

Pay Guide - Salt Industry Award

[MA000107]

Published 01 November 2020

Pay rates change from 1 July each year, the rates in this guide apply from 01 November 2020.

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.

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

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 | \$810.94 | \$21.34 | \$24.54 | \$24.54 | \$27.74 | \$32.01 | \$42.68 |
| Level 2 - basic | \$834.54 | \$21.96 | \$25.25 | \$25.25 | \$28.55 | \$32.94 | \$43.92 |
| Level 3 - intermediate | \$867.44 | \$22.83 | \$26.25 | \$26.25 | \$29.68 | \$34.25 | \$45.66 |
| Level 4 - competent | \$899.54 | \$23.67 | \$27.22 | \$27.22 | \$30.77 | \$35.51 | \$47.34 |
| Level 5 - advanced | \$934.94 | \$24.61 | \$28.30 | \$28.30 | \$31.99 | \$36.92 | \$49.22 |

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 | \$42.68 | \$32.01 | \$42.68 | \$42.68 | \$53.35 | \$42.68 |
| Level 2 - basic | \$43.92 | \$32.94 | \$43.92 | \$43.92 | \$54.90 | \$43.92 |
| Level 3 - intermediate | \$45.66 | \$34.25 | \$45.66 | \$45.66 | \$57.08 | \$45.66 |
| Level 4 - competent | \$47.34 | \$35.51 | \$47.34 | \$47.34 | \$59.18 | \$47.34 |
| Level 5 - advanced | \$49.22 | \$36.92 | \$49.22 | \$49.22 | \$61.53 | \$49.22 |

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 | \$26.68 | \$30.68 | \$30.68 | \$34.68 | \$40.02 | \$53.36 | \$53.36 |
| Level 2 - basic | \$27.45 | \$31.57 | \$31.57 | \$35.69 | \$41.18 | \$54.90 | \$54.90 |
| Level 3 - intermediate | \$28.54 | \$32.82 | \$32.82 | \$37.10 | \$42.81 | \$57.08 | \$57.08 |
| Level 4 - competent | \$29.59 | \$34.03 | \$34.03 | \$38.47 | \$44.39 | \$59.18 | \$59.18 |
| Level 5 - advanced | \$30.76 | \$35.37 | \$35.37 | \$39.99 | \$46.14 | \$61.52 | \$61.52 |

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 | \$40.02 | \$53.36 | \$53.36 | \$66.70 | \$53.36 |
| Level 2 - basic | \$41.18 | \$54.90 | \$54.90 | \$68.63 | \$54.90 |
| Level 3 - intermediate | \$42.81 | \$57.08 | \$57.08 | \$71.35 | \$57.08 |
| Level 4 - competent | \$44.39 | \$59.18 | \$59.18 | \$73.98 | \$59.18 |
| Level 5 - advanced | \$46.14 | \$61.52 | \$61.52 | \$76.90 | \$61.52 |

Junior - 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 |
|--------------------|-----------------|-----------------|-------------------------------|---------------------------|-------------------------------------|------------------------|----------------------|
| 16 years and under | \$550.13 | \$14.48 | \$16.65 | \$16.65 | \$18.82 | \$21.72 | \$28.96 |
| 17 years | \$672.02 | \$17.69 | \$20.34 | \$20.34 | \$23.00 | \$26.54 | \$35.38 |
| 18 years | \$753.28 | \$19.83 | \$22.80 | \$22.80 | \$25.78 | \$29.75 | \$39.66 |
| 19 years | \$834.54 | \$21.96 | \$25.25 | \$25.25 | \$28.55 | \$32.94 | \$43.92 |

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 |
|--------------------|------------------------------|--|--|--|--|-----------------------------------|
| 16 years and under | \$28.96 | \$21.72 | \$28.96 | \$28.96 | \$36.20 | \$28.96 |
| 17 years | \$35.38 | \$26.54 | \$35.38 | \$35.38 | \$44.23 | \$35.38 |
| 18 years | \$39.66 | \$29.75 | \$39.66 | \$39.66 | \$49.58 | \$39.66 |
| 19 years | \$43.92 | \$32.94 | \$43.92 | \$43.92 | \$54.90 | \$43.92 |

Junior - 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 |
|--------------------|-----------------|-------------------------------|---------------------------|-------------------------------------|------------------------|----------------------|------------------------------|
| 16 years and under | \$18.10 | \$20.82 | \$20.82 | \$23.53 | \$27.15 | \$36.20 | \$36.20 |
| 17 years | \$22.11 | \$25.43 | \$25.43 | \$28.74 | \$33.17 | \$44.22 | \$44.22 |
| 18 years | \$24.79 | \$28.51 | \$28.51 | \$32.23 | \$37.19 | \$49.58 | \$49.58 |
| 19 years | \$27.45 | \$31.57 | \$31.57 | \$35.69 | \$41.18 | \$54.90 | \$54.90 |

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 |
|--------------------|--|---|--|--|-----------------------------------|
| 16 years and under | \$27.15 | \$36.20 | \$36.20 | \$45.25 | \$36.20 |
| 17 years | \$33.17 | \$44.22 | \$44.22 | \$55.28 | \$44.22 |
| 18 years | \$37.19 | \$49.58 | \$49.58 | \$61.98 | \$49.58 |
| 19 years | \$41.18 | \$54.90 | \$54.90 | \$68.63 | \$54.90 |

