



Fair Work
OMBUDSMAN

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 the first full pay period on or after 01 July 2022.

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Rates of pay

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

Adult

Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Technical grade 1 - level 1	\$838.40	\$22.36	\$33.54	\$44.72	\$55.90
Technical grade 2 - level 2	\$889.60	\$23.72	\$35.58	\$47.44	\$59.30
Technical grade 3 - level 3	\$941.50	\$25.11	\$37.67	\$50.22	\$62.78
Technical grade 4 - level 4	\$1,030.50	\$27.48	\$41.22	\$54.96	\$68.70
Technical grade 5 - level 5	\$1,121.50	\$29.91	\$44.87	\$59.82	\$74.78
Technical grade 6 - level 6	\$1,212.20	\$32.33	\$48.50	\$64.66	\$80.83
Technical grade 7 - level 7	\$1,302.90	\$34.74	\$52.11	\$69.48	\$86.85
Administrative grade 1 - level 1	\$838.40	\$22.36	\$33.54	\$44.72	\$55.90
Administrative grade 2 - level 2	\$889.60	\$23.72	\$35.58	\$47.44	\$59.30
Administrative grade 3 - level 3	\$941.50	\$25.11	\$37.67	\$50.22	\$62.78
Administrative grade 4 - level 4	\$1,030.50	\$27.48	\$41.22	\$54.96	\$68.70
Administrative grade 5 - level 5	\$1,121.50	\$29.91	\$44.87	\$59.82	\$74.78
Administrative grade 6 - level 6	\$1,212.20	\$32.33	\$48.50	\$64.66	\$80.83
Professional/Manager/Specialist grade 5 - level 5	\$1,121.50	\$29.91	\$44.87	\$59.82	\$74.78
Professional/Manager/Specialist grade 7 - level 7	\$1,302.90	\$34.74	\$52.11	\$69.48	\$86.85
Professional/Manager/Specialist grade 8 - level 8	\$1,393.70	\$37.17	\$55.76	\$74.34	\$92.93
Professional/Manager/Specialist grade 10 - level 10	\$1,575.20	\$42.01	\$63.02	\$84.02	\$105.03
Professional/Manager/Specialist grade 11 - level 11	\$1,664.40	\$44.38	\$66.57	\$88.76	\$110.95
Operations grade 2 - level 2	\$889.60	\$23.72	\$35.58	\$47.44	\$59.30
Operations grade 3 - level 3	\$941.50	\$25.11	\$37.67	\$50.22	\$62.78
Operations grade 5 - level 5	\$1,121.50	\$29.91	\$44.87	\$59.82	\$74.78
Operations grade 6 - level 6	\$1,212.20	\$32.33	\$48.50	\$64.66	\$80.83
Operations grade 7 - level 7	\$1,302.90	\$34.74	\$52.11	\$69.48	\$86.85
Operations grade 8 - level 8	\$1,393.70	\$37.17	\$55.76	\$74.34	\$92.93
Operations grade 10 - level 10	\$1,575.20	\$42.01	\$63.02	\$84.02	\$105.03
Level 9	\$1,484.50	\$39.59	\$59.39	\$79.18	\$98.98

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
Technical grade 1 - level 1	\$25.94	\$27.39	\$29.07	\$33.54	\$44.72
Technical grade 2 - level 2	\$27.52	\$29.06	\$30.84	\$35.58	\$47.44
Technical grade 3 - level 3	\$29.13	\$30.76	\$32.64	\$37.67	\$50.22
Technical grade 4 - level 4	\$31.88	\$33.66	\$35.72	\$41.22	\$54.96
Technical grade 5 - level 5	\$34.70	\$36.64	\$38.88	\$44.87	\$59.82
Technical grade 6 - level 6	\$37.50	\$39.60	\$42.03	\$48.50	\$64.66
Technical grade 7 - level 7	\$40.30	\$42.56	\$45.16	\$52.11	\$69.48
Administrative grade 1 - level 1	\$25.94	\$27.39	\$29.07	\$33.54	\$44.72
Administrative grade 2 - level 2	\$27.52	\$29.06	\$30.84	\$35.58	\$47.44
Administrative grade 3 - level 3	\$29.13	\$30.76	\$32.64	\$37.67	\$50.22
Administrative grade 4 - level 4	\$31.88	\$33.66	\$35.72	\$41.22	\$54.96
Administrative grade 5 - level 5	\$34.70	\$36.64	\$38.88	\$44.87	\$59.82
Administrative grade 6 - level 6	\$37.50	\$39.60	\$42.03	\$48.50	\$64.66
Professional/Manager/Specialist grade 5 - level 5	\$34.70	\$36.64	\$38.88	\$44.87	\$59.82
Professional/Manager/Specialist grade 7 - level 7	\$40.30	\$42.56	\$45.16	\$52.11	\$69.48
Professional/Manager/Specialist grade 8 - level 8	\$43.12	\$45.53	\$48.32	\$55.76	\$74.34
Professional/Manager/Specialist grade 10 - level 10	\$48.73	\$51.46	\$54.61	\$63.02	\$84.02
Professional/Manager/Specialist grade 11 - level 11	\$51.48	\$54.37	\$57.69	\$66.57	\$88.76
Operations grade 2 - level 2	\$27.52	\$29.06	\$30.84	\$35.58	\$47.44
Operations grade 3 - level 3	\$29.13	\$30.76	\$32.64	\$37.67	\$50.22
Operations grade 5 - level 5	\$34.70	\$36.64	\$38.88	\$44.87	\$59.82
Operations grade 6 - level 6	\$37.50	\$39.60	\$42.03	\$48.50	\$64.66
Operations grade 7 - level 7	\$40.30	\$42.56	\$45.16	\$52.11	\$69.48
Operations grade 8 - level 8	\$43.12	\$45.53	\$48.32	\$55.76	\$74.34
Operations grade 10 - level 10	\$48.73	\$51.46	\$54.61	\$63.02	\$84.02
Level 9	\$45.92	\$48.50	\$51.47	\$59.39	\$79.18

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
Technical grade 1 - level 1	\$44.72	\$44.72	\$55.90	\$33.54	\$33.54
Technical grade 2 - level 2	\$47.44	\$47.44	\$59.30	\$35.58	\$35.58
Technical grade 3 - level 3	\$50.22	\$50.22	\$62.78	\$37.67	\$37.67
Technical grade 4 - level 4	\$54.96	\$54.96	\$68.70	\$41.22	\$41.22
Technical grade 5 - level 5	\$59.82	\$59.82	\$74.78	\$44.87	\$44.87
Technical grade 6 - level 6	\$64.66	\$64.66	\$80.83	\$48.50	\$48.50
Technical grade 7 - level 7	\$69.48	\$69.48	\$86.85	\$52.11	\$52.11
Administrative grade 1 - level 1	\$44.72	\$44.72	\$55.90	\$33.54	\$33.54
Administrative grade 2 - level 2	\$47.44	\$47.44	\$59.30	\$35.58	\$35.58
Administrative grade 3 - level 3	\$50.22	\$50.22	\$62.78	\$37.67	\$37.67
Administrative grade 4 - level 4	\$54.96	\$54.96	\$68.70	\$41.22	\$41.22
Administrative grade 5 - level 5	\$59.82	\$59.82	\$74.78	\$44.87	\$44.87
Administrative grade 6 - level 6	\$64.66	\$64.66	\$80.83	\$48.50	\$48.50
Professional/Manager/Specialist grade 5 - level 5	\$59.82	\$59.82	\$74.78	\$44.87	\$44.87
Professional/Manager/Specialist grade 7 - level 7	\$69.48	\$69.48	\$86.85	\$52.11	\$52.11
Professional/Manager/Specialist grade 8 - level 8	\$74.34	\$74.34	\$92.93	\$55.76	\$55.76
Professional/Manager/Specialist grade 10 - level 10	\$84.02	\$84.02	\$105.03	\$63.02	\$63.02
Professional/Manager/Specialist grade 11 - level 11	\$88.76	\$88.76	\$110.95	\$66.57	\$66.57
Operations grade 2 - level 2	\$47.44	\$47.44	\$59.30	\$35.58	\$35.58
Operations grade 3 - level 3	\$50.22	\$50.22	\$62.78	\$37.67	\$37.67
Operations grade 5 - level 5	\$59.82	\$59.82	\$74.78	\$44.87	\$44.87
Operations grade 6 - level 6	\$64.66	\$64.66	\$80.83	\$48.50	\$48.50
Operations grade 7 - level 7	\$69.48	\$69.48	\$86.85	\$52.11	\$52.11
Operations grade 8 - level 8	\$74.34	\$74.34	\$92.93	\$55.76	\$55.76
Operations grade 10 - level 10	\$84.02	\$84.02	\$105.03	\$63.02	\$63.02
Level 9	\$79.18	\$79.18	\$98.98	\$59.39	\$59.39

Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	\$27.95	\$39.13	\$50.31	\$61.49	\$31.53
Technical grade 2 - level 2	\$29.65	\$41.51	\$53.37	\$65.23	\$33.45
Technical grade 3 - level 3	\$31.39	\$43.94	\$56.50	\$69.05	\$35.41
Technical grade 4 - level 4	\$34.35	\$48.09	\$61.83	\$75.57	\$38.75
Technical grade 5 - level 5	\$37.39	\$52.34	\$67.30	\$82.25	\$42.17
Technical grade 6 - level 6	\$40.41	\$56.58	\$72.74	\$88.91	\$45.59
Technical grade 7 - level 7	\$43.43	\$60.80	\$78.17	\$95.54	\$48.98
Administrative grade 1 - level 1	\$27.95	\$39.13	\$50.31	\$61.49	\$31.53
Administrative grade 2 - level 2	\$29.65	\$41.51	\$53.37	\$65.23	\$33.45
Administrative grade 3 - level 3	\$31.39	\$43.94	\$56.50	\$69.05	\$35.41
Administrative grade 4 - level 4	\$34.35	\$48.09	\$61.83	\$75.57	\$38.75
Administrative grade 5 - level 5	\$37.39	\$52.34	\$67.30	\$82.25	\$42.17
Administrative grade 6 - level 6	\$40.41	\$56.58	\$72.74	\$88.91	\$45.59
Professional/Manager/Specialist grade 5 - level 5	\$37.39	\$52.34	\$67.30	\$82.25	\$42.17
Professional/Manager/Specialist grade 7 - level 7	\$43.43	\$60.80	\$78.17	\$95.54	\$48.98
Professional/Manager/Specialist grade 8 - level 8	\$46.46	\$65.05	\$83.63	\$102.22	\$52.41
Professional/Manager/Specialist grade 10 - level 10	\$52.51	\$73.52	\$94.52	\$115.53	\$59.23
Professional/Manager/Specialist grade 11 - level 11	\$55.48	\$77.67	\$99.86	\$122.05	\$62.58
Operations grade 2 - level 2	\$29.65	\$41.51	\$53.37	\$65.23	\$33.45
Operations grade 3 - level 3	\$31.39	\$43.94	\$56.50	\$69.05	\$35.41
Operations grade 5 - level 5	\$37.39	\$52.34	\$67.30	\$82.25	\$42.17
Operations grade 6 - level 6	\$40.41	\$56.58	\$72.74	\$88.91	\$45.59
Operations grade 7 - level 7	\$43.43	\$60.80	\$78.17	\$95.54	\$48.98
Operations grade 8 - level 8	\$46.46	\$65.05	\$83.63	\$102.22	\$52.41
Operations grade 10 - level 10	\$52.51	\$73.52	\$94.52	\$115.53	\$59.23
Level 9	\$49.49	\$69.28	\$89.08	\$108.87	\$55.82

Table 2 of 3

Classification	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	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	\$32.98	\$34.66	\$33.54	\$44.72	\$44.72
Technical grade 2 - level 2	\$34.99	\$36.77	\$35.58	\$47.44	\$47.44
Technical grade 3 - level 3	\$37.04	\$38.92	\$37.67	\$50.22	\$50.22
Technical grade 4 - level 4	\$40.53	\$42.59	\$41.22	\$54.96	\$54.96
Technical grade 5 - level 5	\$44.12	\$46.36	\$44.87	\$59.82	\$59.82
Technical grade 6 - level 6	\$47.69	\$50.11	\$48.50	\$64.66	\$64.66
Technical grade 7 - level 7	\$51.24	\$53.85	\$52.11	\$69.48	\$69.48
Administrative grade 1 - level 1	\$32.98	\$34.66	\$33.54	\$44.72	\$44.72
Administrative grade 2 - level 2	\$34.99	\$36.77	\$35.58	\$47.44	\$47.44
Administrative grade 3 - level 3	\$37.04	\$38.92	\$37.67	\$50.22	\$50.22
Administrative grade 4 - level 4	\$40.53	\$42.59	\$41.22	\$54.96	\$54.96
Administrative grade 5 - level 5	\$44.12	\$46.36	\$44.87	\$59.82	\$59.82
Administrative grade 6 - level 6	\$47.69	\$50.11	\$48.50	\$64.66	\$64.66
Professional/Manager/Specialist grade 5 - level 5	\$44.12	\$46.36	\$44.87	\$59.82	\$59.82
Professional/Manager/Specialist grade 7 - level 7	\$51.24	\$53.85	\$52.11	\$69.48	\$69.48
Professional/Manager/Specialist grade 8 - level 8	\$54.83	\$57.61	\$55.76	\$74.34	\$74.34
Professional/Manager/Specialist grade 10 - level 10	\$61.96	\$65.12	\$63.02	\$84.02	\$84.02
Professional/Manager/Specialist grade 11 - level 11	\$65.46	\$68.79	\$66.57	\$88.76	\$88.76
Operations grade 2 - level 2	\$34.99	\$36.77	\$35.58	\$47.44	\$47.44
Operations grade 3 - level 3	\$37.04	\$38.92	\$37.67	\$50.22	\$50.22
Operations grade 5 - level 5	\$44.12	\$46.36	\$44.87	\$59.82	\$59.82
Operations grade 6 - level 6	\$47.69	\$50.11	\$48.50	\$64.66	\$64.66
Operations grade 7 - level 7	\$51.24	\$53.85	\$52.11	\$69.48	\$69.48
Operations grade 8 - level 8	\$54.83	\$57.61	\$55.76	\$74.34	\$74.34
Operations grade 10 - level 10	\$61.96	\$65.12	\$63.02	\$84.02	\$84.02
Level 9	\$58.40	\$61.36	\$59.39	\$79.18	\$79.18

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	\$44.72	\$55.90	\$39.13	\$39.13
Technical grade 2 - level 2	\$47.44	\$59.30	\$41.51	\$41.51
Technical grade 3 - level 3	\$50.22	\$62.78	\$43.94	\$43.94
Technical grade 4 - level 4	\$54.96	\$68.70	\$48.09	\$48.09
Technical grade 5 - level 5	\$59.82	\$74.78	\$52.34	\$52.34
Technical grade 6 - level 6	\$64.66	\$80.83	\$56.58	\$56.58
Technical grade 7 - level 7	\$69.48	\$86.85	\$60.80	\$60.80
Administrative grade 1 - level 1	\$44.72	\$55.90	\$39.13	\$39.13
Administrative grade 2 - level 2	\$47.44	\$59.30	\$41.51	\$41.51
Administrative grade 3 - level 3	\$50.22	\$62.78	\$43.94	\$43.94
Administrative grade 4 - level 4	\$54.96	\$68.70	\$48.09	\$48.09
Administrative grade 5 - level 5	\$59.82	\$74.78	\$52.34	\$52.34
Administrative grade 6 - level 6	\$64.66	\$80.83	\$56.58	\$56.58
Professional/Manager/Specialist grade 5 - level 5	\$59.82	\$74.78	\$52.34	\$52.34
Professional/Manager/Specialist grade 7 - level 7	\$69.48	\$86.85	\$60.80	\$60.80
Professional/Manager/Specialist grade 8 - level 8	\$74.34	\$92.93	\$65.05	\$65.05
Professional/Manager/Specialist grade 10 - level 10	\$84.02	\$105.03	\$73.52	\$73.52
Professional/Manager/Specialist grade 11 - level 11	\$88.76	\$110.95	\$77.67	\$77.67
Operations grade 2 - level 2	\$47.44	\$59.30	\$41.51	\$41.51
Operations grade 3 - level 3	\$50.22	\$62.78	\$43.94	\$43.94
Operations grade 5 - level 5	\$59.82	\$74.78	\$52.34	\$52.34
Operations grade 6 - level 6	\$64.66	\$80.83	\$56.58	\$56.58
Operations grade 7 - level 7	\$69.48	\$86.85	\$60.80	\$60.80
Operations grade 8 - level 8	\$74.34	\$92.93	\$65.05	\$65.05
Operations grade 10 - level 10	\$84.02	\$105.03	\$73.52	\$73.52
Level 9	\$79.18	\$98.98	\$69.28	\$69.28

