

## Pay Guide - Salt Industry Award

[MA000107]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2021.

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	\$831.19	\$21.87	\$25.15	\$25.15	\$28.43	\$32.81	\$43.74
Level 2 - basic	\$855.39	\$22.51	\$25.89	\$25.89	\$29.26	\$33.77	\$45.02
Level 3 - intermediate	\$889.09	\$23.40	\$26.91	\$26.91	\$30.42	\$35.10	\$46.80
Level 4 - competent	\$921.99	\$24.26	\$27.90	\$27.90	\$31.54	\$36.39	\$48.52
Level 5 - advanced	\$958.29	\$25.22	\$29.00	\$29.00	\$32.79	\$37.83	\$50.44

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	\$43.74	\$32.81	\$43.74	\$43.74	\$54.68	\$43.74
Level 2 - basic	\$45.02	\$33.77	\$45.02	\$45.02	\$56.28	\$45.02
Level 3 - intermediate	\$46.80	\$35.10	\$46.80	\$46.80	\$58.50	\$46.80
Level 4 - competent	\$48.52	\$36.39	\$48.52	\$48.52	\$60.65	\$48.52
Level 5 - advanced	\$50.44	\$37.83	\$50.44	\$50.44	\$63.05	\$50.44

## 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	\$27.34	\$30.62	\$30.62	\$33.90	\$38.27	\$49.21	\$49.21
Level 2 - basic	\$28.14	\$31.51	\$31.51	\$34.89	\$39.39	\$50.65	\$50.65
Level 3 - intermediate	\$29.25	\$32.76	\$32.76	\$36.27	\$40.95	\$52.65	\$52.65
Level 4 - competent	\$30.33	\$33.96	\$33.96	\$37.60	\$42.46	\$54.59	\$54.59
Level 5 - advanced	\$31.53	\$35.31	\$35.31	\$39.09	\$44.14	\$56.75	\$56.75

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	\$38.27	\$49.21	\$49.21	\$60.14	\$49.21
Level 2 - basic	\$39.39	\$50.65	\$50.65	\$61.90	\$50.65
Level 3 - intermediate	\$40.95	\$52.65	\$52.65	\$64.35	\$52.65
Level 4 - competent	\$42.46	\$54.59	\$54.59	\$66.72	\$54.59
Level 5 - advanced	\$44.14	\$56.75	\$56.75	\$69.36	\$56.75

## 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	\$563.88	\$14.84	\$17.07	\$17.07	\$19.29	\$22.26	\$29.68
17 years	\$688.81	\$18.12	\$20.84	\$20.84	\$23.56	\$27.18	\$36.24
18 years	\$772.10	\$20.32	\$23.37	\$23.37	\$26.42	\$30.48	\$40.64
19 years	\$855.39	\$22.51	\$25.89	\$25.89	\$29.26	\$33.77	\$45.02

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	\$29.68	\$22.26	\$29.68	\$29.68	\$37.10	\$29.68
17 years	\$36.24	\$27.18	\$36.24	\$36.24	\$45.30	\$36.24
18 years	\$40.64	\$30.48	\$40.64	\$40.64	\$50.80	\$40.64
19 years	\$45.02	\$33.77	\$45.02	\$45.02	\$56.28	\$45.02

## 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	\$18.55	\$20.78	\$20.78	\$23.00	\$25.97	\$33.39	\$33.39
17 years	\$22.65	\$25.37	\$25.37	\$28.09	\$31.71	\$40.77	\$40.77
18 years	\$25.40	\$28.45	\$28.45	\$31.50	\$35.56	\$45.72	\$45.72
19 years	\$28.14	\$31.51	\$31.51	\$34.89	\$39.39	\$50.65	\$50.65

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	\$25.97	\$33.39	\$33.39	\$40.81	\$33.39
Level 2 - basic	\$31.71	\$40.77	\$40.77	\$49.83	\$40.77
Level 1 - introductory	\$35.56	\$45.72	\$45.72	\$55.88	\$45.72
Level 1 - introductory	\$39.39	\$50.65	\$50.65	\$61.90	\$50.65

