

Pay Guide - Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award

[MA000115]

Published 01 July 2021

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

Adult

Full-time & part-time

Table 1 of 4

| Classification | Weekly pay rate | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row |
|--|-----------------|-----------------|--|--|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$858.00 | \$22.58 | \$25.97 | \$25.97 | \$29.35 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$919.40 | \$24.19 | \$27.82 | \$27.82 | \$31.45 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$950.90 | \$25.02 | \$28.77 | \$28.77 | \$32.53 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$1,000.50 | \$26.33 | \$30.28 | \$30.28 | \$34.23 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$1,052.90 | \$27.71 | \$31.87 | \$31.87 | \$36.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$1,104.00 | \$29.05 | \$33.41 | \$33.41 | \$37.77 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$1,134.80 | \$29.86 | \$34.34 | \$34.34 | \$38.82 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$1,165.40 | \$30.67 | \$35.27 | \$35.27 | \$39.87 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$1,192.20 | \$31.37 | \$36.08 | \$36.08 | \$40.78 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$1,220.70 | \$32.12 | \$36.94 | \$36.94 | \$41.76 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$1,249.40 | \$32.88 | \$37.81 | \$37.81 | \$42.74 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$1,279.60 | \$33.67 | \$38.72 | \$38.72 | \$43.77 |
| Administrative grade 1 - level 1 | \$851.70 | \$22.41 | \$25.77 | \$25.77 | \$29.13 |
| Administrative grade 1 - level 2 | \$854.70 | \$22.49 | \$25.86 | \$25.86 | \$29.24 |
| Administrative grade 1 - level 3 | \$872.80 | \$22.97 | \$26.42 | \$26.42 | \$29.86 |
| Administrative grade 1 - level 4 | \$885.20 | \$23.29 | \$26.78 | \$26.78 | \$30.28 |
| Administrative grade 1 - level 5 | \$910.80 | \$23.97 | \$27.57 | \$27.57 | \$31.16 |