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

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	\$16.32	\$24.48	\$32.64	\$40.80	\$18.93
Technical grade 2 - level 2	\$17.32	\$25.98	\$34.64	\$43.30	\$20.09
Technical grade 3 - level 3	\$18.33	\$27.50	\$36.66	\$45.83	\$21.26
Technical grade 4 - level 4	\$20.06	\$30.09	\$40.12	\$50.15	\$23.27
Technical grade 5 - level 5	\$21.83	\$32.75	\$43.66	\$54.58	\$25.32
Technical grade 6 - level 6	\$23.60	\$35.40	\$47.20	\$59.00	\$27.38
Technical grade 7 - level 7	\$25.36	\$38.04	\$50.72	\$63.40	\$29.42
Administrative grade 1 - level 1	\$16.32	\$24.48	\$32.64	\$40.80	\$18.93
Administrative grade 2 - level 2	\$17.32	\$25.98	\$34.64	\$43.30	\$20.09
Administrative grade 3 - level 3	\$18.33	\$27.50	\$36.66	\$45.83	\$21.26
Administrative grade 4 - level 4	\$20.06	\$30.09	\$40.12	\$50.15	\$23.27
Administrative grade 5 - level 5	\$21.83	\$32.75	\$43.66	\$54.58	\$25.32
Administrative grade 6 - level 6	\$23.60	\$35.40	\$47.20	\$59.00	\$27.38
Professional/Manager/Specialist grade 5 - level 5	\$21.83	\$32.75	\$43.66	\$54.58	\$25.32
Professional/Manager/Specialist grade 7 - level 7	\$25.36	\$38.04	\$50.72	\$63.40	\$29.42
Professional/Manager/Specialist grade 8 - level 8	\$27.13	\$40.70	\$54.26	\$67.83	\$31.47
Professional/Manager/Specialist grade 10 - level 10	\$30.67	\$46.01	\$61.34	\$76.68	\$35.58
Professional/Manager/Specialist grade 11 - level 11	\$32.40	\$48.60	\$64.80	\$81.00	\$37.58
Operations grade 2 - level 2	\$17.32	\$25.98	\$34.64	\$43.30	\$20.09
Operations grade 3 - level 3	\$18.33	\$27.50	\$36.66	\$45.83	\$21.26
Operations grade 5 - level 5	\$21.83	\$32.75	\$43.66	\$54.58	\$25.32
Operations grade 6 - level 6	\$23.60	\$35.40	\$47.20	\$59.00	\$27.38
Operations grade 7 - level 7	\$25.36	\$38.04	\$50.72	\$63.40	\$29.42
Operations grade 8 - level 8	\$27.13	\$40.70	\$54.26	\$67.83	\$31.47
Operations grade 10 - level 10	\$30.67	\$46.01	\$61.34	\$76.68	\$35.58
Level 9	\$28.90	\$43.35	\$57.80	\$72.25	\$33.52

Table 2 of 3

Classification	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	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	\$19.99	\$21.22	\$24.48	\$32.64	\$32.64
Technical grade 2 - level 2	\$21.22	\$22.52	\$25.98	\$34.64	\$34.64
Technical grade 3 - level 3	\$22.45	\$23.83	\$27.50	\$36.66	\$36.66
Technical grade 4 - level 4	\$24.57	\$26.08	\$30.09	\$40.12	\$40.12
Technical grade 5 - level 5	\$26.74	\$28.38	\$32.75	\$43.66	\$43.66
Technical grade 6 - level 6	\$28.91	\$30.68	\$35.40	\$47.20	\$47.20
Technical grade 7 - level 7	\$31.07	\$32.97	\$38.04	\$50.72	\$50.72
Administrative grade 1 - level 1	\$19.99	\$21.22	\$24.48	\$32.64	\$32.64
Administrative grade 2 - level 2	\$21.22	\$22.52	\$25.98	\$34.64	\$34.64
Administrative grade 3 - level 3	\$22.45	\$23.83	\$27.50	\$36.66	\$36.66
Administrative grade 4 - level 4	\$24.57	\$26.08	\$30.09	\$40.12	\$40.12
Administrative grade 5 - level 5	\$26.74	\$28.38	\$32.75	\$43.66	\$43.66
Administrative grade 6 - level 6	\$28.91	\$30.68	\$35.40	\$47.20	\$47.20
Professional/Manager/Specialist grade 5 - level 5	\$26.74	\$28.38	\$32.75	\$43.66	\$43.66
Professional/Manager/Specialist grade 7 - level 7	\$31.07	\$32.97	\$38.04	\$50.72	\$50.72
Professional/Manager/Specialist grade 8 - level 8	\$33.23	\$35.27	\$40.70	\$54.26	\$54.26
Professional/Manager/Specialist grade 10 - level 10	\$37.57	\$39.87	\$46.01	\$61.34	\$61.34
Professional/Manager/Specialist grade 11 - level 11	\$39.69	\$42.12	\$48.60	\$64.80	\$64.80
Operations grade 2 - level 2	\$21.22	\$22.52	\$25.98	\$34.64	\$34.64
Operations grade 3 - level 3	\$22.45	\$23.83	\$27.50	\$36.66	\$36.66
Operations grade 5 - level 5	\$26.74	\$28.38	\$32.75	\$43.66	\$43.66
Operations grade 6 - level 6	\$28.91	\$30.68	\$35.40	\$47.20	\$47.20
Operations grade 7 - level 7	\$31.07	\$32.97	\$38.04	\$50.72	\$50.72
Operations grade 8 - level 8	\$33.23	\$35.27	\$40.70	\$54.26	\$54.26
Operations grade 10 - level 10	\$37.57	\$39.87	\$46.01	\$61.34	\$61.34
Level 9	\$35.40	\$37.57	\$43.35	\$57.80	\$57.80

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	\$32.64	\$40.80	\$24.48	\$24.48
Technical grade 2 - level 2	\$34.64	\$43.30	\$25.98	\$25.98
Technical grade 3 - level 3	\$36.66	\$45.83	\$27.50	\$27.50
Technical grade 4 - level 4	\$40.12	\$50.15	\$30.09	\$30.09
Technical grade 5 - level 5	\$43.66	\$54.58	\$32.75	\$32.75
Technical grade 6 - level 6	\$47.20	\$59.00	\$35.40	\$35.40
Technical grade 7 - level 7	\$50.72	\$63.40	\$38.04	\$38.04
Administrative grade 1 - level 1	\$32.64	\$40.80	\$24.48	\$24.48
Administrative grade 2 - level 2	\$34.64	\$43.30	\$25.98	\$25.98
Administrative grade 3 - level 3	\$36.66	\$45.83	\$27.50	\$27.50
Administrative grade 4 - level 4	\$40.12	\$50.15	\$30.09	\$30.09
Administrative grade 5 - level 5	\$43.66	\$54.58	\$32.75	\$32.75
Administrative grade 6 - level 6	\$47.20	\$59.00	\$35.40	\$35.40
Professional/Manager/Specialist grade 5 - level 5	\$43.66	\$54.58	\$32.75	\$32.75
Professional/Manager/Specialist grade 7 - level 7	\$50.72	\$63.40	\$38.04	\$38.04
Professional/Manager/Specialist grade 8 - level 8	\$54.26	\$67.83	\$40.70	\$40.70
Professional/Manager/Specialist grade 10 - level 10	\$61.34	\$76.68	\$46.01	\$46.01
Professional/Manager/Specialist grade 11 - level 11	\$64.80	\$81.00	\$48.60	\$48.60
Operations grade 2 - level 2	\$34.64	\$43.30	\$25.98	\$25.98
Operations grade 3 - level 3	\$36.66	\$45.83	\$27.50	\$27.50
Operations grade 5 - level 5	\$43.66	\$54.58	\$32.75	\$32.75
Operations grade 6 - level 6	\$47.20	\$59.00	\$35.40	\$35.40
Operations grade 7 - level 7	\$50.72	\$63.40	\$38.04	\$38.04
Operations grade 8 - level 8	\$54.26	\$67.83	\$40.70	\$40.70
Operations grade 10 - level 10	\$61.34	\$76.68	\$46.01	\$46.01
Level 9	\$57.80	\$72.25	\$43.35	\$43.35

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	\$18.56	\$27.84	\$37.12	\$46.40	\$21.53
Technical grade 2 - level 2	\$19.69	\$29.54	\$39.38	\$49.23	\$22.84
Technical grade 3 - level 3	\$20.84	\$31.26	\$41.68	\$52.10	\$24.17
Technical grade 4 - level 4	\$22.81	\$34.22	\$45.62	\$57.03	\$26.46
Technical grade 5 - level 5	\$24.83	\$37.25	\$49.66	\$62.08	\$28.80
Technical grade 6 - level 6	\$26.83	\$40.25	\$53.66	\$67.08	\$31.12
Technical grade 7 - level 7	\$28.83	\$43.25	\$57.66	\$72.08	\$33.44
Administrative grade 1 - level 1	\$18.56	\$27.84	\$37.12	\$46.40	\$21.53
Administrative grade 2 - level 2	\$19.69	\$29.54	\$39.38	\$49.23	\$22.84
Administrative grade 3 - level 3	\$20.84	\$31.26	\$41.68	\$52.10	\$24.17
Administrative grade 4 - level 4	\$22.81	\$34.22	\$45.62	\$57.03	\$26.46
Administrative grade 5 - level 5	\$24.83	\$37.25	\$49.66	\$62.08	\$28.80
Administrative grade 6 - level 6	\$26.83	\$40.25	\$53.66	\$67.08	\$31.12
Professional/Manager/Specialist grade 5 - level 5	\$24.83	\$37.25	\$49.66	\$62.08	\$28.80
Professional/Manager/Specialist grade 7 - level 7	\$28.83	\$43.25	\$57.66	\$72.08	\$33.44
Professional/Manager/Specialist grade 8 - level 8	\$30.85	\$46.28	\$61.70	\$77.13	\$35.79
Professional/Manager/Specialist grade 10 - level 10	\$34.87	\$52.31	\$69.74	\$87.18	\$40.45
Professional/Manager/Specialist grade 11 - level 11	\$36.84	\$55.26	\$73.68	\$92.10	\$42.73
Operations grade 2 - level 2	\$19.69	\$29.54	\$39.38	\$49.23	\$22.84
Operations grade 3 - level 3	\$20.84	\$31.26	\$41.68	\$52.10	\$24.17
Operations grade 5 - level 5	\$24.83	\$37.25	\$49.66	\$62.08	\$28.80
Operations grade 6 - level 6	\$26.83	\$40.25	\$53.66	\$67.08	\$31.12
Operations grade 7 - level 7	\$28.83	\$43.25	\$57.66	\$72.08	\$33.44
Operations grade 8 - level 8	\$30.85	\$46.28	\$61.70	\$77.13	\$35.79
Operations grade 10 - level 10	\$34.87	\$52.31	\$69.74	\$87.18	\$40.45
Level 9	\$32.86	\$49.29	\$65.72	\$82.15	\$38.12

