime - public holiday</b>	<b>Working through a meal break - day worker</b>	<b>Delayed meal break - shiftworker</b>
Apprentice - 1st year	\$22.98	\$22.98	\$28.73	\$17.24	\$17.24
Apprentice - 2nd year	\$27.16	\$27.16	\$33.95	\$20.37	\$20.37
Apprentice - 3rd year	\$31.34	\$31.34	\$39.18	\$23.51	\$23.51
Apprentice - 4th year	\$35.52	\$35.52	\$44.40	\$26.64	\$26.64

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Apprentice - 1st year	\$548.59	\$14.63	\$21.95	\$29.26	\$36.58
Apprentice - 2nd year	\$626.96	\$16.72	\$25.08	\$33.44	\$41.80
Apprentice - 3rd year	\$666.15	\$17.76	\$26.64	\$35.52	\$44.40
Apprentice - 4th year	\$705.33	\$18.81	\$28.22	\$37.62	\$47.03

Table 2 of 3

Classification	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours
Apprentice - 1st year	\$16.97	\$17.92	\$19.02	\$21.95	\$29.26
Apprentice - 2nd year	\$19.40	\$20.48	\$21.74	\$25.08	\$33.44
Apprentice - 3rd year	\$20.60	\$21.76	\$23.09	\$26.64	\$35.52
Apprentice - 4th year	\$21.82	\$23.04	\$24.45	\$28.22	\$37.62

Table 3 of 3

Classification	Overtime - Monday to Saturday - continuous shiftworkers	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Apprentice - 1st year	\$29.26	\$29.26	\$36.58	\$21.95	\$21.95
Apprentice - 2nd year	\$33.44	\$33.44	\$41.80	\$25.08	\$25.08
Apprentice - 3rd year	\$35.52	\$35.52	\$44.40	\$26.64	\$26.64
Apprentice - 4th year	\$37.62	\$37.62	\$47.03	\$28.22	\$28.22

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Apprentice - 1st year	\$626.96	\$16.72	\$25.08	\$33.44	\$41.80
Apprentice - 2nd year	\$695.20	\$18.54	\$27.81	\$37.08	\$46.35
Apprentice - 3rd year	\$695.20	\$18.54	\$27.81	\$37.08	\$46.35
Apprentice - 4th year	\$705.33	\$18.81	\$28.22	\$37.62	\$47.03

Table 2 of 3

Classification	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours
Apprentice - 1st year	\$19.40	\$20.48	\$21.74	\$25.08	\$33.44
Apprentice - 2nd year	\$21.51	\$22.71	\$24.10	\$27.81	\$37.08
Apprentice - 3rd year	\$21.51	\$22.71	\$24.10	\$27.81	\$37.08
Apprentice - 4th year	\$21.82	\$23.04	\$24.45	\$28.22	\$37.62

Table 3 of 3

Classification	Overtime - Monday to Saturday - continuous shiftworkers	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Apprentice - 1st year	\$33.44	\$33.44	\$41.80	\$25.08	\$25.08
Apprentice - 2nd year	\$37.08	\$37.08	\$46.35	\$27.81	\$27.81
Apprentice - 3rd year	\$37.08	\$37.08	\$46.35	\$27.81	\$27.81
Apprentice - 4th year	\$37.62	\$37.62	\$47.03	\$28.22	\$28.22

## Allowances

Allowances	Rate
Apprentice training fees reimbursement	reimbursement of training fees for prescribed courses
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
Availability allowance - 1 in 5 or more weeks rostered on availability duty	\$141.07 per week, or payable daily on a pro rata basis, while available for duty
Availability allowance - 1 in 4 or less weeks rostered on availability duty	\$203.76 per week, or payable daily on a pro rata basis, while available for duty
Briquette factory allowance	\$1.78 per hour up to a maximum of \$66.61 per week
Coal handling allowance - not payable when open cut brown coal mine allowance or briquette factory allowance are paid	\$2.30 per hour up to a maximum of \$86.21 per week
First aid allowance	\$0.40 per hour up to a maximum of \$14.89 per week
Meal allowance	\$15.28 per meal
Open cut brown coal mine allowance	\$2.30 per hour up to a maximum of \$86.21 per week
Power station allowance - technical or operations employee	\$1.46 per hour up to a maximum of \$54.86 per week
Power station allowance - professional, managerial, specialist or administrative employee	\$0.43 per hour up to a maximum of \$16.07 per week
Tool allowance	\$19.68 per week
Transmission line, plant or equipment work allowance.	\$1.25 per hour up to a maximum of \$47.02 per week
Travel expenses allowance	an upfront payment of 80% of the expected cost of fares, meals, accommodation and incidental expenses and reimbursement of any additional costs
Travel time allowance	Payment at the minimum hourly wage for time spent in travel
Vehicle allowance	\$0.26 per km
Vehicle allowance	\$0.78 per km

## 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 our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.