## 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	\$427.27	\$11.24	\$12.93	\$12.93	\$14.61	\$16.86	\$22.48
Apprentice 2nd year	\$517.22	\$13.61	\$15.65	\$15.65	\$17.69	\$20.42	\$27.22
Apprentice 3rd year	\$697.12	\$18.34	\$21.09	\$21.09	\$23.84	\$27.51	\$36.68
Apprentice 4th year	\$814.05	\$21.42	\$24.63	\$24.63	\$27.85	\$32.13	\$42.84

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
Apprentice 1st year	\$22.48	\$16.86	\$22.48	\$22.48	\$28.10	\$22.48
Apprentice 2nd year	\$27.22	\$20.42	\$27.22	\$27.22	\$34.03	\$27.22
Apprentice 3rd year	\$36.68	\$27.51	\$36.68	\$36.68	\$45.85	\$36.68
Apprentice 4th year	\$42.84	\$32.13	\$42.84	\$42.84	\$53.55	\$42.84

## 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	\$472.24	\$12.43	\$14.29	\$14.29	\$16.16	\$18.65	\$24.86
Apprentice 2nd year	\$562.19	\$14.79	\$17.01	\$17.01	\$19.23	\$22.19	\$29.58
Apprentice 3rd year	\$697.12	\$18.34	\$21.09	\$21.09	\$23.84	\$27.51	\$36.68
Apprentice 4th year	\$814.05	\$21.42	\$24.63	\$24.63	\$27.85	\$32.13	\$42.84

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
Apprentice 1st year	\$24.86	\$18.65	\$24.86	\$24.86	\$31.08	\$24.86
Apprentice 2nd year	\$29.58	\$22.19	\$29.58	\$29.58	\$36.98	\$29.58
Apprentice 3rd year	\$36.68	\$27.51	\$36.68	\$36.68	\$45.85	\$36.68
Apprentice 4th year	\$42.84	\$32.13	\$42.84	\$42.84	\$53.55	\$42.84

## 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	\$517.22	\$13.61	\$15.65	\$15.65	\$17.69	\$20.42	\$27.22
Apprentice 2nd year	\$607.17	\$15.98	\$18.38	\$18.38	\$20.77	\$23.97	\$31.96
Apprentice 3rd year	\$697.12	\$18.34	\$21.09	\$21.09	\$23.84	\$27.51	\$36.68
Apprentice 4th year	\$814.05	\$21.42	\$24.63	\$24.63	\$27.85	\$32.13	\$42.84

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
Apprentice 1st year	\$27.22	\$20.42	\$27.22	\$27.22	\$34.03	\$27.22
Apprentice 2nd year	\$31.96	\$23.97	\$31.96	\$31.96	\$39.95	\$31.96
Apprentice 3rd year	\$36.68	\$27.51	\$36.68	\$36.68	\$45.85	\$36.68
Apprentice 4th year	\$42.84	\$32.13	\$42.84	\$42.84	\$53.55	\$42.84



## 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	\$742.09	\$19.53	\$22.46	\$22.46	\$25.39	\$29.30	\$39.06
Apprentice 2nd year	\$831.19	\$21.87	\$25.15	\$25.15	\$28.43	\$32.81	\$43.74
Apprentice 3rd year	\$831.19	\$21.87	\$25.15	\$25.15	\$28.43	\$32.81	\$43.74
Apprentice 4th year	\$831.19	\$21.87	\$25.15	\$25.15	\$28.43	\$32.81	\$43.74

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	\$39.06	\$29.30	\$39.06	\$39.06	\$48.83	\$39.06
Apprentice 2nd year	\$43.74	\$32.81	\$43.74	\$43.74	\$54.68	\$43.74
Apprentice 3rd year	\$43.74	\$32.81	\$43.74	\$43.74	\$54.68	\$43.74
Apprentice 4th year	\$43.74	\$32.81	\$43.74	\$43.74	\$54.68	\$43.74

## 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	\$0.47 per hour up to a maximum of \$17.99 per week
* Industry allowance (already included in the rate tables above)	\$0.59 per hour
Leading hand allowance - 3-10 employees	\$0.56 per hour up to a maximum of \$21.14 per week
Leading hand allowance - 11-20 employees	\$0.93 per hour up to a maximum of \$35.26 per week
Leading hand allowance - more than 20 employees	\$1.12 per hour up to a maximum of \$42.37 per week
Meal allowance - overtime	\$15.24 for a meal
Vehicle allowance	\$0.80 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.