

## Pay Guide - Aquaculture Industry Award

[MA000114]

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Pay rates for this award will change from 01 November 2020. The rates in this guide apply from 4 February 2020.

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

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## Rates of pay

### Adult

### Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday - day workers	Saturday - all shiftworkers	Sunday - day workers
Aquaculture attendant level 1	\$740.80	\$19.49	\$24.36	\$29.24	\$29.24
Aquaculture attendant level 2	\$751.50	\$19.78	\$24.73	\$29.67	\$29.67
Aquaculture attendant level 3	\$822.00	\$21.63	\$27.04	\$32.45	\$32.45
Aquaculture attendant level 4	\$862.50	\$22.70	\$28.38	\$34.05	\$34.05

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Classification	Sunday - non-continuous shiftworkers	Sunday - continuous shiftworkers	Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers	Public holiday - ordinary hours - non-continuous shiftworkers	Public holiday - continuous shiftworkers
Aquaculture attendant level 1	\$38.98	\$38.98	\$48.73	\$48.73	\$38.98
Aquaculture attendant level 2	\$39.56	\$39.56	\$49.45	\$49.45	\$39.56
Aquaculture attendant level 3	\$43.26	\$43.26	\$54.08	\$54.08	\$43.26
Aquaculture attendant level 4	\$45.40	\$45.40	\$56.75	\$56.75	\$45.40

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Classification	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers
Aquaculture attendant level 1	\$22.41	\$25.34	\$29.24	\$38.98	\$29.24
Aquaculture attendant level 2	\$22.75	\$25.71	\$29.67	\$39.56	\$29.67
Aquaculture attendant level 3	\$24.87	\$28.12	\$32.45	\$43.26	\$32.45
Aquaculture attendant level 4	\$26.11	\$29.51	\$34.05	\$45.40	\$34.05

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<b>Classification</b>	<b>Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Aquaculture attendant level 1	\$38.98	\$29.24	\$38.98	\$38.98	\$38.98
Aquaculture attendant level 2	\$39.56	\$29.67	\$39.56	\$39.56	\$39.56
Aquaculture attendant level 3	\$43.26	\$32.45	\$43.26	\$43.26	\$43.26
Aquaculture attendant level 4	\$45.40	\$34.05	\$45.40	\$45.40	\$45.40

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - public holiday - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - first 3 hours</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - after 3 hours</b>	<b>Work on an unrostered shift - continuous shiftworkers</b>
Aquaculture attendant level 1	\$38.98	\$38.98	\$38.98	\$29.24	\$38.98	\$38.98
Aquaculture attendant level 2	\$39.56	\$39.56	\$39.56	\$29.67	\$39.56	\$39.56
Aquaculture attendant level 3	\$43.26	\$43.26	\$43.26	\$32.45	\$43.26	\$43.26
Aquaculture attendant level 4	\$45.40	\$45.40	\$45.40	\$34.05	\$45.40	\$45.40

## Casual

Table 1 of 5

Classification	Hourly pay rate	Saturday - day workers	Saturday - all shiftworkers	Sunday - day workers	Sunday - non-continuous shiftworkers
Aquaculture attendant level 1	\$24.36	\$24.36	\$34.11	\$29.24	\$43.85
Aquaculture attendant level 2	\$24.73	\$24.73	\$34.62	\$29.67	\$44.51
Aquaculture attendant level 3	\$27.04	\$27.04	\$37.85	\$32.45	\$48.67
Aquaculture attendant level 4	\$28.38	\$28.38	\$39.73	\$34.05	\$51.08

Table 2 of 5

Classification	Sunday - continuous shiftworkers	Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers	Public holiday - ordinary hours - non-continuous shiftworkers	Public holiday - continuous shiftworkers	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Aquaculture attendant level 1	\$43.85	\$48.73	\$53.60	\$43.85	\$27.29
Aquaculture attendant level 2	\$44.51	\$49.45	\$54.40	\$44.51	\$27.69
Aquaculture attendant level 3	\$48.67	\$54.08	\$59.48	\$48.67	\$30.28
Aquaculture attendant level 4	\$51.08	\$56.75	\$62.43	\$51.08	\$31.78