| Classification | Weekly pay rate | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row |
|------------------------------------|------------------------|------------------------|---|---|---|
| Administrative grade 2 - level 1 | \$924.90 | \$24.34 | \$27.99 | \$27.99 | \$31.64 |
| Administrative grade 2 - level 2 | \$941.20 | \$24.77 | \$28.49 | \$28.49 | \$32.20 |
| Administrative grade 2 - level 3 | \$957.50 | \$25.20 | \$28.98 | \$28.98 | \$32.76 |
| Administrative grade 2 - level 4 | \$971.40 | \$25.56 | \$29.39 | \$29.39 | \$33.23 |
| Administrative grade 2 - level 5 | \$988.00 | \$26.00 | \$29.90 | \$29.90 | \$33.80 |
| Administrative grade 3 - level 1 | \$1,005.70 | \$26.47 | \$30.44 | \$30.44 | \$34.41 |
| Administrative grade 3 - level 2 | \$1,023.70 | \$26.94 | \$30.98 | \$30.98 | \$35.02 |
| Administrative grade 3 - level 3 | \$1,034.80 | \$27.23 | \$31.31 | \$31.31 | \$35.40 |
| Administrative grade 3 - level 4 | \$1,053.30 | \$27.72 | \$31.88 | \$31.88 | \$36.04 |
| Administrative grade 4 - level 1 | \$1,069.70 | \$28.15 | \$32.37 | \$32.37 | \$36.60 |
| Administrative grade 4 - level 2 | \$1,095.50 | \$28.83 | \$33.15 | \$33.15 | \$37.48 |
| Administrative grade 4 - level 3 | \$1,115.10 | \$29.34 | \$33.74 | \$33.74 | \$38.14 |
| Administrative grade 4 - level 4 | \$1,135.80 | \$29.89 | \$34.37 | \$34.37 | \$38.86 |
| Administrative grade 5 - level 1 | \$1,158.30 | \$30.48 | \$35.05 | \$35.05 | \$39.62 |
| Administrative grade 5 - level 2 | \$1,182.30 | \$31.11 | \$35.78 | \$35.78 | \$40.44 |
| Administrative grade 5 - level 3 | \$1,207.10 | \$31.77 | \$36.54 | \$36.54 | \$41.30 |
| Administrative grade 6 - level 1 | \$1,221.10 | \$32.13 | \$36.95 | \$36.95 | \$41.77 |
| Administrative grade 6 - level 2 | \$1,244.00 | \$32.74 | \$37.65 | \$37.65 | \$42.56 |
| Administrative grade 6 - level 3 | \$1,269.90 | \$33.42 | \$38.43 | \$38.43 | \$43.45 |
| Administrative grade 6 - level 4 | \$1,318.60 | \$34.70 | \$39.91 | \$39.91 | \$45.11 |
| Administrative grade 6 - level 5 | \$1,357.90 | \$35.73 | \$41.09 | \$41.09 | \$46.45 |
| Administrative grade 7 - level 1 | \$1,390.20 | \$36.58 | \$42.07 | \$42.07 | \$47.55 |
| Administrative grade 7 - level 2 | \$1,427.80 | \$37.57 | \$43.21 | \$43.21 | \$48.84 |
| Administrative grade 8 - level 1 | \$1,442.40 | \$37.96 | \$43.65 | \$43.65 | \$49.35 |
| Administrative grade 8 - level 2 | \$1,479.40 | \$38.93 | \$44.77 | \$44.77 | \$50.61 |
| Administrative grade 8 - level 3 | \$1,529.10 | \$40.24 | \$46.28 | \$46.28 | \$52.31 |
| Administrative grade 8 - level 4 | \$1,565.30 | \$41.19 | \$47.37 | \$47.37 | \$53.55 |
| Dental assistant - grade 1 | \$812.00 | \$21.37 | \$24.58 | \$24.58 | \$27.78 |
| Dental assistant - grade 2 | \$828.70 | \$21.81 | \$25.08 | \$25.08 | \$28.35 |
| Dental assistant - grade 3 | \$845.80 | \$22.26 | \$25.60 | \$25.60 | \$28.94 |
| Dental assistant - grade 4 | \$899.50 | \$23.67 | \$27.22 | \$27.22 | \$30.77 |
| Dental assistant - grade 5 | \$930.00 | \$24.47 | \$28.14 | \$28.14 | \$31.81 |
| Dental therapist grade 1 - level 1 | \$973.00 | \$25.61 | \$29.45 | \$29.45 | \$33.29 |
| Dental therapist grade 1 - level 2 | \$998.60 | \$26.28 | \$30.22 | \$30.22 | \$34.16 |
| Dental therapist grade 1 - level 3 | \$1,030.60 | \$27.12 | \$31.19 | \$31.19 | \$35.26 |
| Dental therapist grade 1 - level 4 | \$1,070.40 | \$28.17 | \$32.40 | \$32.40 | \$36.62 |

| Classification | Weekly pay rate | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row |
|------------------------------------|------------------------|------------------------|---|---|---|
| Dental therapist grade 1 - level 5 | \$1,123.10 | \$29.56 | \$33.99 | \$33.99 | \$38.43 |
| Dental therapist grade 1 - level 6 | \$1,175.00 | \$30.92 | \$35.56 | \$35.56 | \$40.20 |
| Dental therapist grade 1 - level 7 | \$1,214.80 | \$31.97 | \$36.77 | \$36.77 | \$41.56 |
| Dental therapist grade 2 - level 1 | \$1,232.10 | \$32.42 | \$37.28 | \$37.28 | \$42.15 |
| Dental therapist grade 2 - level 2 | \$1,259.80 | \$33.15 | \$38.12 | \$38.12 | \$43.10 |
| Dental therapist grade 2 - level 3 | \$1,286.70 | \$33.86 | \$38.94 | \$38.94 | \$44.02 |
| Dental therapist grade 2 - level 4 | \$1,309.70 | \$34.47 | \$39.64 | \$39.64 | \$44.81 |
| Dental therapist grade 2 - level 5 | \$1,339.30 | \$35.24 | \$40.53 | \$40.53 | \$45.81 |
| Cleaner | \$845.20 | \$22.24 | \$25.58 | \$25.58 | \$28.91 |
| Driver - grade 1 | \$880.40 | \$23.17 | \$26.65 | \$26.65 | \$30.12 |
| Driver - grade 2 | \$903.40 | \$23.77 | \$27.34 | \$27.34 | \$30.90 |
| Caretaker | \$903.40 | \$23.77 | \$27.34 | \$27.34 | \$30.90 |

