



Fair Work
OMBUDSMAN

Pay Guide - Water Industry Award

[MA000113]

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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 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|----------------|-----------------|-----------------|----------------|---|---|
| Level 1 | \$742.90 | \$19.55 | \$48.88 | \$29.33 | \$39.10 |
| Level 2 | \$767.80 | \$20.21 | \$50.53 | \$30.32 | \$40.42 |
| Level 3 | \$797.30 | \$20.98 | \$52.45 | \$31.47 | \$41.96 |
| Level 4 | \$809.10 | \$21.29 | \$53.23 | \$31.94 | \$42.58 |
| Level 5 | \$859.80 | \$22.63 | \$56.58 | \$33.95 | \$45.26 |
| Level 6 | \$930.40 | \$24.48 | \$61.20 | \$36.72 | \$48.96 |
| Level 7 | \$946.50 | \$24.91 | \$62.28 | \$37.37 | \$49.82 |
| Level 8 | \$1,022.80 | \$26.92 | \$67.30 | \$40.38 | \$53.84 |
| Level 9 | \$1,094.10 | \$28.79 | \$71.98 | \$43.19 | \$57.58 |
| Level 10 | \$1,195.90 | \$31.47 | \$78.68 | \$47.21 | \$62.94 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Level 1 | \$39.10 | \$39.10 | \$22.48 | \$25.42 | \$29.33 |
| Level 2 | \$40.42 | \$40.42 | \$23.24 | \$26.27 | \$30.32 |
| Level 3 | \$41.96 | \$41.96 | \$24.13 | \$27.27 | \$31.47 |
| Level 4 | \$42.58 | \$42.58 | \$24.48 | \$27.68 | \$31.94 |
| Level 5 | \$45.26 | \$45.26 | \$26.02 | \$29.42 | \$33.95 |
| Level 6 | \$48.96 | \$48.96 | \$28.15 | \$31.82 | \$36.72 |
| Level 7 | \$49.82 | \$49.82 | \$28.65 | \$32.38 | \$37.37 |
| Level 8 | \$53.84 | \$53.84 | \$30.96 | \$35.00 | \$40.38 |
| Level 9 | \$57.58 | \$57.58 | \$33.11 | \$37.43 | \$43.19 |
| Level 10 | \$62.94 | \$62.94 | \$36.19 | \$40.91 | \$47.21 |

Casual

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|-----------------|----------------|---|---|-------------------|
| Level 1 | \$24.44 | \$53.76 | \$34.21 | \$43.99 | \$43.99 |
| Level 2 | \$25.26 | \$55.58 | \$35.37 | \$45.47 | \$45.47 |
| Level 3 | \$26.23 | \$57.70 | \$36.72 | \$47.21 | \$47.21 |
| Level 4 | \$26.61 | \$58.55 | \$37.26 | \$47.90 | \$47.90 |
| Level 5 | \$28.29 | \$62.23 | \$39.60 | \$50.92 | \$50.92 |
| Level 6 | \$30.60 | \$67.32 | \$42.84 | \$55.08 | \$55.08 |
| Level 7 | \$31.14 | \$68.50 | \$43.59 | \$56.05 | \$56.05 |
| Level 8 | \$33.65 | \$74.03 | \$47.11 | \$60.57 | \$60.57 |
| Level 9 | \$35.99 | \$79.17 | \$50.38 | \$64.78 | \$64.78 |
| Level 10 | \$39.34 | \$86.54 | \$55.07 | \$70.81 | \$70.81 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-----------------|-------------|-----------------------------------|
| Level 1 | \$27.37 | \$30.30 | \$34.21 |
| Level 2 | \$28.29 | \$31.33 | \$35.37 |
| Level 3 | \$29.37 | \$32.52 | \$36.72 |
| Level 4 | \$29.81 | \$33.00 | \$37.26 |
| Level 5 | \$31.68 | \$35.08 | \$39.60 |
| Level 6 | \$34.27 | \$37.94 | \$42.84 |
| Level 7 | \$34.87 | \$38.61 | \$43.59 |
| Level 8 | \$37.69 | \$41.73 | \$47.11 |
| Level 9 | \$40.31 | \$44.62 | \$50.38 |
| Level 10 | \$44.06 | \$48.78 | \$55.07 |

