

## Pay Guide - Salt Industry Award 2010

[MA000107]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2014.

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

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Rates of pay

The rates below include industry allowance.

### Adult

### Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker
Level 1 - introductory	\$689.46	\$18.14	\$20.86	\$20.86	\$23.58	\$27.21	\$36.28
Level 2 - basic	\$709.56	\$18.67	\$21.47	\$21.47	\$24.27	\$28.01	\$37.34
Level 3 - intermediate	\$737.56	\$19.41	\$22.32	\$22.32	\$25.23	\$29.12	\$38.82
Level 4 - competent	\$764.86	\$20.13	\$23.15	\$23.15	\$26.17	\$30.20	\$40.26
Level 5 - advanced	\$794.96	\$20.92	\$24.06	\$24.06	\$27.20	\$31.38	\$41.84

Table 2 of 2

Classification	Public holiday - shiftworker	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Level 1 - introductory	\$36.28	\$27.21	\$36.28	\$36.28	\$45.35	\$36.28
Level 2 - basic	\$37.34	\$28.01	\$37.34	\$37.34	\$46.68	\$37.34
Level 3 - intermediate	\$38.82	\$29.12	\$38.82	\$38.82	\$48.53	\$38.82
Level 4 - competent	\$40.26	\$30.20	\$40.26	\$40.26	\$50.33	\$40.26
Level 5 - advanced	\$41.84	\$31.38	\$41.84	\$41.84	\$52.30	\$41.84

## Casual

Table 1 of 2

Classification	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker
Level 1 - introductory	\$22.68	\$26.08	\$26.08	\$29.48	\$34.02	\$45.36	\$45.36
Level 2 - basic	\$23.34	\$26.84	\$26.84	\$30.34	\$35.01	\$46.68	\$46.68
Level 3 - intermediate	\$24.26	\$27.90	\$27.90	\$31.54	\$36.39	\$48.52	\$48.52
Level 4 - competent	\$25.16	\$28.93	\$28.93	\$32.71	\$37.74	\$50.32	\$50.32
Level 5 - advanced	\$26.15	\$30.07	\$30.07	\$34.00	\$39.23	\$52.30	\$52.30

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Level 1 - introductory	\$34.02	\$45.36	\$45.36	\$56.70	\$45.36
Level 2 - basic	\$35.01	\$46.68	\$46.68	\$58.35	\$46.68
Level 3 - intermediate	\$36.39	\$48.52	\$48.52	\$60.65	\$48.52
Level 4 - competent	\$37.74	\$50.32	\$50.32	\$62.90	\$50.32
Level 5 - advanced	\$39.23	\$52.30	\$52.30	\$65.38	\$52.30

## Junior - Full-time & part-time - 16 years and under

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker
Level 1 - introductory	\$467.75	\$12.31	\$14.16	\$14.16	\$16.00	\$18.47	\$24.62
Level 2 - basic	\$467.75	\$12.31	\$14.16	\$14.16	\$16.00	\$18.47	\$24.62
Level 3 - intermediate	\$467.75	\$12.31	\$14.16	\$14.16	\$16.00	\$18.47	\$24.62
Level 4 - competent	\$467.75	\$12.31	\$14.16	\$14.16	\$16.00	\$18.47	\$24.62
Level 5 - advanced	\$467.75	\$12.31	\$14.16	\$14.16	\$16.00	\$18.47	\$24.62

Table 2 of 2

Classification	Public holiday - shiftworker	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Level 1 - introductory	\$24.62	\$18.47	\$24.62	\$24.62	\$30.78	\$24.62
Level 2 - basic	\$24.62	\$18.47	\$24.62	\$24.62	\$30.78	\$24.62
Level 3 - intermediate	\$24.62	\$18.47	\$24.62	\$24.62	\$30.78	\$24.62
Level 4 - competent	\$24.62	\$18.47	\$24.62	\$24.62	\$30.78	\$24.62
Level 5 - advanced	\$24.62	\$18.47	\$24.62	\$24.62	\$30.78	\$24.62