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Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers
Aquaculture attendant level 1	\$30.21	\$34.11	\$43.85	\$29.24	\$38.98
Aquaculture attendant level 2	\$30.66	\$34.62	\$44.51	\$29.67	\$39.56
Aquaculture attendant level 3	\$33.53	\$37.85	\$48.67	\$32.45	\$43.26
Aquaculture attendant level 4	\$35.19	\$39.73	\$51.08	\$34.05	\$45.40

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Overtime - public holiday - continuous shiftworkers</b>
Aquaculture attendant level 1	\$29.24	\$38.98	\$38.98	\$38.98	\$38.98
Aquaculture attendant level 2	\$29.67	\$39.56	\$39.56	\$39.56	\$39.56
Aquaculture attendant level 3	\$32.45	\$43.26	\$43.26	\$43.26	\$43.26
Aquaculture attendant level 4	\$34.05	\$45.40	\$45.40	\$45.40	\$45.40

**Table 5 of 5**

<b>Classification</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - first 3 hours</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - after 3 hours</b>	<b>Work on an unrostered shift - continuous shiftworkers</b>
Aquaculture attendant level 1	\$38.98	\$38.98	\$29.24	\$38.98	\$38.98
Aquaculture attendant level 2	\$39.56	\$39.56	\$29.67	\$39.56	\$39.56
Aquaculture attendant level 3	\$43.26	\$43.26	\$32.45	\$43.26	\$43.26
Aquaculture attendant level 4	\$45.40	\$45.40	\$34.05	\$45.40	\$45.40

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

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day workers	Saturday - all shiftworkers	Sunday - day workers
Aquaculture attendant level 1	\$444.48	\$11.70	\$14.63	\$17.55	\$17.55
Aquaculture attendant level 2	\$450.90	\$11.87	\$14.84	\$17.81	\$17.81
Aquaculture attendant level 3	\$493.20	\$12.98	\$16.23	\$19.47	\$19.47
Aquaculture attendant level 4	\$517.50	\$13.62	\$17.03	\$20.43	\$20.43

Table 2 of 5

Classification	Sunday - non-continuous shiftworkers	Sunday - continuous shiftworkers	Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers	Public holiday - ordinary hours - non-continuous shiftworkers	Public holiday - continuous shiftworkers
Aquaculture attendant level 1	\$23.40	\$23.40	\$29.25	\$29.25	\$23.40
Aquaculture attendant level 2	\$23.74	\$23.74	\$29.68	\$29.68	\$23.74
Aquaculture attendant level 3	\$25.96	\$25.96	\$32.45	\$32.45	\$25.96
Aquaculture attendant level 4	\$27.24	\$27.24	\$34.05	\$34.05	\$27.24

Table 3 of 5

Classification	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers
Aquaculture attendant level 1	\$13.46	\$15.21	\$17.55	\$23.40	\$17.55
Aquaculture attendant level 2	\$13.65	\$15.43	\$17.81	\$23.74	\$17.81
Aquaculture attendant level 3	\$14.93	\$16.87	\$19.47	\$25.96	\$19.47
Aquaculture attendant level 4	\$15.66	\$17.71	\$20.43	\$27.24	\$20.43

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Aquaculture attendant level 1	\$23.40	\$17.55	\$23.40	\$23.40	\$23.40
Aquaculture attendant level 2	\$23.74	\$17.81	\$23.74	\$23.74	\$23.74
Aquaculture attendant level 3	\$25.96	\$19.47	\$25.96	\$25.96	\$25.96
Aquaculture attendant level 4	\$27.24	\$20.43	\$27.24	\$27.24	\$27.24

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - public holiday - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - first 3 hours</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - after 3 hours</b>	<b>Work on an unrostered shift - continuous shiftworkers</b>
Aquaculture attendant level 1	\$23.40	\$23.40	\$23.40	\$17.55	\$23.40	\$23.40
Aquaculture attendant level 2	\$23.74	\$23.74	\$23.74	\$17.81	\$23.74	\$23.74
Aquaculture attendant level 3	\$25.96	\$25.96	\$25.96	\$19.47	\$25.96	\$25.96
Aquaculture attendant level 4	\$27.24	\$27.24	\$27.24	\$20.43	\$27.24	\$27.24