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

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|----------------|-----------------|-----------------|----------------|---|---|
| Level 1 | \$408.60 | \$10.75 | \$26.88 | \$16.13 | \$21.50 |
| Level 2 | \$422.29 | \$11.11 | \$27.78 | \$16.67 | \$22.22 |
| Level 3 | \$438.52 | \$11.54 | \$28.85 | \$17.31 | \$23.08 |
| Level 4 | \$445.01 | \$11.71 | \$29.28 | \$17.57 | \$23.42 |
| Level 5 | \$472.89 | \$12.44 | \$31.10 | \$18.66 | \$24.88 |
| Level 6 | \$511.72 | \$13.47 | \$33.68 | \$20.21 | \$26.94 |
| Level 7 | \$520.58 | \$13.70 | \$34.25 | \$20.55 | \$27.40 |
| Level 8 | \$562.54 | \$14.80 | \$37.00 | \$22.20 | \$29.60 |
| Level 9 | \$601.76 | \$15.84 | \$39.60 | \$23.76 | \$31.68 |
| Level 10 | \$657.75 | \$17.31 | \$43.28 | \$25.97 | \$34.62 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Level 1 | \$21.50 | \$21.50 | \$12.36 | \$13.98 | \$16.13 |
| Level 2 | \$22.22 | \$22.22 | \$12.78 | \$14.44 | \$16.67 |
| Level 3 | \$23.08 | \$23.08 | \$13.27 | \$15.00 | \$17.31 |
| Level 4 | \$23.42 | \$23.42 | \$13.47 | \$15.22 | \$17.57 |
| Level 5 | \$24.88 | \$24.88 | \$14.31 | \$16.17 | \$18.66 |
| Level 6 | \$26.94 | \$26.94 | \$15.49 | \$17.51 | \$20.21 |
| Level 7 | \$27.40 | \$27.40 | \$15.76 | \$17.81 | \$20.55 |
| Level 8 | \$29.60 | \$29.60 | \$17.02 | \$19.24 | \$22.20 |
| Level 9 | \$31.68 | \$31.68 | \$18.22 | \$20.59 | \$23.76 |
| Level 10 | \$34.62 | \$34.62 | \$19.91 | \$22.50 | \$25.97 |

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

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|----------------|-----------------|-----------------|----------------|---|---|
| Level 1 | \$482.89 | \$12.71 | \$31.78 | \$19.07 | \$25.42 |
| Level 2 | \$499.07 | \$13.13 | \$32.83 | \$19.70 | \$26.26 |
| Level 3 | \$518.25 | \$13.64 | \$34.10 | \$20.46 | \$27.28 |
| Level 4 | \$525.92 | \$13.84 | \$34.60 | \$20.76 | \$27.68 |
| Level 5 | \$558.87 | \$14.71 | \$36.78 | \$22.07 | \$29.42 |
| Level 6 | \$604.76 | \$15.91 | \$39.78 | \$23.87 | \$31.82 |
| Level 7 | \$615.23 | \$16.19 | \$40.48 | \$24.29 | \$32.38 |
| Level 8 | \$664.82 | \$17.50 | \$43.75 | \$26.25 | \$35.00 |
| Level 9 | \$711.17 | \$18.72 | \$46.80 | \$28.08 | \$37.44 |
| Level 10 | \$777.34 | \$20.46 | \$51.15 | \$30.69 | \$40.92 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Level 1 | \$25.42 | \$25.42 | \$14.62 | \$16.52 | \$19.07 |
| Level 2 | \$26.26 | \$26.26 | \$15.10 | \$17.07 | \$19.70 |
| Level 3 | \$27.28 | \$27.28 | \$15.69 | \$17.73 | \$20.46 |
| Level 4 | \$27.68 | \$27.68 | \$15.92 | \$17.99 | \$20.76 |
| Level 5 | \$29.42 | \$29.42 | \$16.92 | \$19.12 | \$22.07 |
| Level 6 | \$31.82 | \$31.82 | \$18.30 | \$20.68 | \$23.87 |
| Level 7 | \$32.38 | \$32.38 | \$18.62 | \$21.05 | \$24.29 |
| Level 8 | \$35.00 | \$35.00 | \$20.13 | \$22.75 | \$26.25 |
| Level 9 | \$37.44 | \$37.44 | \$21.53 | \$24.34 | \$28.08 |
| Level 10 | \$40.92 | \$40.92 | \$23.53 | \$26.60 | \$30.69 |