Table 2 of 3

Classification	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	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	\$22.74	\$24.13	\$27.84	\$37.12	\$37.12
Technical grade 2 - level 2	\$24.12	\$25.60	\$29.54	\$39.38	\$39.38
Technical grade 3 - level 3	\$25.53	\$27.09	\$31.26	\$41.68	\$41.68
Technical grade 4 - level 4	\$27.94	\$29.65	\$34.22	\$45.62	\$45.62
Technical grade 5 - level 5	\$30.42	\$32.28	\$37.25	\$49.66	\$49.66
Technical grade 6 - level 6	\$32.87	\$34.88	\$40.25	\$53.66	\$53.66
Technical grade 7 - level 7	\$35.32	\$37.48	\$43.25	\$57.66	\$57.66
Administrative grade 1 - level 1	\$22.74	\$24.13	\$27.84	\$37.12	\$37.12
Administrative grade 2 - level 2	\$24.12	\$25.60	\$29.54	\$39.38	\$39.38
Administrative grade 3 - level 3	\$25.53	\$27.09	\$31.26	\$41.68	\$41.68
Administrative grade 4 - level 4	\$27.94	\$29.65	\$34.22	\$45.62	\$45.62
Administrative grade 5 - level 5	\$30.42	\$32.28	\$37.25	\$49.66	\$49.66
Administrative grade 6 - level 6	\$32.87	\$34.88	\$40.25	\$53.66	\$53.66
Professional/Manager/Specialist grade 5 - level 5	\$30.42	\$32.28	\$37.25	\$49.66	\$49.66
Professional/Manager/Specialist grade 7 - level 7	\$35.32	\$37.48	\$43.25	\$57.66	\$57.66
Professional/Manager/Specialist grade 8 - level 8	\$37.79	\$40.11	\$46.28	\$61.70	\$61.70
Professional/Manager/Specialist grade 10 - level 10	\$42.72	\$45.33	\$52.31	\$69.74	\$69.74
Professional/Manager/Specialist grade 11 - level 11	\$45.13	\$47.89	\$55.26	\$73.68	\$73.68
Operations grade 2 - level 2	\$24.12	\$25.60	\$29.54	\$39.38	\$39.38
Operations grade 3 - level 3	\$25.53	\$27.09	\$31.26	\$41.68	\$41.68
Operations grade 5 - level 5	\$30.42	\$32.28	\$37.25	\$49.66	\$49.66
Operations grade 6 - level 6	\$32.87	\$34.88	\$40.25	\$53.66	\$53.66
Operations grade 7 - level 7	\$35.32	\$37.48	\$43.25	\$57.66	\$57.66
Operations grade 8 - level 8	\$37.79	\$40.11	\$46.28	\$61.70	\$61.70
Operations grade 10 - level 10	\$42.72	\$45.33	\$52.31	\$69.74	\$69.74
Level 9	\$40.25	\$42.72	\$49.29	\$65.72	\$65.72

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	\$37.12	\$46.40	\$27.84	\$27.84
Technical grade 2 - level 2	\$39.38	\$49.23	\$29.54	\$29.54
Technical grade 3 - level 3	\$41.68	\$52.10	\$31.26	\$31.26
Technical grade 4 - level 4	\$45.62	\$57.03	\$34.22	\$34.22
Technical grade 5 - level 5	\$49.66	\$62.08	\$37.25	\$37.25
Technical grade 6 - level 6	\$53.66	\$67.08	\$40.25	\$40.25
Technical grade 7 - level 7	\$57.66	\$72.08	\$43.25	\$43.25
Administrative grade 1 - level 1	\$37.12	\$46.40	\$27.84	\$27.84
Administrative grade 2 - level 2	\$39.38	\$49.23	\$29.54	\$29.54
Administrative grade 3 - level 3	\$41.68	\$52.10	\$31.26	\$31.26
Administrative grade 4 - level 4	\$45.62	\$57.03	\$34.22	\$34.22
Administrative grade 5 - level 5	\$49.66	\$62.08	\$37.25	\$37.25
Administrative grade 6 - level 6	\$53.66	\$67.08	\$40.25	\$40.25
Professional/Manager/Specialist grade 5 - level 5	\$49.66	\$62.08	\$37.25	\$37.25
Professional/Manager/Specialist grade 7 - level 7	\$57.66	\$72.08	\$43.25	\$43.25
Professional/Manager/Specialist grade 8 - level 8	\$61.70	\$77.13	\$46.28	\$46.28
Professional/Manager/Specialist grade 10 - level 10	\$69.74	\$87.18	\$52.31	\$52.31
Professional/Manager/Specialist grade 11 - level 11	\$73.68	\$92.10	\$55.26	\$55.26
Operations grade 2 - level 2	\$39.38	\$49.23	\$29.54	\$29.54
Operations grade 3 - level 3	\$41.68	\$52.10	\$31.26	\$31.26
Operations grade 5 - level 5	\$49.66	\$62.08	\$37.25	\$37.25
Operations grade 6 - level 6	\$53.66	\$67.08	\$40.25	\$40.25
Operations grade 7 - level 7	\$57.66	\$72.08	\$43.25	\$43.25
Operations grade 8 - level 8	\$61.70	\$77.13	\$46.28	\$46.28
Operations grade 10 - level 10	\$69.74	\$87.18	\$52.31	\$52.31
Level 9	\$65.72	\$82.15	\$49.29	\$49.29

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	\$20.79	\$31.19	\$41.58	\$51.98	\$24.12
Technical grade 2 - level 2	\$22.06	\$33.09	\$44.12	\$55.15	\$25.59
Technical grade 3 - level 3	\$23.35	\$35.03	\$46.70	\$58.38	\$27.09
Technical grade 4 - level 4	\$25.56	\$38.34	\$51.12	\$63.90	\$29.65
Technical grade 5 - level 5	\$27.82	\$41.73	\$55.64	\$69.55	\$32.27
Technical grade 6 - level 6	\$30.07	\$45.11	\$60.14	\$75.18	\$34.88
Technical grade 7 - level 7	\$32.31	\$48.47	\$64.62	\$80.78	\$37.48
Administrative grade 1 - level 1	\$20.79	\$31.19	\$41.58	\$51.98	\$24.12
Administrative grade 2 - level 2	\$22.06	\$33.09	\$44.12	\$55.15	\$25.59
Administrative grade 3 - level 3	\$23.35	\$35.03	\$46.70	\$58.38	\$27.09
Administrative grade 4 - level 4	\$25.56	\$38.34	\$51.12	\$63.90	\$29.65
Administrative grade 5 - level 5	\$27.82	\$41.73	\$55.64	\$69.55	\$32.27
Administrative grade 6 - level 6	\$30.07	\$45.11	\$60.14	\$75.18	\$34.88
Professional/Manager/Specialist grade 5 - level 5	\$27.82	\$41.73	\$55.64	\$69.55	\$32.27
Professional/Manager/Specialist grade 7 - level 7	\$32.31	\$48.47	\$64.62	\$80.78	\$37.48
Professional/Manager/Specialist grade 8 - level 8	\$34.57	\$51.86	\$69.14	\$86.43	\$40.10
Professional/Manager/Specialist grade 10 - level 10	\$39.07	\$58.61	\$78.14	\$97.68	\$45.32
Professional/Manager/Specialist grade 11 - level 11	\$41.27	\$61.91	\$82.54	\$103.18	\$47.87
Operations grade 2 - level 2	\$22.06	\$33.09	\$44.12	\$55.15	\$25.59
Operations grade 3 - level 3	\$23.35	\$35.03	\$46.70	\$58.38	\$27.09
Operations grade 5 - level 5	\$27.82	\$41.73	\$55.64	\$69.55	\$32.27
Operations grade 6 - level 6	\$30.07	\$45.11	\$60.14	\$75.18	\$34.88
Operations grade 7 - level 7	\$32.31	\$48.47	\$64.62	\$80.78	\$37.48
Operations grade 8 - level 8	\$34.57	\$51.86	\$69.14	\$86.43	\$40.10
Operations grade 10 - level 10	\$39.07	\$58.61	\$78.14	\$97.68	\$45.32
Level 9	\$36.82	\$55.23	\$73.64	\$92.05	\$42.71