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 | \$416.86 | \$10.97 | \$12.62 | \$12.62 | \$14.26 | \$16.46 | \$21.94 |
| Apprentice 2nd year | \$504.62 | \$13.28 | \$15.27 | \$15.27 | \$17.26 | \$19.92 | \$26.56 |
| Apprentice 3rd year | \$680.14 | \$17.90 | \$20.59 | \$20.59 | \$23.27 | \$26.85 | \$35.80 |
| Apprentice 4th year | \$794.23 | \$20.90 | \$24.04 | \$24.04 | \$27.17 | \$31.35 | \$41.80 |

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 | \$21.94 | \$16.46 | \$21.94 | \$21.94 | \$27.43 | \$21.94 |
| Apprentice 2nd year | \$26.56 | \$19.92 | \$26.56 | \$26.56 | \$33.20 | \$26.56 |
| Apprentice 3rd year | \$35.80 | \$26.85 | \$35.80 | \$35.80 | \$44.75 | \$35.80 |
| Apprentice 4th year | \$41.80 | \$31.35 | \$41.80 | \$41.80 | \$52.25 | \$41.80 |

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

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 | \$460.74 | \$12.13 | \$13.95 | \$13.95 | \$15.77 | \$18.20 | \$24.26 |
| Apprentice 2nd year | \$548.50 | \$14.44 | \$16.61 | \$16.61 | \$18.77 | \$21.66 | \$28.88 |
| Apprentice 3rd year | \$680.14 | \$17.90 | \$20.59 | \$20.59 | \$23.27 | \$26.85 | \$35.80 |
| Apprentice 4th year | \$794.23 | \$20.90 | \$24.04 | \$24.04 | \$27.17 | \$31.35 | \$41.80 |

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 | \$24.26 | \$18.20 | \$24.26 | \$24.26 | \$30.33 | \$24.26 |
| Apprentice 2nd year | \$28.88 | \$21.66 | \$28.88 | \$28.88 | \$36.10 | \$28.88 |
| Apprentice 3rd year | \$35.80 | \$26.85 | \$35.80 | \$35.80 | \$44.75 | \$35.80 |
| Apprentice 4th year | \$41.80 | \$31.35 | \$41.80 | \$41.80 | \$52.25 | \$41.80 |

Apprentice - Started after 1 Jan 2014 - Completed year 12

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 | \$504.62 | \$13.28 | \$15.27 | \$15.27 | \$17.26 | \$19.92 | \$26.56 |
| Apprentice 2nd year | \$592.38 | \$15.59 | \$17.93 | \$17.93 | \$20.27 | \$23.39 | \$31.18 |
| Apprentice 3rd year | \$680.14 | \$17.90 | \$20.59 | \$20.59 | \$23.27 | \$26.85 | \$35.80 |
| Apprentice 4th year | \$794.23 | \$20.90 | \$24.04 | \$24.04 | \$27.17 | \$31.35 | \$41.80 |

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 | \$26.56 | \$19.92 | \$26.56 | \$26.56 | \$33.20 | \$26.56 |
| Apprentice 2nd year | \$31.18 | \$23.39 | \$31.18 | \$31.18 | \$38.98 | \$31.18 |
| Apprentice 3rd year | \$35.80 | \$26.85 | \$35.80 | \$35.80 | \$44.75 | \$35.80 |
| Apprentice 4th year | \$41.80 | \$31.35 | \$41.80 | \$41.80 | \$52.25 | \$41.80 |

Adult apprentice – Started 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 | \$724.02 | \$19.06 | \$21.92 | \$21.92 | \$24.78 | \$28.59 | \$38.12 |
| Apprentice 2nd year | \$810.94 | \$21.34 | \$24.54 | \$24.54 | \$27.74 | \$32.01 | \$42.68 |
| Apprentice 3rd year | \$810.94 | \$21.34 | \$24.54 | \$24.54 | \$27.74 | \$32.01 | \$42.68 |
| Apprentice 4th year | \$810.94 | \$21.34 | \$24.54 | \$24.54 | \$27.74 | \$32.01 | \$42.68 |

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 | \$38.12 | \$28.59 | \$38.12 | \$38.12 | \$47.65 | \$38.12 |
| Apprentice 2nd year | \$42.68 | \$32.01 | \$42.68 | \$42.68 | \$53.35 | \$42.68 |
| Apprentice 3rd year | \$42.68 | \$32.01 | \$42.68 | \$42.68 | \$53.35 | \$42.68 |
| Apprentice 4th year | \$42.68 | \$32.01 | \$42.68 | \$42.68 | \$53.35 | \$42.68 |

Allowances

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

| Allowances | Rate |
|--|--|
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| First aid allowance | \$0.46 per hour up to a maximum of \$17.55 per week |
| * Industry allowance (already included in the rate tables above) | \$0.58 per hour |
| Leading hand allowance - 3-10 employees | \$0.54 per hour up to a maximum of \$20.62 per week |
| Leading hand allowance - 11-20 employees | \$0.91 per hour up to a maximum of \$34.40 per week |
| Leading hand allowance - more than 20 employees | \$1.09 per hour up to a maximum of \$41.33 per week |
| Meal allowance - overtime | \$15.01 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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.