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

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day workers	Saturday - all shiftworkers	Sunday - day workers
Aquaculture attendant level 1	\$518.56	\$13.65	\$17.06	\$20.48	\$20.48
Aquaculture attendant level 2	\$526.05	\$13.84	\$17.30	\$20.76	\$20.76
Aquaculture attendant level 3	\$575.40	\$15.14	\$18.93	\$22.71	\$22.71
Aquaculture attendant level 4	\$603.75	\$15.89	\$19.86	\$23.84	\$23.84

Table 2 of 5

Classification	Sunday - non-continuous shiftworkers	Sunday - continuous shiftworkers	Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers	Public holiday - ordinary hours - non-continuous shiftworkers	Public holiday - continuous shiftworkers
Aquaculture attendant level 1	\$27.30	\$27.30	\$34.13	\$34.13	\$27.30
Aquaculture attendant level 2	\$27.68	\$27.68	\$34.60	\$34.60	\$27.68
Aquaculture attendant level 3	\$30.28	\$30.28	\$37.85	\$37.85	\$30.28
Aquaculture attendant level 4	\$31.78	\$31.78	\$39.73	\$39.73	\$31.78

Table 3 of 5

Classification	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers
Aquaculture attendant level 1	\$15.70	\$17.75	\$20.48	\$27.30	\$20.48
Aquaculture attendant level 2	\$15.92	\$17.99	\$20.76	\$27.68	\$20.76
Aquaculture attendant level 3	\$17.41	\$19.68	\$22.71	\$30.28	\$22.71
Aquaculture attendant level 4	\$18.27	\$20.66	\$23.84	\$31.78	\$23.84



**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Aquaculture attendant level 1	\$27.30	\$20.48	\$27.30	\$27.30	\$27.30
Aquaculture attendant level 2	\$27.68	\$20.76	\$27.68	\$27.68	\$27.68
Aquaculture attendant level 3	\$30.28	\$22.71	\$30.28	\$30.28	\$30.28
Aquaculture attendant level 4	\$31.78	\$23.84	\$31.78	\$31.78	\$31.78

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - public holiday - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - first 3 hours</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - after 3 hours</b>	<b>Work on an unrostered shift - continuous shiftworkers</b>
Aquaculture attendant level 1	\$27.30	\$27.30	\$27.30	\$20.48	\$27.30	\$27.30
Aquaculture attendant level 2	\$27.68	\$27.68	\$27.68	\$20.76	\$27.68	\$27.68
Aquaculture attendant level 3	\$30.28	\$30.28	\$30.28	\$22.71	\$30.28	\$30.28
Aquaculture attendant level 4	\$31.78	\$31.78	\$31.78	\$23.84	\$31.78	\$31.78

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

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day workers	Saturday - all shiftworkers	Sunday - day workers
Aquaculture attendant level 1	\$592.64	\$15.60	\$19.50	\$23.40	\$23.40
Aquaculture attendant level 2	\$601.20	\$15.82	\$19.78	\$23.73	\$23.73
Aquaculture attendant level 3	\$657.60	\$17.31	\$21.64	\$25.97	\$25.97
Aquaculture attendant level 4	\$690.00	\$18.16	\$22.70	\$27.24	\$27.24

Table 2 of 5

Classification	Sunday - non-continuous shiftworkers	Sunday - continuous shiftworkers	Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers	Public holiday - ordinary hours - non-continuous shiftworkers	Public holiday - continuous shiftworkers
Aquaculture attendant level 1	\$31.20	\$31.20	\$39.00	\$39.00	\$31.20
Aquaculture attendant level 2	\$31.64	\$31.64	\$39.55	\$39.55	\$31.64
Aquaculture attendant level 3	\$34.62	\$34.62	\$43.28	\$43.28	\$34.62
Aquaculture attendant level 4	\$36.32	\$36.32	\$45.40	\$45.40	\$36.32