Table 2 of 3

Classification	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	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	\$25.47	\$27.03	\$31.19	\$41.58	\$41.58
Technical grade 2 - level 2	\$27.02	\$28.68	\$33.09	\$44.12	\$44.12
Technical grade 3 - level 3	\$28.60	\$30.36	\$35.03	\$46.70	\$46.70
Technical grade 4 - level 4	\$31.31	\$33.23	\$38.34	\$51.12	\$51.12
Technical grade 5 - level 5	\$34.08	\$36.17	\$41.73	\$55.64	\$55.64
Technical grade 6 - level 6	\$36.84	\$39.09	\$45.11	\$60.14	\$60.14
Technical grade 7 - level 7	\$39.58	\$42.00	\$48.47	\$64.62	\$64.62
Administrative grade 1 - level 1	\$25.47	\$27.03	\$31.19	\$41.58	\$41.58
Administrative grade 2 - level 2	\$27.02	\$28.68	\$33.09	\$44.12	\$44.12
Administrative grade 3 - level 3	\$28.60	\$30.36	\$35.03	\$46.70	\$46.70
Administrative grade 4 - level 4	\$31.31	\$33.23	\$38.34	\$51.12	\$51.12
Administrative grade 5 - level 5	\$34.08	\$36.17	\$41.73	\$55.64	\$55.64
Administrative grade 6 - level 6	\$36.84	\$39.09	\$45.11	\$60.14	\$60.14
Professional/Manager/Specialist grade 5 - level 5	\$34.08	\$36.17	\$41.73	\$55.64	\$55.64
Professional/Manager/Specialist grade 7 - level 7	\$39.58	\$42.00	\$48.47	\$64.62	\$64.62
Professional/Manager/Specialist grade 8 - level 8	\$42.35	\$44.94	\$51.86	\$69.14	\$69.14
Professional/Manager/Specialist grade 10 - level 10	\$47.86	\$50.79	\$58.61	\$78.14	\$78.14
Professional/Manager/Specialist grade 11 - level 11	\$50.56	\$53.65	\$61.91	\$82.54	\$82.54
Operations grade 2 - level 2	\$27.02	\$28.68	\$33.09	\$44.12	\$44.12
Operations grade 3 - level 3	\$28.60	\$30.36	\$35.03	\$46.70	\$46.70
Operations grade 5 - level 5	\$34.08	\$36.17	\$41.73	\$55.64	\$55.64
Operations grade 6 - level 6	\$36.84	\$39.09	\$45.11	\$60.14	\$60.14
Operations grade 7 - level 7	\$39.58	\$42.00	\$48.47	\$64.62	\$64.62
Operations grade 8 - level 8	\$42.35	\$44.94	\$51.86	\$69.14	\$69.14
Operations grade 10 - level 10	\$47.86	\$50.79	\$58.61	\$78.14	\$78.14
Level 9	\$45.10	\$47.87	\$55.23	\$73.64	\$73.64

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	\$41.58	\$51.98	\$31.19	\$31.19
Technical grade 2 - level 2	\$44.12	\$55.15	\$33.09	\$33.09
Technical grade 3 - level 3	\$46.70	\$58.38	\$35.03	\$35.03
Technical grade 4 - level 4	\$51.12	\$63.90	\$38.34	\$38.34
Technical grade 5 - level 5	\$55.64	\$69.55	\$41.73	\$41.73
Technical grade 6 - level 6	\$60.14	\$75.18	\$45.11	\$45.11
Technical grade 7 - level 7	\$64.62	\$80.78	\$48.47	\$48.47
Administrative grade 1 - level 1	\$41.58	\$51.98	\$31.19	\$31.19
Administrative grade 2 - level 2	\$44.12	\$55.15	\$33.09	\$33.09
Administrative grade 3 - level 3	\$46.70	\$58.38	\$35.03	\$35.03
Administrative grade 4 - level 4	\$51.12	\$63.90	\$38.34	\$38.34
Administrative grade 5 - level 5	\$55.64	\$69.55	\$41.73	\$41.73
Administrative grade 6 - level 6	\$60.14	\$75.18	\$45.11	\$45.11
Professional/Manager/Specialist grade 5 - level 5	\$55.64	\$69.55	\$41.73	\$41.73
Professional/Manager/Specialist grade 7 - level 7	\$64.62	\$80.78	\$48.47	\$48.47
Professional/Manager/Specialist grade 8 - level 8	\$69.14	\$86.43	\$51.86	\$51.86
Professional/Manager/Specialist grade 10 - level 10	\$78.14	\$97.68	\$58.61	\$58.61
Professional/Manager/Specialist grade 11 - level 11	\$82.54	\$103.18	\$61.91	\$61.91
Operations grade 2 - level 2	\$44.12	\$55.15	\$33.09	\$33.09
Operations grade 3 - level 3	\$46.70	\$58.38	\$35.03	\$35.03
Operations grade 5 - level 5	\$55.64	\$69.55	\$41.73	\$41.73
Operations grade 6 - level 6	\$60.14	\$75.18	\$45.11	\$45.11
Operations grade 7 - level 7	\$64.62	\$80.78	\$48.47	\$48.47
Operations grade 8 - level 8	\$69.14	\$86.43	\$51.86	\$51.86
Operations grade 10 - level 10	\$78.14	\$97.68	\$58.61	\$58.61
Level 9	\$73.64	\$92.05	\$55.23	\$55.23

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	\$20.40	\$28.56	\$36.72	\$44.88	\$23.01
Technical grade 2 - level 2	\$21.65	\$30.31	\$38.97	\$47.63	\$24.42
Technical grade 3 - level 3	\$22.91	\$32.08	\$41.24	\$50.41	\$25.85
Technical grade 4 - level 4	\$25.08	\$35.11	\$45.14	\$55.17	\$28.28
Technical grade 5 - level 5	\$27.29	\$38.20	\$49.12	\$60.03	\$30.78
Technical grade 6 - level 6	\$29.50	\$41.30	\$53.10	\$64.90	\$33.28
Technical grade 7 - level 7	\$31.70	\$44.38	\$57.06	\$69.74	\$35.76
Administrative grade 1 - level 1	\$20.40	\$28.56	\$36.72	\$44.88	\$23.01
Administrative grade 2 - level 2	\$21.65	\$30.31	\$38.97	\$47.63	\$24.42
Administrative grade 3 - level 3	\$22.91	\$32.08	\$41.24	\$50.41	\$25.85
Administrative grade 4 - level 4	\$25.08	\$35.11	\$45.14	\$55.17	\$28.28
Administrative grade 5 - level 5	\$27.29	\$38.20	\$49.12	\$60.03	\$30.78
Administrative grade 6 - level 6	\$29.50	\$41.30	\$53.10	\$64.90	\$33.28
Professional/Manager/Specialist grade 5 - level 5	\$27.29	\$38.20	\$49.12	\$60.03	\$30.78
Professional/Manager/Specialist grade 7 - level 7	\$31.70	\$44.38	\$57.06	\$69.74	\$35.76
Professional/Manager/Specialist grade 8 - level 8	\$33.91	\$47.48	\$61.04	\$74.61	\$38.25
Professional/Manager/Specialist grade 10 - level 10	\$38.34	\$53.67	\$69.01	\$84.34	\$43.24
Professional/Manager/Specialist grade 11 - level 11	\$40.50	\$56.70	\$72.90	\$89.10	\$45.68
Operations grade 2 - level 2	\$21.65	\$30.31	\$38.97	\$47.63	\$24.42
Operations grade 3 - level 3	\$22.91	\$32.08	\$41.24	\$50.41	\$25.85
Operations grade 5 - level 5	\$27.29	\$38.20	\$49.12	\$60.03	\$30.78
Operations grade 6 - level 6	\$29.50	\$41.30	\$53.10	\$64.90	\$33.28
Operations grade 7 - level 7	\$31.70	\$44.38	\$57.06	\$69.74	\$35.76
Operations grade 8 - level 8	\$33.91	\$47.48	\$61.04	\$74.61	\$38.25
Operations grade 10 - level 10	\$38.34	\$53.67	\$69.01	\$84.34	\$43.24
Level 9	\$36.13	\$50.58	\$65.03	\$79.48	\$40.75