Table 2 of 4

| Classification | Saturday - shiftworker | Sunday - shiftworker | Public holiday | Public holiday - additional day off | Overtime - first 2 hours |
|--|-------------------------------|-----------------------------|-----------------------|--|---------------------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$33.87 | \$45.16 | \$56.45 | \$33.87 | \$33.87 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$36.29 | \$48.38 | \$60.48 | \$36.29 | \$36.29 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$37.53 | \$50.04 | \$62.55 | \$37.53 | \$37.53 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$39.50 | \$52.66 | \$65.83 | \$39.50 | \$39.50 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$41.57 | \$55.42 | \$69.28 | \$41.57 | \$41.57 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$43.58 | \$58.10 | \$72.63 | \$43.58 | \$43.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$44.79 | \$59.72 | \$74.65 | \$44.79 | \$44.79 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$46.01 | \$61.34 | \$76.68 | \$46.01 | \$46.01 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$47.06 | \$62.74 | \$78.43 | \$47.06 | \$47.06 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$48.18 | \$64.24 | \$80.30 | \$48.18 | \$48.18 |

| Classification | Saturday - shiftworker | Sunday - shiftworker | Public holiday | Public holiday - additional day off | Overtime - first 2 hours |
|---|-----------------------------------|---------------------------------|-----------------------|--|-------------------------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$49.32 | \$65.76 | \$82.20 | \$49.32 | \$49.32 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$50.51 | \$67.34 | \$84.18 | \$50.51 | \$50.51 |
| Administrative grade 1 - level 1 | \$33.62 | \$44.82 | \$56.03 | \$33.62 | \$33.62 |
| Administrative grade 1 - level 2 | \$33.74 | \$44.98 | \$56.23 | \$33.74 | \$33.74 |
| Administrative grade 1 - level 3 | \$34.46 | \$45.94 | \$57.43 | \$34.46 | \$34.46 |
| Administrative grade 1 - level 4 | \$34.94 | \$46.58 | \$58.23 | \$34.94 | \$34.94 |
| Administrative grade 1 - level 5 | \$35.96 | \$47.94 | \$59.93 | \$35.96 | \$35.96 |
| Administrative grade 2 - level 1 | \$36.51 | \$48.68 | \$60.85 | \$36.51 | \$36.51 |
| Administrative grade 2 - level 2 | \$37.16 | \$49.54 | \$61.93 | \$37.16 | \$37.16 |
| Administrative grade 2 - level 3 | \$37.80 | \$50.40 | \$63.00 | \$37.80 | \$37.80 |
| Administrative grade 2 - level 4 | \$38.34 | \$51.12 | \$63.90 | \$38.34 | \$38.34 |
| Administrative grade 2 - level 5 | \$39.00 | \$52.00 | \$65.00 | \$39.00 | \$39.00 |
| Administrative grade 3 - level 1 | \$39.71 | \$52.94 | \$66.18 | \$39.71 | \$39.71 |
| Administrative grade 3 - level 2 | \$40.41 | \$53.88 | \$67.35 | \$40.41 | \$40.41 |
| Administrative grade 3 - level 3 | \$40.85 | \$54.46 | \$68.08 | \$40.85 | \$40.85 |
| Administrative grade 3 - level 4 | \$41.58 | \$55.44 | \$69.30 | \$41.58 | \$41.58 |
| Administrative grade 4 - level 1 | \$42.23 | \$56.30 | \$70.38 | \$42.23 | \$42.23 |
| Administrative grade 4 - level 2 | \$43.25 | \$57.66 | \$72.08 | \$43.25 | \$43.25 |
| Administrative grade 4 - level 3 | \$44.01 | \$58.68 | \$73.35 | \$44.01 | \$44.01 |
| Administrative grade 4 - level 4 | \$44.84 | \$59.78 | \$74.73 | \$44.84 | \$44.84 |
| Administrative grade 5 - level 1 | \$45.72 | \$60.96 | \$76.20 | \$45.72 | \$45.72 |
| Administrative grade 5 - level 2 | \$46.67 | \$62.22 | \$77.78 | \$46.67 | \$46.67 |
| Administrative grade 5 - level 3 | \$47.66 | \$63.54 | \$79.43 | \$47.66 | \$47.66 |
| Administrative grade 6 - level 1 | \$48.20 | \$64.26 | \$80.33 | \$48.20 | \$48.20 |
| Administrative grade 6 - level 2 | \$49.11 | \$65.48 | \$81.85 | \$49.11 | \$49.11 |
| Administrative grade 6 - level 3 | \$50.13 | \$66.84 | \$83.55 | \$50.13 | \$50.13 |
| Administrative grade 6 - level 4 | \$52.05 | \$69.40 | \$86.75 | \$52.05 | \$52.05 |
| Administrative grade 6 - level 5 | \$53.60 | \$71.46 | \$89.33 | \$53.60 | \$53.60 |
| Administrative grade 7 - level 1 | \$54.87 | \$73.16 | \$91.45 | \$54.87 | \$54.87 |
| Administrative grade 7 - level 2 | \$56.36 | \$75.14 | \$93.93 | \$56.36 | \$56.36 |
| Administrative grade 8 - level 1 | \$56.94 | \$75.92 | \$94.90 | \$56.94 | \$56.94 |
| Administrative grade 8 - level 2 | \$58.40 | \$77.86 | \$97.33 | \$58.40 | \$58.40 |
| Administrative grade 8 - level 3 | \$60.36 | \$80.48 | \$100.60 | \$60.36 | \$60.36 |
| Administrative grade 8 - level 4 | \$61.79 | \$82.38 | \$102.98 | \$61.79 | \$61.79 |
| Dental assistant - grade 1 | \$32.06 | \$42.74 | \$53.43 | \$32.06 | \$32.06 |
| Dental assistant - grade 2 | \$32.72 | \$43.62 | \$54.53 | \$32.72 | \$32.72 |