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

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|----------------|-----------------|-----------------|----------------|---|---|
| Level 1 | \$557.18 | \$14.66 | \$36.65 | \$21.99 | \$29.32 |
| Level 2 | \$575.85 | \$15.15 | \$37.88 | \$22.73 | \$30.30 |
| Level 3 | \$597.98 | \$15.74 | \$39.35 | \$23.61 | \$31.48 |
| Level 4 | \$606.83 | \$15.97 | \$39.93 | \$23.96 | \$31.94 |
| Level 5 | \$644.85 | \$16.97 | \$42.43 | \$25.46 | \$33.94 |
| Level 6 | \$697.80 | \$18.36 | \$45.90 | \$27.54 | \$36.72 |
| Level 7 | \$709.88 | \$18.68 | \$46.70 | \$28.02 | \$37.36 |
| Level 8 | \$767.10 | \$20.19 | \$50.48 | \$30.29 | \$40.38 |
| Level 9 | \$820.58 | \$21.59 | \$53.98 | \$32.39 | \$43.18 |
| Level 10 | \$896.93 | \$23.60 | \$59.00 | \$35.40 | \$47.20 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Level 1 | \$29.32 | \$29.32 | \$16.86 | \$19.06 | \$21.99 |
| Level 2 | \$30.30 | \$30.30 | \$17.42 | \$19.70 | \$22.73 |
| Level 3 | \$31.48 | \$31.48 | \$18.10 | \$20.46 | \$23.61 |
| Level 4 | \$31.94 | \$31.94 | \$18.37 | \$20.76 | \$23.96 |
| Level 5 | \$33.94 | \$33.94 | \$19.52 | \$22.06 | \$25.46 |
| Level 6 | \$36.72 | \$36.72 | \$21.11 | \$23.87 | \$27.54 |
| Level 7 | \$37.36 | \$37.36 | \$21.48 | \$24.28 | \$28.02 |
| Level 8 | \$40.38 | \$40.38 | \$23.22 | \$26.25 | \$30.29 |
| Level 9 | \$43.18 | \$43.18 | \$24.83 | \$28.07 | \$32.39 |
| Level 10 | \$47.20 | \$47.20 | \$27.14 | \$30.68 | \$35.40 |

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

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|----------------|-----------------|-----------------|----------------|---|---|
| Level 1 | \$631.47 | \$16.62 | \$41.55 | \$24.93 | \$33.24 |
| Level 2 | \$652.63 | \$17.17 | \$42.93 | \$25.76 | \$34.34 |
| Level 3 | \$677.71 | \$17.83 | \$44.58 | \$26.75 | \$35.66 |
| Level 4 | \$687.74 | \$18.10 | \$45.25 | \$27.15 | \$36.20 |
| Level 5 | \$730.83 | \$19.23 | \$48.08 | \$28.85 | \$38.46 |
| Level 6 | \$790.84 | \$20.81 | \$52.03 | \$31.22 | \$41.62 |
| Level 7 | \$804.53 | \$21.17 | \$52.93 | \$31.76 | \$42.34 |
| Level 8 | \$869.38 | \$22.88 | \$57.20 | \$34.32 | \$45.76 |
| Level 9 | \$929.99 | \$24.47 | \$61.18 | \$36.71 | \$48.94 |
| Level 10 | \$1,016.52 | \$26.75 | \$66.88 | \$40.13 | \$53.50 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Level 1 | \$33.24 | \$33.24 | \$19.11 | \$21.61 | \$24.93 |
| Level 2 | \$34.34 | \$34.34 | \$19.75 | \$22.32 | \$25.76 |
| Level 3 | \$35.66 | \$35.66 | \$20.50 | \$23.18 | \$26.75 |
| Level 4 | \$36.20 | \$36.20 | \$20.82 | \$23.53 | \$27.15 |
| Level 5 | \$38.46 | \$38.46 | \$22.11 | \$25.00 | \$28.85 |
| Level 6 | \$41.62 | \$41.62 | \$23.93 | \$27.05 | \$31.22 |
| Level 7 | \$42.34 | \$42.34 | \$24.35 | \$27.52 | \$31.76 |
| Level 8 | \$45.76 | \$45.76 | \$26.31 | \$29.74 | \$34.32 |
| Level 9 | \$48.94 | \$48.94 | \$28.14 | \$31.81 | \$36.71 |
| Level 10 | \$53.50 | \$53.50 | \$30.76 | \$34.78 | \$40.13 |