Table 3 of 5

Classification	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers
Aquaculture attendant level 1	\$17.94	\$20.28	\$23.40	\$31.20	\$23.40
Aquaculture attendant level 2	\$18.19	\$20.57	\$23.73	\$31.64	\$23.73
Aquaculture attendant level 3	\$19.91	\$22.50	\$25.97	\$34.62	\$25.97
Aquaculture attendant level 4	\$20.88	\$23.61	\$27.24	\$36.32	\$27.24

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Aquaculture attendant level 1	\$31.20	\$23.40	\$31.20	\$31.20	\$31.20
Aquaculture attendant level 2	\$31.64	\$23.73	\$31.64	\$31.64	\$31.64
Aquaculture attendant level 3	\$34.62	\$25.97	\$34.62	\$34.62	\$34.62
Aquaculture attendant level 4	\$36.32	\$27.24	\$36.32	\$36.32	\$36.32

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - public holiday - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - first 3 hours</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - after 3 hours</b>	<b>Work on an unrostered shift - continuous shiftworkers</b>
Aquaculture attendant level 1	\$31.20	\$31.20	\$31.20	\$23.40	\$31.20	\$31.20
Aquaculture attendant level 2	\$31.64	\$31.64	\$31.64	\$23.73	\$31.64	\$31.64
Aquaculture attendant level 3	\$34.62	\$34.62	\$34.62	\$25.97	\$34.62	\$34.62
Aquaculture attendant level 4	\$36.32	\$36.32	\$36.32	\$27.24	\$36.32	\$36.32

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

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day workers	Saturday - all shiftworkers	Sunday - day workers
Aquaculture attendant level 1	\$666.72	\$17.55	\$21.94	\$26.33	\$26.33
Aquaculture attendant level 2	\$676.35	\$17.80	\$22.25	\$26.70	\$26.70
Aquaculture attendant level 3	\$739.80	\$19.47	\$24.34	\$29.21	\$29.21
Aquaculture attendant level 4	\$776.25	\$20.43	\$25.54	\$30.65	\$30.65

Table 2 of 5

Classification	Sunday - non-continuous shiftworkers	Sunday - continuous shiftworkers	Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers	Public holiday - ordinary hours - non-continuous shiftworkers	Public holiday - continuous shiftworkers
Aquaculture attendant level 1	\$35.10	\$35.10	\$43.88	\$43.88	\$35.10
Aquaculture attendant level 2	\$35.60	\$35.60	\$44.50	\$44.50	\$35.60
Aquaculture attendant level 3	\$38.94	\$38.94	\$48.68	\$48.68	\$38.94
Aquaculture attendant level 4	\$40.86	\$40.86	\$51.08	\$51.08	\$40.86

Table 3 of 5

Classification	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers
Aquaculture attendant level 1	\$20.18	\$22.82	\$26.33	\$35.10	\$26.33
Aquaculture attendant level 2	\$20.47	\$23.14	\$26.70	\$35.60	\$26.70
Aquaculture attendant level 3	\$22.39	\$25.31	\$29.21	\$38.94	\$29.21
Aquaculture attendant level 4	\$23.49	\$26.56	\$30.65	\$40.86	\$30.65

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Aquaculture attendant level 1	\$35.10	\$26.33	\$35.10	\$35.10	\$35.10
Aquaculture attendant level 2	\$35.60	\$26.70	\$35.60	\$35.60	\$35.60
Aquaculture attendant level 3	\$38.94	\$29.21	\$38.94	\$38.94	\$38.94
Aquaculture attendant level 4	\$40.86	\$30.65	\$40.86	\$40.86	\$40.86

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - public holiday - continuous shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - first 3 hours</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - after 3 hours</b>	<b>Work on an unrostered shift - continuous shiftworkers</b>
Aquaculture attendant level 1	\$35.10	\$35.10	\$35.10	\$26.33	\$35.10	\$35.10
Aquaculture attendant level 2	\$35.60	\$35.60	\$35.60	\$26.70	\$35.60	\$35.60
Aquaculture attendant level 3	\$38.94	\$38.94	\$38.94	\$29.21	\$38.94	\$38.94
Aquaculture attendant level 4	\$40.86	\$40.86	\$40.86	\$30.65	\$40.86	\$40.86