| Classification | Saturday - shiftworker | Sunday - shiftworker | Public holiday | Public holiday - additional day off | Overtime - first 2 hours |
|------------------------------------|-------------------------------|-----------------------------|-----------------------|--|---------------------------------|
| Dental assistant - grade 3 | \$33.39 | \$44.52 | \$55.65 | \$33.39 | \$33.39 |
| Dental assistant - grade 4 | \$35.51 | \$47.34 | \$59.18 | \$35.51 | \$35.51 |
| Dental assistant - grade 5 | \$36.71 | \$48.94 | \$61.18 | \$36.71 | \$36.71 |
| Dental therapist grade 1 - level 1 | \$38.42 | \$51.22 | \$64.03 | \$38.42 | \$38.42 |
| Dental therapist grade 1 - level 2 | \$39.42 | \$52.56 | \$65.70 | \$39.42 | \$39.42 |
| Dental therapist grade 1 - level 3 | \$40.68 | \$54.24 | \$67.80 | \$40.68 | \$40.68 |
| Dental therapist grade 1 - level 4 | \$42.26 | \$56.34 | \$70.43 | \$42.26 | \$42.26 |
| Dental therapist grade 1 - level 5 | \$44.34 | \$59.12 | \$73.90 | \$44.34 | \$44.34 |
| Dental therapist grade 1 - level 6 | \$46.38 | \$61.84 | \$77.30 | \$46.38 | \$46.38 |
| Dental therapist grade 1 - level 7 | \$47.96 | \$63.94 | \$79.93 | \$47.96 | \$47.96 |
| Dental therapist grade 2 - level 1 | \$48.63 | \$64.84 | \$81.05 | \$48.63 | \$48.63 |
| Dental therapist grade 2 - level 2 | \$49.73 | \$66.30 | \$82.88 | \$49.73 | \$49.73 |
| Dental therapist grade 2 - level 3 | \$50.79 | \$67.72 | \$84.65 | \$50.79 | \$50.79 |
| Dental therapist grade 2 - level 4 | \$51.71 | \$68.94 | \$86.18 | \$51.71 | \$51.71 |
| Dental therapist grade 2 - level 5 | \$52.86 | \$70.48 | \$88.10 | \$52.86 | \$52.86 |
| Cleaner | \$33.36 | \$44.48 | \$55.60 | \$33.36 | \$33.36 |
| Driver - grade 1 | \$34.76 | \$46.34 | \$57.93 | \$34.76 | \$34.76 |
| Driver - grade 2 | \$35.66 | \$47.54 | \$59.43 | \$35.66 | \$35.66 |
| Caretaker | \$35.66 | \$47.54 | \$59.43 | \$35.66 | \$35.66 |