Table 2 of 3

Classification	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	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	\$24.07	\$25.30	\$24.48	\$32.64	\$32.64
Technical grade 2 - level 2	\$25.55	\$26.85	\$25.98	\$34.64	\$34.64
Technical grade 3 - level 3	\$27.04	\$28.41	\$27.50	\$36.66	\$36.66
Technical grade 4 - level 4	\$29.59	\$31.09	\$30.09	\$40.12	\$40.12
Technical grade 5 - level 5	\$32.20	\$33.84	\$32.75	\$43.66	\$43.66
Technical grade 6 - level 6	\$34.81	\$36.58	\$35.40	\$47.20	\$47.20
Technical grade 7 - level 7	\$37.41	\$39.31	\$38.04	\$50.72	\$50.72
Administrative grade 1 - level 1	\$24.07	\$25.30	\$24.48	\$32.64	\$32.64
Administrative grade 2 - level 2	\$25.55	\$26.85	\$25.98	\$34.64	\$34.64
Administrative grade 3 - level 3	\$27.04	\$28.41	\$27.50	\$36.66	\$36.66
Administrative grade 4 - level 4	\$29.59	\$31.09	\$30.09	\$40.12	\$40.12
Administrative grade 5 - level 5	\$32.20	\$33.84	\$32.75	\$43.66	\$43.66
Administrative grade 6 - level 6	\$34.81	\$36.58	\$35.40	\$47.20	\$47.20
Professional/Manager/Specialist grade 5 - level 5	\$32.20	\$33.84	\$32.75	\$43.66	\$43.66
Professional/Manager/Specialist grade 7 - level 7	\$37.41	\$39.31	\$38.04	\$50.72	\$50.72
Professional/Manager/Specialist grade 8 - level 8	\$40.02	\$42.05	\$40.70	\$54.26	\$54.26
Professional/Manager/Specialist grade 10 - level 10	\$45.24	\$47.54	\$46.01	\$61.34	\$61.34
Professional/Manager/Specialist grade 11 - level 11	\$47.79	\$50.22	\$48.60	\$64.80	\$64.80
Operations grade 2 - level 2	\$25.55	\$26.85	\$25.98	\$34.64	\$34.64
Operations grade 3 - level 3	\$27.04	\$28.41	\$27.50	\$36.66	\$36.66
Operations grade 5 - level 5	\$32.20	\$33.84	\$32.75	\$43.66	\$43.66
Operations grade 6 - level 6	\$34.81	\$36.58	\$35.40	\$47.20	\$47.20
Operations grade 7 - level 7	\$37.41	\$39.31	\$38.04	\$50.72	\$50.72
Operations grade 8 - level 8	\$40.02	\$42.05	\$40.70	\$54.26	\$54.26
Operations grade 10 - level 10	\$45.24	\$47.54	\$46.01	\$61.34	\$61.34
Level 9	\$42.63	\$44.80	\$43.35	\$57.80	\$57.80

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	\$32.64	\$40.80	\$28.56	\$28.56
Technical grade 2 - level 2	\$34.64	\$43.30	\$30.31	\$30.31
Technical grade 3 - level 3	\$36.66	\$45.83	\$32.08	\$32.08
Technical grade 4 - level 4	\$40.12	\$50.15	\$35.11	\$35.11
Technical grade 5 - level 5	\$43.66	\$54.58	\$38.20	\$38.20
Technical grade 6 - level 6	\$47.20	\$59.00	\$41.30	\$41.30
Technical grade 7 - level 7	\$50.72	\$63.40	\$44.38	\$44.38
Administrative grade 1 - level 1	\$32.64	\$40.80	\$28.56	\$28.56
Administrative grade 2 - level 2	\$34.64	\$43.30	\$30.31	\$30.31
Administrative grade 3 - level 3	\$36.66	\$45.83	\$32.08	\$32.08
Administrative grade 4 - level 4	\$40.12	\$50.15	\$35.11	\$35.11
Administrative grade 5 - level 5	\$43.66	\$54.58	\$38.20	\$38.20
Administrative grade 6 - level 6	\$47.20	\$59.00	\$41.30	\$41.30
Professional/Manager/Specialist grade 5 - level 5	\$43.66	\$54.58	\$38.20	\$38.20
Professional/Manager/Specialist grade 7 - level 7	\$50.72	\$63.40	\$44.38	\$44.38
Professional/Manager/Specialist grade 8 - level 8	\$54.26	\$67.83	\$47.48	\$47.48
Professional/Manager/Specialist grade 10 - level 10	\$61.34	\$76.68	\$53.67	\$53.67
Professional/Manager/Specialist grade 11 - level 11	\$64.80	\$81.00	\$56.70	\$56.70
Operations grade 2 - level 2	\$34.64	\$43.30	\$30.31	\$30.31
Operations grade 3 - level 3	\$36.66	\$45.83	\$32.08	\$32.08
Operations grade 5 - level 5	\$43.66	\$54.58	\$38.20	\$38.20
Operations grade 6 - level 6	\$47.20	\$59.00	\$41.30	\$41.30
Operations grade 7 - level 7	\$50.72	\$63.40	\$44.38	\$44.38
Operations grade 8 - level 8	\$54.26	\$67.83	\$47.48	\$47.48
Operations grade 10 - level 10	\$61.34	\$76.68	\$53.67	\$53.67
Level 9	\$57.80	\$72.25	\$50.58	\$50.58

Junior - Casual - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	\$23.20	\$32.48	\$41.76	\$51.04	\$26.17
Technical grade 2 - level 2	\$24.61	\$34.46	\$44.30	\$54.15	\$27.76
Technical grade 3 - level 3	\$26.05	\$36.47	\$46.89	\$57.31	\$29.38
Technical grade 4 - level 4	\$28.51	\$39.92	\$51.32	\$62.73	\$32.16
Technical grade 5 - level 5	\$31.04	\$43.45	\$55.87	\$68.28	\$35.01
Technical grade 6 - level 6	\$33.54	\$46.95	\$60.37	\$73.78	\$37.83
Technical grade 7 - level 7	\$36.04	\$50.45	\$64.87	\$79.28	\$40.65
Administrative grade 1 - level 1	\$23.20	\$32.48	\$41.76	\$51.04	\$26.17
Administrative grade 2 - level 2	\$24.61	\$34.46	\$44.30	\$54.15	\$27.76
Administrative grade 3 - level 3	\$26.05	\$36.47	\$46.89	\$57.31	\$29.38
Administrative grade 4 - level 4	\$28.51	\$39.92	\$51.32	\$62.73	\$32.16
Administrative grade 5 - level 5	\$31.04	\$43.45	\$55.87	\$68.28	\$35.01
Administrative grade 6 - level 6	\$33.54	\$46.95	\$60.37	\$73.78	\$37.83
Professional/Manager/Specialist grade 5 - level 5	\$31.04	\$43.45	\$55.87	\$68.28	\$35.01
Professional/Manager/Specialist grade 7 - level 7	\$36.04	\$50.45	\$64.87	\$79.28	\$40.65
Professional/Manager/Specialist grade 8 - level 8	\$38.56	\$53.99	\$69.41	\$84.84	\$43.50
Professional/Manager/Specialist grade 10 - level 10	\$43.59	\$61.02	\$78.46	\$95.89	\$49.17
Professional/Manager/Specialist grade 11 - level 11	\$46.05	\$64.47	\$82.89	\$101.31	\$51.94
Operations grade 2 - level 2	\$24.61	\$34.46	\$44.30	\$54.15	\$27.76
Operations grade 3 - level 3	\$26.05	\$36.47	\$46.89	\$57.31	\$29.38
Operations grade 5 - level 5	\$31.04	\$43.45	\$55.87	\$68.28	\$35.01
Operations grade 6 - level 6	\$33.54	\$46.95	\$60.37	\$73.78	\$37.83
Operations grade 7 - level 7	\$36.04	\$50.45	\$64.87	\$79.28	\$40.65
Operations grade 8 - level 8	\$38.56	\$53.99	\$69.41	\$84.84	\$43.50
Operations grade 10 - level 10	\$43.59	\$61.02	\$78.46	\$95.89	\$49.17
Level 9	\$41.08	\$57.51	\$73.94	\$90.37	\$46.33

Table 2 of 3

Classification	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	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	\$27.38	\$28.77	\$27.84	\$37.12	\$37.12
Technical grade 2 - level 2	\$29.04	\$30.52	\$29.54	\$39.38	\$39.38
Technical grade 3 - level 3	\$30.74	\$32.30	\$31.26	\$41.68	\$41.68
Technical grade 4 - level 4	\$33.64	\$35.36	\$34.22	\$45.62	\$45.62
Technical grade 5 - level 5	\$36.62	\$38.49	\$37.25	\$49.66	\$49.66
Technical grade 6 - level 6	\$39.57	\$41.59	\$40.25	\$53.66	\$53.66
Technical grade 7 - level 7	\$42.52	\$44.69	\$43.25	\$57.66	\$57.66
Administrative grade 1 - level 1	\$27.38	\$28.77	\$27.84	\$37.12	\$37.12
Administrative grade 2 - level 2	\$29.04	\$30.52	\$29.54	\$39.38	\$39.38
Administrative grade 3 - level 3	\$30.74	\$32.30	\$31.26	\$41.68	\$41.68
Administrative grade 4 - level 4	\$33.64	\$35.36	\$34.22	\$45.62	\$45.62
Administrative grade 5 - level 5	\$36.62	\$38.49	\$37.25	\$49.66	\$49.66
Administrative grade 6 - level 6	\$39.57	\$41.59	\$40.25	\$53.66	\$53.66
Professional/Manager/Specialist grade 5 - level 5	\$36.62	\$38.49	\$37.25	\$49.66	\$49.66
Professional/Manager/Specialist grade 7 - level 7	\$42.52	\$44.69	\$43.25	\$57.66	\$57.66
Professional/Manager/Specialist grade 8 - level 8	\$45.50	\$47.82	\$46.28	\$61.70	\$61.70
Professional/Manager/Specialist grade 10 - level 10	\$51.43	\$54.05	\$52.31	\$69.74	\$69.74
Professional/Manager/Specialist grade 11 - level 11	\$54.34	\$57.10	\$55.26	\$73.68	\$73.68
Operations grade 2 - level 2	\$29.04	\$30.52	\$29.54	\$39.38	\$39.38
Operations grade 3 - level 3	\$30.74	\$32.30	\$31.26	\$41.68	\$41.68
Operations grade 5 - level 5	\$36.62	\$38.49	\$37.25	\$49.66	\$49.66
Operations grade 6 - level 6	\$39.57	\$41.59	\$40.25	\$53.66	\$53.66
Operations grade 7 - level 7	\$42.52	\$44.69	\$43.25	\$57.66	\$57.66
Operations grade 8 - level 8	\$45.50	\$47.82	\$46.28	\$61.70	\$61.70
Operations grade 10 - level 10	\$51.43	\$54.05	\$52.31	\$69.74	\$69.74
Level 9	\$48.47	\$50.93	\$49.29	\$65.72	\$65.72