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

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|----------------|-----------------|-----------------|----------------|---|---|
| Level 1 | \$705.76 | \$18.57 | \$46.43 | \$27.86 | \$37.14 |
| Level 2 | \$729.41 | \$19.20 | \$48.00 | \$28.80 | \$38.40 |
| Level 3 | \$757.44 | \$19.93 | \$49.83 | \$29.90 | \$39.86 |
| Level 4 | \$768.65 | \$20.23 | \$50.58 | \$30.35 | \$40.46 |
| Level 5 | \$816.81 | \$21.50 | \$53.75 | \$32.25 | \$43.00 |
| Level 6 | \$883.88 | \$23.26 | \$58.15 | \$34.89 | \$46.52 |
| Level 7 | \$899.18 | \$23.66 | \$59.15 | \$35.49 | \$47.32 |
| Level 8 | \$971.66 | \$25.57 | \$63.93 | \$38.36 | \$51.14 |
| Level 9 | \$1,039.40 | \$27.35 | \$68.38 | \$41.03 | \$54.70 |
| Level 10 | \$1,136.11 | \$29.90 | \$74.75 | \$44.85 | \$59.80 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Level 1 | \$37.14 | \$37.14 | \$21.36 | \$24.14 | \$27.86 |
| Level 2 | \$38.40 | \$38.40 | \$22.08 | \$24.96 | \$28.80 |
| Level 3 | \$39.86 | \$39.86 | \$22.92 | \$25.91 | \$29.90 |
| Level 4 | \$40.46 | \$40.46 | \$23.26 | \$26.30 | \$30.35 |
| Level 5 | \$43.00 | \$43.00 | \$24.73 | \$27.95 | \$32.25 |
| Level 6 | \$46.52 | \$46.52 | \$26.75 | \$30.24 | \$34.89 |
| Level 7 | \$47.32 | \$47.32 | \$27.21 | \$30.76 | \$35.49 |
| Level 8 | \$51.14 | \$51.14 | \$29.41 | \$33.24 | \$38.36 |
| Level 9 | \$54.70 | \$54.70 | \$31.45 | \$35.56 | \$41.03 |
| Level 10 | \$59.80 | \$59.80 | \$34.39 | \$38.87 | \$44.85 |

Junior - Casual - Under 17 years

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|-----------------|----------------|---|---|-------------------|
| Level 1 | \$13.44 | \$29.56 | \$18.81 | \$24.19 | \$24.19 |
| Level 2 | \$13.89 | \$30.55 | \$19.44 | \$25.00 | \$25.00 |
| Level 3 | \$14.43 | \$31.74 | \$20.20 | \$25.97 | \$25.97 |
| Level 4 | \$14.64 | \$32.20 | \$20.49 | \$26.35 | \$26.35 |
| Level 5 | \$15.55 | \$34.21 | \$21.77 | \$27.99 | \$27.99 |
| Level 6 | \$16.84 | \$37.04 | \$23.57 | \$30.31 | \$30.31 |
| Level 7 | \$17.13 | \$37.68 | \$23.98 | \$30.83 | \$30.83 |
| Level 8 | \$18.50 | \$40.70 | \$25.90 | \$33.30 | \$33.30 |
| Level 9 | \$19.80 | \$43.56 | \$27.72 | \$35.64 | \$35.64 |
| Level 10 | \$21.64 | \$47.60 | \$30.29 | \$38.95 | \$38.95 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-----------------|-------------|-----------------------------------|
| Level 1 | \$15.05 | \$16.66 | \$18.81 |
| Level 2 | \$15.55 | \$17.22 | \$19.44 |
| Level 3 | \$16.16 | \$17.89 | \$20.20 |
| Level 4 | \$16.39 | \$18.15 | \$20.49 |
| Level 5 | \$17.42 | \$19.28 | \$21.77 |
| Level 6 | \$18.86 | \$20.88 | \$23.57 |
| Level 7 | \$19.18 | \$21.24 | \$23.98 |
| Level 8 | \$20.72 | \$22.94 | \$25.90 |
| Level 9 | \$22.18 | \$24.55 | \$27.72 |
| Level 10 | \$24.23 | \$26.83 | \$30.29 |