## Junior - Casual - Under 17 years

Table 1 of 5

Classification	Hourly pay rate	Saturday - day workers	Saturday - all shiftworkers	Sunday - day workers	Sunday - non-continuous shiftworkers
Aquaculture attendant level 1	\$14.63	\$14.63	\$20.48	\$17.55	\$26.33
Aquaculture attendant level 2	\$14.84	\$14.84	\$20.77	\$17.81	\$26.71
Aquaculture attendant level 3	\$16.23	\$16.23	\$22.72	\$19.47	\$29.21
Aquaculture attendant level 4	\$17.03	\$17.03	\$23.84	\$20.43	\$30.65

Table 2 of 5

Classification	Sunday - continuous shiftworkers	Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers	Public holiday - ordinary hours - non-continuous shiftworkers	Public holiday - continuous shiftworkers	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Aquaculture attendant level 1	\$26.33	\$29.25	\$32.18	\$26.33	\$16.38
Aquaculture attendant level 2	\$26.71	\$29.68	\$32.64	\$26.71	\$16.62
Aquaculture attendant level 3	\$29.21	\$32.45	\$35.70	\$29.21	\$18.17
Aquaculture attendant level 4	\$30.65	\$34.05	\$37.46	\$30.65	\$19.07

Table 3 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers
Aquaculture attendant level 1	\$18.14	\$20.48	\$26.33	\$17.55	\$23.40
Aquaculture attendant level 2	\$18.40	\$20.77	\$26.71	\$17.81	\$23.74
Aquaculture attendant level 3	\$20.12	\$22.72	\$29.21	\$19.47	\$25.96
Aquaculture attendant level 4	\$21.11	\$23.84	\$30.65	\$20.43	\$27.24

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Overtime - public holiday - continuous shiftworkers</b>
Aquaculture attendant level 1	\$17.55	\$23.40	\$23.40	\$23.40	\$23.40
Aquaculture attendant level 2	\$17.81	\$23.74	\$23.74	\$23.74	\$23.74
Aquaculture attendant level 3	\$19.47	\$25.96	\$25.96	\$25.96	\$25.96
Aquaculture attendant level 4	\$20.43	\$27.24	\$27.24	\$27.24	\$27.24

**Table 5 of 5**

<b>Classification</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - first 3 hours</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - after 3 hours</b>	<b>Work on an unrostered shift - continuous shiftworkers</b>
Aquaculture attendant level 1	\$23.40	\$23.40	\$17.55	\$23.40	\$23.40
Aquaculture attendant level 2	\$23.74	\$23.74	\$17.81	\$23.74	\$23.74
Aquaculture attendant level 3	\$25.96	\$25.96	\$19.47	\$25.96	\$25.96
Aquaculture attendant level 4	\$27.24	\$27.24	\$20.43	\$27.24	\$27.24

## Junior - Casual - 17 years

Table 1 of 5

Classification	Hourly pay rate	Saturday - day workers	Saturday - all shiftworkers	Sunday - day workers	Sunday - non-continuous shiftworkers
Aquaculture attendant level 1	\$17.06	\$17.06	\$23.89	\$20.48	\$30.71
Aquaculture attendant level 2	\$17.30	\$17.30	\$24.22	\$20.76	\$31.14
Aquaculture attendant level 3	\$18.93	\$18.93	\$26.50	\$22.71	\$34.07
Aquaculture attendant level 4	\$19.86	\$19.86	\$27.81	\$23.84	\$35.75

Table 2 of 5

Classification	Sunday - continuous shiftworkers	Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers	Public holiday - ordinary hours - non-continuous shiftworkers	Public holiday - continuous shiftworkers	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Aquaculture attendant level 1	\$30.71	\$34.13	\$37.54	\$30.71	\$19.11
Aquaculture attendant level 2	\$31.14	\$34.60	\$38.06	\$31.14	\$19.38
Aquaculture attendant level 3	\$34.07	\$37.85	\$41.64	\$34.07	\$21.20
Aquaculture attendant level 4	\$35.75	\$39.73	\$43.70	\$35.75	\$22.25