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	\$37.12	\$46.40	\$32.48	\$32.48
Technical grade 2 - level 2	\$39.38	\$49.23	\$34.46	\$34.46
Technical grade 3 - level 3	\$41.68	\$52.10	\$36.47	\$36.47
Technical grade 4 - level 4	\$45.62	\$57.03	\$39.92	\$39.92
Technical grade 5 - level 5	\$49.66	\$62.08	\$43.45	\$43.45
Technical grade 6 - level 6	\$53.66	\$67.08	\$46.95	\$46.95
Technical grade 7 - level 7	\$57.66	\$72.08	\$50.45	\$50.45
Administrative grade 1 - level 1	\$37.12	\$46.40	\$32.48	\$32.48
Administrative grade 2 - level 2	\$39.38	\$49.23	\$34.46	\$34.46
Administrative grade 3 - level 3	\$41.68	\$52.10	\$36.47	\$36.47
Administrative grade 4 - level 4	\$45.62	\$57.03	\$39.92	\$39.92
Administrative grade 5 - level 5	\$49.66	\$62.08	\$43.45	\$43.45
Administrative grade 6 - level 6	\$53.66	\$67.08	\$46.95	\$46.95
Professional/Manager/Specialist grade 5 - level 5	\$49.66	\$62.08	\$43.45	\$43.45
Professional/Manager/Specialist grade 7 - level 7	\$57.66	\$72.08	\$50.45	\$50.45
Professional/Manager/Specialist grade 8 - level 8	\$61.70	\$77.13	\$53.99	\$53.99
Professional/Manager/Specialist grade 10 - level 10	\$69.74	\$87.18	\$61.02	\$61.02
Professional/Manager/Specialist grade 11 - level 11	\$73.68	\$92.10	\$64.47	\$64.47
Operations grade 2 - level 2	\$39.38	\$49.23	\$34.46	\$34.46
Operations grade 3 - level 3	\$41.68	\$52.10	\$36.47	\$36.47
Operations grade 5 - level 5	\$49.66	\$62.08	\$43.45	\$43.45
Operations grade 6 - level 6	\$53.66	\$67.08	\$46.95	\$46.95
Operations grade 7 - level 7	\$57.66	\$72.08	\$50.45	\$50.45
Operations grade 8 - level 8	\$61.70	\$77.13	\$53.99	\$53.99
Operations grade 10 - level 10	\$69.74	\$87.18	\$61.02	\$61.02
Level 9	\$65.72	\$82.15	\$57.51	\$57.51

Junior - Casual - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	\$25.99	\$36.38	\$46.78	\$57.17	\$29.31
Technical grade 2 - level 2	\$27.58	\$38.61	\$49.64	\$60.67	\$31.10
Technical grade 3 - level 3	\$29.19	\$40.86	\$52.54	\$64.21	\$32.92
Technical grade 4 - level 4	\$31.95	\$44.73	\$57.51	\$70.29	\$36.04
Technical grade 5 - level 5	\$34.78	\$48.69	\$62.60	\$76.51	\$39.23
Technical grade 6 - level 6	\$37.59	\$52.62	\$67.66	\$82.69	\$42.40
Technical grade 7 - level 7	\$40.39	\$56.54	\$72.70	\$88.85	\$45.56
Administrative grade 1 - level 1	\$25.99	\$36.38	\$46.78	\$57.17	\$29.31
Administrative grade 2 - level 2	\$27.58	\$38.61	\$49.64	\$60.67	\$31.10
Administrative grade 3 - level 3	\$29.19	\$40.86	\$52.54	\$64.21	\$32.92
Administrative grade 4 - level 4	\$31.95	\$44.73	\$57.51	\$70.29	\$36.04
Administrative grade 5 - level 5	\$34.78	\$48.69	\$62.60	\$76.51	\$39.23
Administrative grade 6 - level 6	\$37.59	\$52.62	\$67.66	\$82.69	\$42.40
Professional/Manager/Specialist grade 5 - level 5	\$34.78	\$48.69	\$62.60	\$76.51	\$39.23
Professional/Manager/Specialist grade 7 - level 7	\$40.39	\$56.54	\$72.70	\$88.85	\$45.56
Professional/Manager/Specialist grade 8 - level 8	\$43.21	\$60.50	\$77.78	\$95.07	\$48.74
Professional/Manager/Specialist grade 10 - level 10	\$48.84	\$68.37	\$87.91	\$107.44	\$55.09
Professional/Manager/Specialist grade 11 - level 11	\$51.59	\$72.22	\$92.86	\$113.49	\$58.19
Operations grade 2 - level 2	\$27.58	\$38.61	\$49.64	\$60.67	\$31.10
Operations grade 3 - level 3	\$29.19	\$40.86	\$52.54	\$64.21	\$32.92
Operations grade 5 - level 5	\$34.78	\$48.69	\$62.60	\$76.51	\$39.23
Operations grade 6 - level 6	\$37.59	\$52.62	\$67.66	\$82.69	\$42.40
Operations grade 7 - level 7	\$40.39	\$56.54	\$72.70	\$88.85	\$45.56
Operations grade 8 - level 8	\$43.21	\$60.50	\$77.78	\$95.07	\$48.74
Operations grade 10 - level 10	\$48.84	\$68.37	\$87.91	\$107.44	\$55.09
Level 9	\$46.03	\$64.44	\$82.85	\$101.26	\$51.92

Table 2 of 3

Classification	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	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	\$30.67	\$32.22	\$31.19	\$41.58	\$41.58
Technical grade 2 - level 2	\$32.54	\$34.19	\$33.09	\$44.12	\$44.12
Technical grade 3 - level 3	\$34.44	\$36.19	\$35.03	\$46.70	\$46.70
Technical grade 4 - level 4	\$37.70	\$39.62	\$38.34	\$51.12	\$51.12
Technical grade 5 - level 5	\$41.03	\$43.12	\$41.73	\$55.64	\$55.64
Technical grade 6 - level 6	\$44.35	\$46.61	\$45.11	\$60.14	\$60.14
Technical grade 7 - level 7	\$47.66	\$50.08	\$48.47	\$64.62	\$64.62
Administrative grade 1 - level 1	\$30.67	\$32.22	\$31.19	\$41.58	\$41.58
Administrative grade 2 - level 2	\$32.54	\$34.19	\$33.09	\$44.12	\$44.12
Administrative grade 3 - level 3	\$34.44	\$36.19	\$35.03	\$46.70	\$46.70
Administrative grade 4 - level 4	\$37.70	\$39.62	\$38.34	\$51.12	\$51.12
Administrative grade 5 - level 5	\$41.03	\$43.12	\$41.73	\$55.64	\$55.64
Administrative grade 6 - level 6	\$44.35	\$46.61	\$45.11	\$60.14	\$60.14
Professional/Manager/Specialist grade 5 - level 5	\$41.03	\$43.12	\$41.73	\$55.64	\$55.64
Professional/Manager/Specialist grade 7 - level 7	\$47.66	\$50.08	\$48.47	\$64.62	\$64.62
Professional/Manager/Specialist grade 8 - level 8	\$50.99	\$53.58	\$51.86	\$69.14	\$69.14
Professional/Manager/Specialist grade 10 - level 10	\$57.63	\$60.56	\$58.61	\$78.14	\$78.14
Professional/Manager/Specialist grade 11 - level 11	\$60.87	\$63.97	\$61.91	\$82.54	\$82.54
Operations grade 2 - level 2	\$32.54	\$34.19	\$33.09	\$44.12	\$44.12
Operations grade 3 - level 3	\$34.44	\$36.19	\$35.03	\$46.70	\$46.70
Operations grade 5 - level 5	\$41.03	\$43.12	\$41.73	\$55.64	\$55.64
Operations grade 6 - level 6	\$44.35	\$46.61	\$45.11	\$60.14	\$60.14
Operations grade 7 - level 7	\$47.66	\$50.08	\$48.47	\$64.62	\$64.62
Operations grade 8 - level 8	\$50.99	\$53.58	\$51.86	\$69.14	\$69.14
Operations grade 10 - level 10	\$57.63	\$60.56	\$58.61	\$78.14	\$78.14
Level 9	\$54.31	\$57.07	\$55.23	\$73.64	\$73.64