## Junior - Full-time & part-time - 17 years

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker
Level 1 - introductory	\$571.38	\$15.04	\$17.30	\$17.30	\$19.55	\$22.56	\$30.08
Level 2 - basic	\$571.38	\$15.04	\$17.30	\$17.30	\$19.55	\$22.56	\$30.08
Level 3 - intermediate	\$571.38	\$15.04	\$17.30	\$17.30	\$19.55	\$22.56	\$30.08
Level 4 - competent	\$571.38	\$15.04	\$17.30	\$17.30	\$19.55	\$22.56	\$30.08
Level 5 - advanced	\$571.38	\$15.04	\$17.30	\$17.30	\$19.55	\$22.56	\$30.08

Table 2 of 2

Classification	Public holiday - shiftworker	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Level 1 - introductory	\$30.08	\$22.56	\$30.08	\$30.08	\$37.60	\$30.08
Level 2 - basic	\$30.08	\$22.56	\$30.08	\$30.08	\$37.60	\$30.08
Level 3 - intermediate	\$30.08	\$22.56	\$30.08	\$30.08	\$37.60	\$30.08
Level 4 - competent	\$30.08	\$22.56	\$30.08	\$30.08	\$37.60	\$30.08
Level 5 - advanced	\$30.08	\$22.56	\$30.08	\$30.08	\$37.60	\$30.08

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker
Level 1 - introductory	\$640.47	\$16.85	\$19.38	\$19.38	\$21.91	\$25.28	\$33.70
Level 2 - basic	\$640.47	\$16.85	\$19.38	\$19.38	\$21.91	\$25.28	\$33.70
Level 3 - intermediate	\$640.47	\$16.85	\$19.38	\$19.38	\$21.91	\$25.28	\$33.70
Level 4 - competent	\$640.47	\$16.85	\$19.38	\$19.38	\$21.91	\$25.28	\$33.70
Level 5 - advanced	\$640.47	\$16.85	\$19.38	\$19.38	\$21.91	\$25.28	\$33.70

Table 2 of 2

Classification	Public holiday - shiftworker	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Level 1 - introductory	\$33.70	\$25.28	\$33.70	\$33.70	\$42.13	\$33.70
Level 2 - basic	\$33.70	\$25.28	\$33.70	\$33.70	\$42.13	\$33.70
Level 3 - intermediate	\$33.70	\$25.28	\$33.70	\$33.70	\$42.13	\$33.70
Level 4 - competent	\$33.70	\$25.28	\$33.70	\$33.70	\$42.13	\$33.70
Level 5 - advanced	\$33.70	\$25.28	\$33.70	\$33.70	\$42.13	\$33.70

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker
Level 1 - introductory	\$709.56	\$18.67	\$21.47	\$21.47	\$24.27	\$28.01	\$37.34
Level 2 - basic	\$709.56	\$18.67	\$21.47	\$21.47	\$24.27	\$28.01	\$37.34
Level 3 - intermediate	\$709.56	\$18.67	\$21.47	\$21.47	\$24.27	\$28.01	\$37.34
Level 4 - competent	\$709.56	\$18.67	\$21.47	\$21.47	\$24.27	\$28.01	\$37.34
Level 5 - advanced	\$709.56	\$18.67	\$21.47	\$21.47	\$24.27	\$28.01	\$37.34

Table 2 of 2

Classification	Public holiday - shiftworker	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Level 1 - introductory	\$37.34	\$28.01	\$37.34	\$37.34	\$46.68	\$37.34
Level 2 - basic	\$37.34	\$28.01	\$37.34	\$37.34	\$46.68	\$37.34
Level 3 - intermediate	\$37.34	\$28.01	\$37.34	\$37.34	\$46.68	\$37.34
Level 4 - competent	\$37.34	\$28.01	\$37.34	\$37.34	\$46.68	\$37.34
Level 5 - advanced	\$37.34	\$28.01	\$37.34	\$37.34	\$46.68	\$37.34

## Junior - Casual - 16 years and under

Table 1 of 2

Classification	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker
Level 1 - introductory	\$15.39	\$17.70	\$17.70	\$20.01	\$23.09	\$30.78	\$30.78
Level 2 - basic	\$15.39	\$17.70	\$17.70	\$20.01	\$23.09	\$30.78	\$30.78
Level 3 - intermediate	\$15.39	\$17.70	\$17.70	\$20.01	\$23.09	\$30.78	\$30.78
Level 4 - competent	\$15.39	\$17.70	\$17.70	\$20.01	\$23.09	\$30.78	\$30.78
Level 5 - advanced	\$15.39	\$17.70	\$17.70	\$20.01	\$23.09	\$30.78	\$30.78