Junior - Casual - 17 years

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|-----------------|----------------|---|---|-------------------|
| Level 1 | \$15.89 | \$34.95 | \$22.24 | \$28.60 | \$28.60 |
| Level 2 | \$16.41 | \$36.11 | \$22.98 | \$29.54 | \$29.54 |
| Level 3 | \$17.05 | \$37.51 | \$23.87 | \$30.69 | \$30.69 |
| Level 4 | \$17.30 | \$38.06 | \$24.22 | \$31.14 | \$31.14 |
| Level 5 | \$18.39 | \$40.45 | \$25.74 | \$33.10 | \$33.10 |
| Level 6 | \$19.89 | \$43.75 | \$27.84 | \$35.80 | \$35.80 |
| Level 7 | \$20.24 | \$44.52 | \$28.33 | \$36.43 | \$36.43 |
| Level 8 | \$21.88 | \$48.13 | \$30.63 | \$39.38 | \$39.38 |
| Level 9 | \$23.40 | \$51.48 | \$32.76 | \$42.12 | \$42.12 |
| Level 10 | \$25.58 | \$56.27 | \$35.81 | \$46.04 | \$46.04 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-----------------|-------------|-----------------------------------|
| Level 1 | \$17.79 | \$19.70 | \$22.24 |
| Level 2 | \$18.38 | \$20.35 | \$22.98 |
| Level 3 | \$19.10 | \$21.14 | \$23.87 |
| Level 4 | \$19.38 | \$21.45 | \$24.22 |
| Level 5 | \$20.59 | \$22.80 | \$25.74 |
| Level 6 | \$22.27 | \$24.66 | \$27.84 |
| Level 7 | \$22.67 | \$25.09 | \$28.33 |
| Level 8 | \$24.50 | \$27.13 | \$30.63 |
| Level 9 | \$26.21 | \$29.02 | \$32.76 |
| Level 10 | \$28.64 | \$31.71 | \$35.81 |

Junior - Casual - 18 years

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|-----------------|----------------|---|---|-------------------|
| Level 1 | \$18.33 | \$40.32 | \$25.66 | \$32.99 | \$32.99 |
| Level 2 | \$18.94 | \$41.66 | \$26.51 | \$34.09 | \$34.09 |
| Level 3 | \$19.68 | \$43.29 | \$27.55 | \$35.42 | \$35.42 |
| Level 4 | \$19.96 | \$43.92 | \$27.95 | \$35.93 | \$35.93 |
| Level 5 | \$21.21 | \$46.67 | \$29.70 | \$38.18 | \$38.18 |
| Level 6 | \$22.95 | \$50.49 | \$32.13 | \$41.31 | \$41.31 |
| Level 7 | \$23.35 | \$51.37 | \$32.69 | \$42.03 | \$42.03 |
| Level 8 | \$25.24 | \$55.52 | \$35.33 | \$45.43 | \$45.43 |
| Level 9 | \$26.99 | \$59.37 | \$37.78 | \$48.58 | \$48.58 |
| Level 10 | \$29.50 | \$64.90 | \$41.30 | \$53.10 | \$53.10 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-----------------|-------------|-----------------------------------|
| Level 1 | \$20.52 | \$22.72 | \$25.66 |
| Level 2 | \$21.21 | \$23.48 | \$26.51 |
| Level 3 | \$22.04 | \$24.40 | \$27.55 |
| Level 4 | \$22.36 | \$24.75 | \$27.95 |
| Level 5 | \$23.76 | \$26.30 | \$29.70 |
| Level 6 | \$25.70 | \$28.46 | \$32.13 |
| Level 7 | \$26.15 | \$28.95 | \$32.69 |
| Level 8 | \$28.27 | \$31.29 | \$35.33 |
| Level 9 | \$30.23 | \$33.46 | \$37.78 |
| Level 10 | \$33.04 | \$36.58 | \$41.30 |