Table 3 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers
Aquaculture attendant level 1	\$21.16	\$23.89	\$30.71	\$20.48	\$27.30
Aquaculture attendant level 2	\$21.45	\$24.22	\$31.14	\$20.76	\$27.68
Aquaculture attendant level 3	\$23.47	\$26.50	\$34.07	\$22.71	\$30.28
Aquaculture attendant level 4	\$24.63	\$27.81	\$35.75	\$23.84	\$31.78



**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Overtime - public holiday - continuous shiftworkers</b>
Aquaculture attendant level 1	\$20.48	\$27.30	\$27.30	\$27.30	\$27.30
Aquaculture attendant level 2	\$20.76	\$27.68	\$27.68	\$27.68	\$27.68
Aquaculture attendant level 3	\$22.71	\$30.28	\$30.28	\$30.28	\$30.28
Aquaculture attendant level 4	\$23.84	\$31.78	\$31.78	\$31.78	\$31.78

**Table 5 of 5**

<b>Classification</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - first 3 hours</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - after 3 hours</b>	<b>Work on an unrostered shift - continuous shiftworkers</b>
Aquaculture attendant level 1	\$27.30	\$27.30	\$20.48	\$27.30	\$27.30
Aquaculture attendant level 2	\$27.68	\$27.68	\$20.76	\$27.68	\$27.68
Aquaculture attendant level 3	\$30.28	\$30.28	\$22.71	\$30.28	\$30.28
Aquaculture attendant level 4	\$31.78	\$31.78	\$23.84	\$31.78	\$31.78

## Junior - Casual - 18 years

Table 1 of 5

Classification	Hourly pay rate	Saturday - day workers	Saturday - all shiftworkers	Sunday - day workers	Sunday - non-continuous shiftworkers
Aquaculture attendant level 1	\$19.50	\$19.50	\$27.30	\$23.40	\$35.10
Aquaculture attendant level 2	\$19.78	\$19.78	\$27.69	\$23.73	\$35.60
Aquaculture attendant level 3	\$21.64	\$21.64	\$30.29	\$25.97	\$38.95
Aquaculture attendant level 4	\$22.70	\$22.70	\$31.78	\$27.24	\$40.86

Table 2 of 5

Classification	Sunday - continuous shiftworkers	Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers	Public holiday - ordinary hours - non-continuous shiftworkers	Public holiday - continuous shiftworkers	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Aquaculture attendant level 1	\$35.10	\$39.00	\$42.90	\$35.10	\$21.84
Aquaculture attendant level 2	\$35.60	\$39.55	\$43.51	\$35.60	\$22.15
Aquaculture attendant level 3	\$38.95	\$43.28	\$47.60	\$38.95	\$24.23
Aquaculture attendant level 4	\$40.86	\$45.40	\$49.94	\$40.86	\$25.42

Table 3 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers
Aquaculture attendant level 1	\$24.18	\$27.30	\$35.10	\$23.40	\$31.20
Aquaculture attendant level 2	\$24.52	\$27.69	\$35.60	\$23.73	\$31.64
Aquaculture attendant level 3	\$26.83	\$30.29	\$38.95	\$25.97	\$34.62
Aquaculture attendant level 4	\$28.15	\$31.78	\$40.86	\$27.24	\$36.32

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Overtime - public holiday - continuous shiftworkers</b>
Aquaculture attendant level 1	\$23.40	\$31.20	\$31.20	\$31.20	\$31.20
Aquaculture attendant level 2	\$23.73	\$31.64	\$31.64	\$31.64	\$31.64
Aquaculture attendant level 3	\$25.97	\$34.62	\$34.62	\$34.62	\$34.62
Aquaculture attendant level 4	\$27.24	\$36.32	\$36.32	\$36.32	\$36.32