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Level 1 - introductory	\$23.09	\$30.78	\$30.78	\$38.48	\$30.78
Level 2 - basic	\$23.09	\$30.78	\$30.78	\$38.48	\$30.78
Level 3 - intermediate	\$23.09	\$30.78	\$30.78	\$38.48	\$30.78
Level 4 - competent	\$23.09	\$30.78	\$30.78	\$38.48	\$30.78
Level 5 - advanced	\$23.09	\$30.78	\$30.78	\$38.48	\$30.78



## Junior - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker
Level 1 - introductory	\$18.80	\$21.62	\$21.62	\$24.44	\$28.20	\$37.60	\$37.60
Level 2 - basic	\$18.80	\$21.62	\$21.62	\$24.44	\$28.20	\$37.60	\$37.60
Level 3 - intermediate	\$18.80	\$21.62	\$21.62	\$24.44	\$28.20	\$37.60	\$37.60
Level 4 - competent	\$18.80	\$21.62	\$21.62	\$24.44	\$28.20	\$37.60	\$37.60
Level 5 - advanced	\$18.80	\$21.62	\$21.62	\$24.44	\$28.20	\$37.60	\$37.60

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours -other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Level 1 - introductory	\$28.20	\$37.60	\$37.60	\$47.00	\$37.60
Level 2 - basic	\$28.20	\$37.60	\$37.60	\$47.00	\$37.60
Level 3 - intermediate	\$28.20	\$37.60	\$37.60	\$47.00	\$37.60
Level 4 - competent	\$28.20	\$37.60	\$37.60	\$47.00	\$37.60
Level 5 - advanced	\$28.20	\$37.60	\$37.60	\$47.00	\$37.60

## Junior - Casual - 18 years

Table 1 of 2

Classification	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker
Level 1 - introductory	\$21.06	\$24.22	\$24.22	\$27.38	\$31.59	\$42.12	\$42.12
Level 2 - basic	\$21.06	\$24.22	\$24.22	\$27.38	\$31.59	\$42.12	\$42.12
Level 3 - intermediate	\$21.06	\$24.22	\$24.22	\$27.38	\$31.59	\$42.12	\$42.12
Level 4 - competent	\$21.06	\$24.22	\$24.22	\$27.38	\$31.59	\$42.12	\$42.12
Level 5 - advanced	\$21.06	\$24.22	\$24.22	\$27.38	\$31.59	\$42.12	\$42.12

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours -other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Level 1 - introductory	\$31.59	\$42.12	\$42.12	\$52.65	\$42.12
Level 2 - basic	\$31.59	\$42.12	\$42.12	\$52.65	\$42.12
Level 3 - intermediate	\$31.59	\$42.12	\$42.12	\$52.65	\$42.12
Level 4 - competent	\$31.59	\$42.12	\$42.12	\$52.65	\$42.12
Level 5 - advanced	\$31.59	\$42.12	\$42.12	\$52.65	\$42.12

## Junior - Casual - 19 years

Table 1 of 2

Classification	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker
Level 1 - introductory	\$23.34	\$26.84	\$26.84	\$30.34	\$35.01	\$46.68	\$46.68
Level 2 - basic	\$23.34	\$26.84	\$26.84	\$30.34	\$35.01	\$46.68	\$46.68
Level 3 - intermediate	\$23.34	\$26.84	\$26.84	\$30.34	\$35.01	\$46.68	\$46.68
Level 4 - competent	\$23.34	\$26.84	\$26.84	\$30.34	\$35.01	\$46.68	\$46.68
Level 5 - advanced	\$23.34	\$26.84	\$26.84	\$30.34	\$35.01	\$46.68	\$46.68

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours -other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Level 1 - introductory	\$35.01	\$46.68	\$46.68	\$58.35	\$46.68
Level 2 - basic	\$35.01	\$46.68	\$46.68	\$58.35	\$46.68
Level 3 - intermediate	\$35.01	\$46.68	\$46.68	\$58.35	\$46.68
Level 4 - competent	\$35.01	\$46.68	\$46.68	\$58.35	\$46.68
Level 5 - advanced	\$35.01	\$46.68	\$46.68	\$58.35	\$46.68