Table 3 of 4

| Classification | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift |
|--|--|---|---------------------------------|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$45.16 | \$45.16 | \$45.16 | \$33.87 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$48.38 | \$48.38 | \$48.38 | \$36.29 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$50.04 | \$50.04 | \$50.04 | \$37.53 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$52.66 | \$52.66 | \$52.66 | \$39.50 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$55.42 | \$55.42 | \$55.42 | \$41.57 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$58.10 | \$58.10 | \$58.10 | \$43.58 |

| Classification | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift |
|--|--|---|---------------------------------|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$59.72 | \$59.72 | \$59.72 | \$44.79 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$61.34 | \$61.34 | \$61.34 | \$46.01 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$62.74 | \$62.74 | \$62.74 | \$47.06 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$64.24 | \$64.24 | \$64.24 | \$48.18 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$65.76 | \$65.76 | \$65.76 | \$49.32 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$67.34 | \$67.34 | \$67.34 | \$50.51 |
| Administrative grade 1 - level 1 | \$44.82 | \$44.82 | \$44.82 | \$33.62 |
| Administrative grade 1 - level 2 | \$44.98 | \$44.98 | \$44.98 | \$33.74 |
| Administrative grade 1 - level 3 | \$45.94 | \$45.94 | \$45.94 | \$34.46 |
| Administrative grade 1 - level 4 | \$46.58 | \$46.58 | \$46.58 | \$34.94 |
| Administrative grade 1 - level 5 | \$47.94 | \$47.94 | \$47.94 | \$35.96 |
| Administrative grade 2 - level 1 | \$48.68 | \$48.68 | \$48.68 | \$36.51 |
| Administrative grade 2 - level 2 | \$49.54 | \$49.54 | \$49.54 | \$37.16 |
| Administrative grade 2 - level 3 | \$50.40 | \$50.40 | \$50.40 | \$37.80 |
| Administrative grade 2 - level 4 | \$51.12 | \$51.12 | \$51.12 | \$38.34 |
| Administrative grade 2 - level 5 | \$52.00 | \$52.00 | \$52.00 | \$39.00 |
| Administrative grade 3 - level 1 | \$52.94 | \$52.94 | \$52.94 | \$39.71 |
| Administrative grade 3 - level 2 | \$53.88 | \$53.88 | \$53.88 | \$40.41 |
| Administrative grade 3 - level 3 | \$54.46 | \$54.46 | \$54.46 | \$40.85 |
| Administrative grade 3 - level 4 | \$55.44 | \$55.44 | \$55.44 | \$41.58 |
| Administrative grade 4 - level 1 | \$56.30 | \$56.30 | \$56.30 | \$42.23 |
| Administrative grade 4 - level 2 | \$57.66 | \$57.66 | \$57.66 | \$43.25 |
| Administrative grade 4 - level 3 | \$58.68 | \$58.68 | \$58.68 | \$44.01 |
| Administrative grade 4 - level 4 | \$59.78 | \$59.78 | \$59.78 | \$44.84 |
| Administrative grade 5 - level 1 | \$60.96 | \$60.96 | \$60.96 | \$45.72 |
| Administrative grade 5 - level 2 | \$62.22 | \$62.22 | \$62.22 | \$46.67 |
| Administrative grade 5 - level 3 | \$63.54 | \$63.54 | \$63.54 | \$47.66 |
| Administrative grade 6 - level 1 | \$64.26 | \$64.26 | \$64.26 | \$48.20 |
| Administrative grade 6 - level 2 | \$65.48 | \$65.48 | \$65.48 | \$49.11 |
| Administrative grade 6 - level 3 | \$66.84 | \$66.84 | \$66.84 | \$50.13 |