**Table 5 of 5**

<b>Classification</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - first 3 hours</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - after 3 hours</b>	<b>Work on an unrostered shift - continuous shiftworkers</b>
Aquaculture attendant level 1	\$31.20	\$31.20	\$23.40	\$31.20	\$31.20
Aquaculture attendant level 2	\$31.64	\$31.64	\$23.73	\$31.64	\$31.64
Aquaculture attendant level 3	\$34.62	\$34.62	\$25.97	\$34.62	\$34.62
Aquaculture attendant level 4	\$36.32	\$36.32	\$27.24	\$36.32	\$36.32

## Junior - Casual - 19 years

Table 1 of 5

Classification	Hourly pay rate	Saturday - day workers	Saturday - all shiftworkers	Sunday - day workers	Sunday - non-continuous shiftworkers
Aquaculture attendant level 1	\$21.94	\$21.94	\$30.71	\$26.33	\$39.49
Aquaculture attendant level 2	\$22.25	\$22.25	\$31.15	\$26.70	\$40.05
Aquaculture attendant level 3	\$24.34	\$24.34	\$34.07	\$29.21	\$43.81
Aquaculture attendant level 4	\$25.54	\$25.54	\$35.75	\$30.65	\$45.97

Table 2 of 5

Classification	Sunday - continuous shiftworkers	Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers	Public holiday - ordinary hours - non-continuous shiftworkers	Public holiday - continuous shiftworkers	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Aquaculture attendant level 1	\$39.49	\$43.88	\$48.26	\$39.49	\$24.57
Aquaculture attendant level 2	\$40.05	\$44.50	\$48.95	\$40.05	\$24.92
Aquaculture attendant level 3	\$43.81	\$48.68	\$53.54	\$43.81	\$27.26
Aquaculture attendant level 4	\$45.97	\$51.08	\$56.18	\$45.97	\$28.60

Table 3 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers	Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers
Aquaculture attendant level 1	\$27.20	\$30.71	\$39.49	\$26.33	\$35.10
Aquaculture attendant level 2	\$27.59	\$31.15	\$40.05	\$26.70	\$35.60
Aquaculture attendant level 3	\$30.18	\$34.07	\$43.81	\$29.21	\$38.94
Aquaculture attendant level 4	\$31.67	\$35.75	\$45.97	\$30.65	\$40.86

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers</b>	<b>Overtime - Sunday - day workers and non-continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Overtime - public holiday - continuous shiftworkers</b>
Aquaculture attendant level 1	\$26.33	\$35.10	\$35.10	\$35.10	\$35.10
Aquaculture attendant level 2	\$26.70	\$35.60	\$35.60	\$35.60	\$35.60
Aquaculture attendant level 3	\$29.21	\$38.94	\$38.94	\$38.94	\$38.94
Aquaculture attendant level 4	\$30.65	\$40.86	\$40.86	\$40.86	\$40.86

**Table 5 of 5**

<b>Classification</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - first 3 hours</b>	<b>Work on an unrostered shift - non-continuous shiftworkers - after 3 hours</b>	<b>Work on an unrostered shift - continuous shiftworkers</b>
Aquaculture attendant level 1	\$35.10	\$35.10	\$26.33	\$35.10	\$35.10
Aquaculture attendant level 2	\$35.60	\$35.60	\$26.70	\$35.60	\$35.60
Aquaculture attendant level 3	\$38.94	\$38.94	\$29.21	\$38.94	\$38.94
Aquaculture attendant level 4	\$40.86	\$40.86	\$30.65	\$40.86	\$40.86

## Allowances

Allowances	Rate
Diving allowance - finfish attendants - diving equipment supplied by employer	\$4.05 per hour
Diving allowance - finfish attendants - diving equipment supplied by employee	\$9.87 per hour
First aid allowance	\$2.93 per day
Meal allowance	\$17.44 for a meal
Protective clothing and equipment reimbursement	reimbursement for the cost of the protective clothing and equipment
Tool allowance	\$0.26 per hour up to a maximum of \$9.83 per week
Travel time to offshore tuna farm allowance	payment at the ordinary rate for all time in excess of 30 minutes spent travelling or waiting for transport to the tuna farm
Working away from usual workplace - excess travel time allowance	payment at the minimum hourly rate for all time spent travelling in excess of normal travel time
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.