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	\$41.58	\$51.98	\$36.38	\$36.38
Technical grade 2 - level 2	\$44.12	\$55.15	\$38.61	\$38.61
Technical grade 3 - level 3	\$46.70	\$58.38	\$40.86	\$40.86
Technical grade 4 - level 4	\$51.12	\$63.90	\$44.73	\$44.73
Technical grade 5 - level 5	\$55.64	\$69.55	\$48.69	\$48.69
Technical grade 6 - level 6	\$60.14	\$75.18	\$52.62	\$52.62
Technical grade 7 - level 7	\$64.62	\$80.78	\$56.54	\$56.54
Administrative grade 1 - level 1	\$41.58	\$51.98	\$36.38	\$36.38
Administrative grade 2 - level 2	\$44.12	\$55.15	\$38.61	\$38.61
Administrative grade 3 - level 3	\$46.70	\$58.38	\$40.86	\$40.86
Administrative grade 4 - level 4	\$51.12	\$63.90	\$44.73	\$44.73
Administrative grade 5 - level 5	\$55.64	\$69.55	\$48.69	\$48.69
Administrative grade 6 - level 6	\$60.14	\$75.18	\$52.62	\$52.62
Professional/Manager/Specialist grade 5 - level 5	\$55.64	\$69.55	\$48.69	\$48.69
Professional/Manager/Specialist grade 7 - level 7	\$64.62	\$80.78	\$56.54	\$56.54
Professional/Manager/Specialist grade 8 - level 8	\$69.14	\$86.43	\$60.50	\$60.50
Professional/Manager/Specialist grade 10 - level 10	\$78.14	\$97.68	\$68.37	\$68.37
Professional/Manager/Specialist grade 11 - level 11	\$82.54	\$103.18	\$72.22	\$72.22
Operations grade 2 - level 2	\$44.12	\$55.15	\$38.61	\$38.61
Operations grade 3 - level 3	\$46.70	\$58.38	\$40.86	\$40.86
Operations grade 5 - level 5	\$55.64	\$69.55	\$48.69	\$48.69
Operations grade 6 - level 6	\$60.14	\$75.18	\$52.62	\$52.62
Operations grade 7 - level 7	\$64.62	\$80.78	\$56.54	\$56.54
Operations grade 8 - level 8	\$69.14	\$86.43	\$60.50	\$60.50
Operations grade 10 - level 10	\$78.14	\$97.68	\$68.37	\$68.37
Level 9	\$73.64	\$92.05	\$64.44	\$64.44

Apprentice - Started before 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Apprentice - 1st year	\$395.43	\$10.54	\$15.81	\$21.08	\$26.35
Apprentice - 2nd year	\$517.83	\$13.81	\$20.72	\$27.62	\$34.53
Apprentice - 3rd year	\$706.13	\$18.83	\$28.25	\$37.66	\$47.08
Apprentice - 4th year	\$800.28	\$21.34	\$32.01	\$42.68	\$53.35

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	\$12.23	\$12.91	\$13.70	\$15.81	\$21.08
Apprentice - 2nd year	\$16.02	\$16.92	\$17.95	\$20.72	\$27.62
Apprentice - 3rd year	\$21.84	\$23.07	\$24.48	\$28.25	\$37.66
Apprentice - 4th year	\$24.75	\$26.14	\$27.74	\$32.01	\$42.68

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	\$21.08	\$21.08	\$26.35	\$15.81	\$15.81
Apprentice - 2nd year	\$27.62	\$27.62	\$34.53	\$20.72	\$20.72
Apprentice - 3rd year	\$37.66	\$37.66	\$47.08	\$28.25	\$28.25
Apprentice - 4th year	\$42.68	\$42.68	\$53.35	\$32.01	\$32.01

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Apprentice - 1st year	\$470.75	\$12.55	\$18.83	\$25.10	\$31.38
Apprentice - 2nd year	\$564.90	\$15.06	\$22.59	\$30.12	\$37.65
Apprentice - 3rd year	\$706.13	\$18.83	\$28.25	\$37.66	\$47.08
Apprentice - 4th year	\$800.28	\$21.34	\$32.01	\$42.68	\$53.35

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	\$14.56	\$15.37	\$16.32	\$18.83	\$25.10
Apprentice - 2nd year	\$17.47	\$18.45	\$19.58	\$22.59	\$30.12
Apprentice - 3rd year	\$21.84	\$23.07	\$24.48	\$28.25	\$37.66
Apprentice - 4th year	\$24.75	\$26.14	\$27.74	\$32.01	\$42.68

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	\$25.10	\$25.10	\$31.38	\$18.83	\$18.83
Apprentice - 2nd year	\$30.12	\$30.12	\$37.65	\$22.59	\$22.59
Apprentice - 3rd year	\$37.66	\$37.66	\$47.08	\$28.25	\$28.25
Apprentice - 4th year	\$42.68	\$42.68	\$53.35	\$32.01	\$32.01

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Apprentice - 1st year	\$517.83	\$13.81	\$20.72	\$27.62	\$34.53
Apprentice - 2nd year	\$611.98	\$16.32	\$24.48	\$32.64	\$40.80
Apprentice - 3rd year	\$706.13	\$18.83	\$28.25	\$37.66	\$47.08
Apprentice - 4th year	\$800.28	\$21.34	\$32.01	\$42.68	\$53.35

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	\$16.02	\$16.92	\$17.95	\$20.72	\$27.62
Apprentice - 2nd year	\$18.93	\$19.99	\$21.22	\$24.48	\$32.64
Apprentice - 3rd year	\$21.84	\$23.07	\$24.48	\$28.25	\$37.66
Apprentice - 4th year	\$24.75	\$26.14	\$27.74	\$32.01	\$42.68

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	\$27.62	\$27.62	\$34.53	\$20.72	\$20.72
Apprentice - 2nd year	\$32.64	\$32.64	\$40.80	\$24.48	\$24.48
Apprentice - 3rd year	\$37.66	\$37.66	\$47.08	\$28.25	\$28.25
Apprentice - 4th year	\$42.68	\$42.68	\$53.35	\$32.01	\$32.01

Adult apprentice - Started before 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Apprentice - 1st year	\$659.05	\$17.57	\$26.36	\$35.14	\$43.93
Apprentice - 2nd year	\$753.20	\$20.09	\$30.14	\$40.18	\$50.23
Apprentice - 3rd year	\$800.28	\$21.34	\$32.01	\$42.68	\$53.35
Apprentice - 4th year	\$847.35	\$22.60	\$33.90	\$45.20	\$56.50

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	\$20.38	\$21.52	\$22.84	\$26.36	\$35.14
Apprentice - 2nd year	\$23.30	\$24.61	\$26.12	\$30.14	\$40.18
Apprentice - 3rd year	\$24.75	\$26.14	\$27.74	\$32.01	\$42.68
Apprentice - 4th year	\$26.22	\$27.69	\$29.38	\$33.90	\$45.20

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	\$35.14	\$35.14	\$43.93	\$26.36	\$26.36
Apprentice - 2nd year	\$40.18	\$40.18	\$50.23	\$30.14	\$30.14
Apprentice - 3rd year	\$42.68	\$42.68	\$53.35	\$32.01	\$32.01
Apprentice - 4th year	\$45.20	\$45.20	\$56.50	\$33.90	\$33.90

Adult apprentice - Started after 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Apprentice - 1st year	\$753.20	\$20.09	\$30.14	\$40.18	\$50.23
Apprentice - 2nd year	\$838.40	\$22.36	\$33.54	\$44.72	\$55.90
Apprentice - 3rd year	\$838.40	\$22.36	\$33.54	\$44.72	\$55.90
Apprentice - 4th year	\$847.35	\$22.60	\$33.90	\$45.20	\$56.50

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	\$23.30	\$24.61	\$26.12	\$30.14	\$40.18
Apprentice - 2nd year	\$25.94	\$27.39	\$29.07	\$33.54	\$44.72
Apprentice - 3rd year	\$25.94	\$27.39	\$29.07	\$33.54	\$44.72
Apprentice - 4th year	\$26.22	\$27.69	\$29.38	\$33.90	\$45.20

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	\$40.18	\$40.18	\$50.23	\$30.14	\$30.14
Apprentice - 2nd year	\$44.72	\$44.72	\$55.90	\$33.54	\$33.54
Apprentice - 3rd year	\$44.72	\$44.72	\$55.90	\$33.54	\$33.54
Apprentice - 4th year	\$45.20	\$45.20	\$56.50	\$33.90	\$33.90

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	\$169.47 per week, or payable daily on a pro rata basis
Availability allowance - 1 in 4 or less weeks rostered on availability duty	\$244.79 per week, or payable daily on a pro rata basis
Briquette factory allowance	\$2.13 per hour up to a maximum of \$80.03 per week
Coal handling allowance - not payable when open cut brown coal mine allowance or briquette factory allowance are paid	\$2.76 per hour up to a maximum of \$103.57 per week
First aid allowance	\$0.48 per hour up to a maximum of \$17.89 per week
Meal allowance	\$17.25 per meal
Open cut brown coal mine allowance	\$2.76 per hour up to a maximum of \$103.57 per week
Power station allowance - technical or operations employee	\$1.76 per hour up to a maximum of \$65.91 per week
Power station allowance - professional, managerial, specialist or administrative employee	\$0.51 per hour up to a maximum of \$19.30 per week
Tool allowance	\$22.04 per week
Transmission line, plant or equipment work allowance	\$1.51 per hour up to a maximum of \$56.49 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 - motorcycle	\$0.31 per km
Vehicle allowance - motor vehicle	\$0.92 per km

Disclaimer

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

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

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

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

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

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