## Junior - Apprentice - Started before 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker
Apprentice 1st year	\$354.45	\$9.33	\$10.73	\$10.73	\$12.13	\$14.00	\$18.66
Apprentice 2nd year	\$429.07	\$11.29	\$12.98	\$12.98	\$14.68	\$16.94	\$22.58
Apprentice 3rd year	\$578.31	\$15.22	\$17.50	\$17.50	\$19.79	\$22.83	\$30.44
Apprentice 4th year	\$675.32	\$17.77	\$20.44	\$20.44	\$23.10	\$26.66	\$35.54

Table 2 of 2

Classification	Public holiday - shiftworker	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Apprentice 1st year	\$18.66	\$14.00	\$18.66	\$18.66	\$23.33	\$18.66
Apprentice 2nd year	\$22.58	\$16.94	\$22.58	\$22.58	\$28.23	\$22.58
Apprentice 3rd year	\$30.44	\$22.83	\$30.44	\$30.44	\$38.05	\$30.44
Apprentice 4th year	\$35.54	\$26.66	\$35.54	\$35.54	\$44.43	\$35.54

## Junior - Apprentice - Started on or after 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker
Apprentice 1st year	\$391.76	\$10.31	\$11.86	\$11.86	\$13.40	\$15.47	\$20.62
Apprentice 2nd year	\$466.38	\$12.27	\$14.11	\$14.11	\$15.95	\$18.41	\$24.54
Apprentice 3rd year	\$578.31	\$15.22	\$17.50	\$17.50	\$19.79	\$22.83	\$30.44
Apprentice 4th year	\$675.32	\$17.77	\$20.44	\$20.44	\$23.10	\$26.66	\$35.54

Table 2 of 2

Classification	Public holiday - shiftworker	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Apprentice 1st year	\$20.62	\$15.47	\$20.62	\$20.62	\$25.78	\$20.62
Apprentice 2nd year	\$24.54	\$18.41	\$24.54	\$24.54	\$30.68	\$24.54
Apprentice 3rd year	\$30.44	\$22.83	\$30.44	\$30.44	\$38.05	\$30.44
Apprentice 4th year	\$35.54	\$26.66	\$35.54	\$35.54	\$44.43	\$35.54

## Adult Apprentice - Started on or after 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift - shiftworker	Night shift - shiftworker	Permanent night shift - shiftworker	Saturday - shiftworker	Sunday - shiftworker
Apprentice 1st year	\$615.62	\$16.20	\$18.63	\$18.63	\$21.06	\$24.30	\$32.40
Apprentice 2nd year	\$689.46	\$18.14	\$20.86	\$20.86	\$23.58	\$27.21	\$36.28
Apprentice 3rd year	\$689.46	\$18.14	\$20.86	\$20.86	\$23.58	\$27.21	\$36.28
Apprentice 4th year	\$689.46	\$18.14	\$20.86	\$20.86	\$23.58	\$27.21	\$36.28

Table 2 of 2

Classification	Public holiday - shiftworker	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours -other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworker
Apprentice 1st year	\$32.40	\$24.30	\$32.40	\$32.40	\$40.50	\$32.40
Apprentice 2nd year	\$36.28	\$27.21	\$36.28	\$36.28	\$45.35	\$36.28
Apprentice 3rd year	\$36.28	\$27.21	\$36.28	\$36.28	\$45.35	\$36.28
Apprentice 4th year	\$36.28	\$27.21	\$36.28	\$36.28	\$45.35	\$36.28

## Allowances

Allowances	Rate
First aid allowance	\$0.39 per hour up to a maximum of \$14.92 per week
* Industry allowance (already included in the rate tables above)	\$0.49 per hour
Leading hand allowance - 3-10 employees	\$0.46 per hour up to a maximum of \$17.54 per week
Leading hand allowance - 11-20 employees	\$0.77 per hour up to a maximum of \$29.25 per week
Leading hand allowance - more than 20 employees	\$0.93 per hour up to a maximum of \$35.15 per week
Meal allowance - overtime	\$13.23 for a meal
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.