| Classification | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift |
|------------------------------------|--|---|---------------------------------|--|
| Administrative grade 6 - level 4 | \$69.40 | \$69.40 | \$69.40 | \$52.05 |
| Administrative grade 6 - level 5 | \$71.46 | \$71.46 | \$71.46 | \$53.60 |
| Administrative grade 7 - level 1 | \$73.16 | \$73.16 | \$73.16 | \$54.87 |
| Administrative grade 7 - level 2 | \$75.14 | \$75.14 | \$75.14 | \$56.36 |
| Administrative grade 8 - level 1 | \$75.92 | \$75.92 | \$75.92 | \$56.94 |
| Administrative grade 8 - level 2 | \$77.86 | \$77.86 | \$77.86 | \$58.40 |
| Administrative grade 8 - level 3 | \$80.48 | \$80.48 | \$80.48 | \$60.36 |
| Administrative grade 8 - level 4 | \$82.38 | \$82.38 | \$82.38 | \$61.79 |
| Dental assistant - grade 1 | \$42.74 | \$42.74 | \$42.74 | \$32.06 |
| Dental assistant - grade 2 | \$43.62 | \$43.62 | \$43.62 | \$32.72 |
| Dental assistant - grade 3 | \$44.52 | \$44.52 | \$44.52 | \$33.39 |
| Dental assistant - grade 4 | \$47.34 | \$47.34 | \$47.34 | \$35.51 |
| Dental assistant - grade 5 | \$48.94 | \$48.94 | \$48.94 | \$36.71 |
| Dental therapist grade 1 - level 1 | \$51.22 | \$51.22 | \$51.22 | \$38.42 |
| Dental therapist grade 1 - level 2 | \$52.56 | \$52.56 | \$52.56 | \$39.42 |
| Dental therapist grade 1 - level 3 | \$54.24 | \$54.24 | \$54.24 | \$40.68 |
| Dental therapist grade 1 - level 4 | \$56.34 | \$56.34 | \$56.34 | \$42.26 |
| Dental therapist grade 1 - level 5 | \$59.12 | \$59.12 | \$59.12 | \$44.34 |
| Dental therapist grade 1 - level 6 | \$61.84 | \$61.84 | \$61.84 | \$46.38 |
| Dental therapist grade 1 - level 7 | \$63.94 | \$63.94 | \$63.94 | \$47.96 |
| Dental therapist grade 2 - level 1 | \$64.84 | \$64.84 | \$64.84 | \$48.63 |
| Dental therapist grade 2 - level 2 | \$66.30 | \$66.30 | \$66.30 | \$49.73 |
| Dental therapist grade 2 - level 3 | \$67.72 | \$67.72 | \$67.72 | \$50.79 |
| Dental therapist grade 2 - level 4 | \$68.94 | \$68.94 | \$68.94 | \$51.71 |
| Dental therapist grade 2 - level 5 | \$70.48 | \$70.48 | \$70.48 | \$52.86 |
| Cleaner | \$44.48 | \$44.48 | \$44.48 | \$33.36 |
| Driver - grade 1 | \$46.34 | \$46.34 | \$46.34 | \$34.76 |
| Driver - grade 2 | \$47.54 | \$47.54 | \$47.54 | \$35.66 |
| Caretaker | \$47.54 | \$47.54 | \$47.54 | \$35.66 |