Junior - Casual - 19 years

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|-----------------|----------------|---|---|-------------------|
| Level 1 | \$20.78 | \$45.71 | \$29.09 | \$37.40 | \$37.40 |
| Level 2 | \$21.46 | \$47.22 | \$30.05 | \$38.63 | \$38.63 |
| Level 3 | \$22.29 | \$49.03 | \$31.20 | \$40.12 | \$40.12 |
| Level 4 | \$22.63 | \$49.78 | \$31.68 | \$40.73 | \$40.73 |
| Level 5 | \$24.04 | \$52.88 | \$33.65 | \$43.27 | \$43.27 |
| Level 6 | \$26.01 | \$57.23 | \$36.42 | \$46.82 | \$46.82 |
| Level 7 | \$26.46 | \$58.22 | \$37.05 | \$47.63 | \$47.63 |
| Level 8 | \$28.60 | \$62.92 | \$40.04 | \$51.48 | \$51.48 |
| Level 9 | \$30.59 | \$67.29 | \$42.82 | \$55.06 | \$55.06 |
| Level 10 | \$33.44 | \$73.56 | \$46.81 | \$60.19 | \$60.19 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-----------------|-------------|-----------------------------------|
| Level 1 | \$23.27 | \$25.76 | \$29.09 |
| Level 2 | \$24.04 | \$26.61 | \$30.05 |
| Level 3 | \$24.96 | \$27.64 | \$31.20 |
| Level 4 | \$25.34 | \$28.06 | \$31.68 |
| Level 5 | \$26.92 | \$29.81 | \$33.65 |
| Level 6 | \$29.13 | \$32.26 | \$36.42 |
| Level 7 | \$29.64 | \$32.81 | \$37.05 |
| Level 8 | \$32.03 | \$35.46 | \$40.04 |
| Level 9 | \$34.26 | \$37.93 | \$42.82 |
| Level 10 | \$37.45 | \$41.46 | \$46.81 |

Junior - Casual - 20 years

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|----------------|-----------------|----------------|---|---|-------------------|
| Level 1 | \$23.21 | \$51.07 | \$32.50 | \$41.78 | \$41.78 |
| Level 2 | \$24.00 | \$52.80 | \$33.60 | \$43.20 | \$43.20 |
| Level 3 | \$24.91 | \$54.81 | \$34.88 | \$44.84 | \$44.84 |
| Level 4 | \$25.29 | \$55.63 | \$35.40 | \$45.52 | \$45.52 |
| Level 5 | \$26.88 | \$59.13 | \$37.63 | \$48.38 | \$48.38 |
| Level 6 | \$29.08 | \$63.97 | \$40.71 | \$52.34 | \$52.34 |
| Level 7 | \$29.58 | \$65.07 | \$41.41 | \$53.24 | \$53.24 |
| Level 8 | \$31.96 | \$70.32 | \$44.75 | \$57.53 | \$57.53 |
| Level 9 | \$34.19 | \$75.21 | \$47.86 | \$61.54 | \$61.54 |
| Level 10 | \$37.38 | \$82.23 | \$52.33 | \$67.28 | \$67.28 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|----------------|-----------------|-------------|-----------------------------------|
| Level 1 | \$26.00 | \$28.78 | \$32.50 |
| Level 2 | \$26.88 | \$29.76 | \$33.60 |
| Level 3 | \$27.90 | \$30.89 | \$34.88 |
| Level 4 | \$28.32 | \$31.36 | \$35.40 |
| Level 5 | \$30.10 | \$33.33 | \$37.63 |
| Level 6 | \$32.56 | \$36.05 | \$40.71 |
| Level 7 | \$33.12 | \$36.67 | \$41.41 |
| Level 8 | \$35.80 | \$39.63 | \$44.75 |
| Level 9 | \$38.29 | \$42.39 | \$47.86 |
| Level 10 | \$41.86 | \$46.35 | \$52.33 |

Apprentice - 3 year apprenticeship - Started before 1 Jan 2014

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|-----------------------|-----------------|-----------------|----------------|---|---|
| Apprentice - 1st year | \$364.10 | \$9.58 | \$23.95 | \$14.37 | \$19.16 |
| Apprentice - 2nd year | \$566.37 | \$14.90 | \$37.25 | \$22.35 | \$29.80 |
| Apprentice - 3rd year | \$728.19 | \$19.16 | \$47.90 | \$28.74 | \$38.32 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|-----------------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Apprentice - 1st year | \$19.16 | \$19.16 | \$11.02 | \$12.45 | \$14.37 |
| Apprentice - 2nd year | \$29.80 | \$29.80 | \$17.14 | \$19.37 | \$22.35 |
| Apprentice - 3rd year | \$38.32 | \$38.32 | \$22.03 | \$24.91 | \$28.74 |

Apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|-----------------------|-----------------|-----------------|----------------|---|---|
| Apprentice - 1st year | \$404.55 | \$10.65 | \$26.63 | \$15.98 | \$21.30 |
| Apprentice - 2nd year | \$566.37 | \$14.90 | \$37.25 | \$22.35 | \$29.80 |
| Apprentice - 3rd year | \$728.19 | \$19.16 | \$47.90 | \$28.74 | \$38.32 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|-----------------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Apprentice - 1st year | \$21.30 | \$21.30 | \$12.25 | \$13.85 | \$15.98 |
| Apprentice - 2nd year | \$29.80 | \$29.80 | \$17.14 | \$19.37 | \$22.35 |
| Apprentice - 3rd year | \$38.32 | \$38.32 | \$22.03 | \$24.91 | \$28.74 |

Apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|-----------------------|-----------------|-----------------|----------------|---|---|
| Apprentice - 1st year | \$445.01 | \$11.71 | \$29.28 | \$17.57 | \$23.42 |
| Apprentice - 2nd year | \$566.37 | \$14.90 | \$37.25 | \$22.35 | \$29.80 |
| Apprentice - 3rd year | \$728.19 | \$19.16 | \$47.90 | \$28.74 | \$38.32 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|-----------------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Apprentice - 1st year | \$23.42 | \$23.42 | \$13.47 | \$15.22 | \$17.57 |
| Apprentice - 2nd year | \$29.80 | \$29.80 | \$17.14 | \$19.37 | \$22.35 |
| Apprentice - 3rd year | \$38.32 | \$38.32 | \$22.03 | \$24.91 | \$28.74 |

Apprentice - 4 year apprenticeship - Started before 1 Jan 2014

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|-----------------------|-----------------|-----------------|----------------|---|---|
| Apprentice - 1st year | \$364.10 | \$9.58 | \$23.95 | \$14.37 | \$19.16 |
| Apprentice - 2nd year | \$485.46 | \$12.78 | \$31.95 | \$19.17 | \$25.56 |
| Apprentice - 3rd year | \$606.83 | \$15.97 | \$39.93 | \$23.96 | \$31.94 |
| Apprentice - 4th year | \$728.19 | \$19.16 | \$47.90 | \$28.74 | \$38.32 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|-----------------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Apprentice - 1st year | \$19.16 | \$19.16 | \$11.02 | \$12.45 | \$14.37 |
| Apprentice - 2nd year | \$25.56 | \$25.56 | \$14.70 | \$16.61 | \$19.17 |
| Apprentice - 3rd year | \$31.94 | \$31.94 | \$18.37 | \$20.76 | \$23.96 |
| Apprentice - 4th year | \$38.32 | \$38.32 | \$22.03 | \$24.91 | \$28.74 |

Apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|-----------------------|-----------------|-----------------|----------------|---|---|
| Apprentice - 1st year | \$404.55 | \$10.65 | \$26.63 | \$15.98 | \$21.30 |
| Apprentice - 2nd year | \$485.46 | \$12.78 | \$31.95 | \$19.17 | \$25.56 |
| Apprentice - 3rd year | \$606.83 | \$15.97 | \$39.93 | \$23.96 | \$31.94 |
| Apprentice - 4th year | \$728.19 | \$19.16 | \$47.90 | \$28.74 | \$38.32 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|-----------------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Apprentice - 1st year | \$21.30 | \$21.30 | \$12.25 | \$13.85 | \$15.98 |
| Apprentice - 2nd year | \$25.56 | \$25.56 | \$14.70 | \$16.61 | \$19.17 |
| Apprentice - 3rd year | \$31.94 | \$31.94 | \$18.37 | \$20.76 | \$23.96 |
| Apprentice - 4th year | \$38.32 | \$38.32 | \$22.03 | \$24.91 | \$28.74 |

Apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|-----------------------|-----------------|-----------------|----------------|---|---|
| Apprentice - 1st year | \$445.01 | \$11.71 | \$29.28 | \$17.57 | \$23.42 |
| Apprentice - 2nd year | \$525.92 | \$13.84 | \$34.60 | \$20.76 | \$27.68 |
| Apprentice - 3rd year | \$606.83 | \$15.97 | \$39.93 | \$23.96 | \$31.94 |
| Apprentice - 4th year | \$728.19 | \$19.16 | \$47.90 | \$28.74 | \$38.32 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|-----------------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Apprentice - 1st year | \$23.42 | \$23.42 | \$13.47 | \$15.22 | \$17.57 |
| Apprentice - 2nd year | \$27.68 | \$27.68 | \$15.92 | \$17.99 | \$20.76 |
| Apprentice - 3rd year | \$31.94 | \$31.94 | \$18.37 | \$20.76 | \$23.96 |
| Apprentice - 4th year | \$38.32 | \$38.32 | \$22.03 | \$24.91 | \$28.74 |

Adult apprentice - 3 or 4 year apprenticeship

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours |
|-----------------------|-----------------|-----------------|----------------|---|---|
| Apprentice - 1st year | \$767.80 | \$20.21 | \$50.53 | \$30.32 | \$40.42 |
| Apprentice - 2nd year | \$767.80 | \$20.21 | \$50.53 | \$30.32 | \$40.42 |
| Apprentice - 3rd year | \$767.80 | \$20.21 | \$50.53 | \$30.32 | \$40.42 |
| Apprentice - 4th year | \$767.80 | \$20.21 | \$50.53 | \$30.32 | \$40.42 |

Table 2 of 2

| Classification | Overtime - Sunday | Less than 10 hour break between shifts | Afternoon shift | Night shift | Delayed crib break - shiftworkers |
|-----------------------|-------------------|--|-----------------|-------------|-----------------------------------|
| Apprentice - 1st year | \$40.42 | \$40.42 | \$23.24 | \$26.27 | \$30.32 |
| Apprentice - 2nd year | \$40.42 | \$40.42 | \$23.24 | \$26.27 | \$30.32 |
| Apprentice - 3rd year | \$40.42 | \$40.42 | \$23.24 | \$26.27 | \$30.32 |
| Apprentice - 4th year | \$40.42 | \$40.42 | \$23.24 | \$26.27 | \$30.32 |

Allowances

| Allowances | Rate |
|---|--|
| Apprentice training fees and textbook cost reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice block release training travel reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Adverse working conditions allowance level 1 - working outdoors or in moderately obnoxious, offensive or dirty working conditions - operational and trade employees in Level 1 to Level 5 classifications and apprentices & trainees working at an equivalent level | \$0.75 per hour |
| Adverse working conditions allowance level 2 - highly obnoxious, offensive or dirty working conditions - operational and trade employees in Level 1 to Level 5 classifications and apprentices & trainees working at an equivalent level | \$1.06 per hour |
| Adverse working conditions allowance level 3 - septic and sewerage treatment services - operational and trade employees in Level 1 to Level 5 classifications and apprentices & trainees working at an equivalent level | \$10.65 per hour |
| First aid allowance | \$0.36 per hour up to a maximum of \$13.84 per week |
| Excess travel time allowance | payment at the minimum hourly rate for all time spent travelling in excess of the normal travelling time |
| Multiple starting points travel allowance | \$10.65 per day |
| Excess travel fares reimbursement | reimbursement for reasonable travel fares more than the normal travel fares |
| Expenses reimbursement | reimbursement for the cost of the expenses |
| Leading hand allowance - Level 3 or 4 classification supervising 1-5 employees | \$0.62 per hour up to a maximum of \$23.42 per week |
| Leading hand allowance - Level 3 or 4 classification supervising 6 -15 employees | \$0.84 per hour up to a maximum of \$31.94 per week |
| Leading hand allowance - Level 3, 4 or 5 classification supervising more than 15 employees | \$1.06 per hour up to a maximum of \$40.45 per week |
| Meal allowance - overtime | \$17.92 for the first meal and \$11.37 for an extra meal after 4 hours |
| Special clothing reimbursement | reimbursement for the cost of the clothing |
| Tool allowance - tradespersons and apprentices | \$0.50 per hour up to a maximum of \$19.00 per week |
| Vehicle allowance - motor vehicle | \$0.78 per km |

| Allowances | Rate |
|--|-----------------|
| Vehicle allowance - motor cycle | \$0.26 per km |
| On call allowance - Monday to Friday | \$31.94 per day |
| On call allowance - Saturday | \$42.58 per day |
| On call allowance - Sunday or public holiday | \$53.23 per day |