Table 4 of 4

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$33.87 | \$45.16 | \$33.87 | \$45.16 | \$45.16 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$36.29 | \$48.38 | \$36.29 | \$48.38 | \$48.38 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$37.53 | \$50.04 | \$37.53 | \$50.04 | \$50.04 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$39.50 | \$52.66 | \$39.50 | \$52.66 | \$52.66 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$41.57 | \$55.42 | \$41.57 | \$55.42 | \$55.42 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$43.58 | \$58.10 | \$43.58 | \$58.10 | \$58.10 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$44.79 | \$59.72 | \$44.79 | \$59.72 | \$59.72 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$46.01 | \$61.34 | \$46.01 | \$61.34 | \$61.34 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$47.06 | \$62.74 | \$47.06 | \$62.74 | \$62.74 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$48.18 | \$64.24 | \$48.18 | \$64.24 | \$64.24 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$49.32 | \$65.76 | \$49.32 | \$65.76 | \$65.76 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$50.51 | \$67.34 | \$50.51 | \$67.34 | \$67.34 |
| Administrative grade 1 - level 1 | \$33.62 | \$44.82 | \$33.62 | \$44.82 | \$44.82 |
| Administrative grade 1 - level 2 | \$33.74 | \$44.98 | \$33.74 | \$44.98 | \$44.98 |
| Administrative grade 1 - level 3 | \$34.46 | \$45.94 | \$34.46 | \$45.94 | \$45.94 |
| Administrative grade 1 - level 4 | \$34.94 | \$46.58 | \$34.94 | \$46.58 | \$46.58 |
| Administrative grade 1 - level 5 | \$35.96 | \$47.94 | \$35.96 | \$47.94 | \$47.94 |
| Administrative grade 2 - level 1 | \$36.51 | \$48.68 | \$36.51 | \$48.68 | \$48.68 |
| Administrative grade 2 - level 2 | \$37.16 | \$49.54 | \$37.16 | \$49.54 | \$49.54 |
| Administrative grade 2 - level 3 | \$37.80 | \$50.40 | \$37.80 | \$50.40 | \$50.40 |
| Administrative grade 2 - level 4 | \$38.34 | \$51.12 | \$38.34 | \$51.12 | \$51.12 |
| Administrative grade 2 - level 5 | \$39.00 | \$52.00 | \$39.00 | \$52.00 | \$52.00 |
| Administrative grade 3 - level 1 | \$39.71 | \$52.94 | \$39.71 | \$52.94 | \$52.94 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|--|--|--|--|---|
| Administrative grade 3 - level 2 | \$40.41 | \$53.88 | \$40.41 | \$53.88 | \$53.88 |
| Administrative grade 3 - level 3 | \$40.85 | \$54.46 | \$40.85 | \$54.46 | \$54.46 |
| Administrative grade 3 - level 4 | \$41.58 | \$55.44 | \$41.58 | \$55.44 | \$55.44 |
| Administrative grade 4 - level 1 | \$42.23 | \$56.30 | \$42.23 | \$56.30 | \$56.30 |
| Administrative grade 4 - level 2 | \$43.25 | \$57.66 | \$43.25 | \$57.66 | \$57.66 |
| Administrative grade 4 - level 3 | \$44.01 | \$58.68 | \$44.01 | \$58.68 | \$58.68 |
| Administrative grade 4 - level 4 | \$44.84 | \$59.78 | \$44.84 | \$59.78 | \$59.78 |
| Administrative grade 5 - level 1 | \$45.72 | \$60.96 | \$45.72 | \$60.96 | \$60.96 |
| Administrative grade 5 - level 2 | \$46.67 | \$62.22 | \$46.67 | \$62.22 | \$62.22 |
| Administrative grade 5 - level 3 | \$47.66 | \$63.54 | \$47.66 | \$63.54 | \$63.54 |
| Administrative grade 6 - level 1 | \$48.20 | \$64.26 | \$48.20 | \$64.26 | \$64.26 |
| Administrative grade 6 - level 2 | \$49.11 | \$65.48 | \$49.11 | \$65.48 | \$65.48 |
| Administrative grade 6 - level 3 | \$50.13 | \$66.84 | \$50.13 | \$66.84 | \$66.84 |
| Administrative grade 6 - level 4 | \$52.05 | \$69.40 | \$52.05 | \$69.40 | \$69.40 |
| Administrative grade 6 - level 5 | \$53.60 | \$71.46 | \$53.60 | \$71.46 | \$71.46 |
| Administrative grade 7 - level 1 | \$54.87 | \$73.16 | \$54.87 | \$73.16 | \$73.16 |
| Administrative grade 7 - level 2 | \$56.36 | \$75.14 | \$56.36 | \$75.14 | \$75.14 |
| Administrative grade 8 - level 1 | \$56.94 | \$75.92 | \$56.94 | \$75.92 | \$75.92 |
| Administrative grade 8 - level 2 | \$58.40 | \$77.86 | \$58.40 | \$77.86 | \$77.86 |
| Administrative grade 8 - level 3 | \$60.36 | \$80.48 | \$60.36 | \$80.48 | \$80.48 |
| Administrative grade 8 - level 4 | \$61.79 | \$82.38 | \$61.79 | \$82.38 | \$82.38 |
| Dental assistant - grade 1 | \$32.06 | \$42.74 | \$32.06 | \$42.74 | \$42.74 |
| Dental assistant - grade 2 | \$32.72 | \$43.62 | \$32.72 | \$43.62 | \$43.62 |
| Dental assistant - grade 3 | \$33.39 | \$44.52 | \$33.39 | \$44.52 | \$44.52 |
| Dental assistant - grade 4 | \$35.51 | \$47.34 | \$35.51 | \$47.34 | \$47.34 |
| Dental assistant - grade 5 | \$36.71 | \$48.94 | \$36.71 | \$48.94 | \$48.94 |
| Dental therapist grade 1 - level 1 | \$38.42 | \$51.22 | \$38.42 | \$51.22 | \$51.22 |
| Dental therapist grade 1 - level 2 | \$39.42 | \$52.56 | \$39.42 | \$52.56 | \$52.56 |
| Dental therapist grade 1 - level 3 | \$40.68 | \$54.24 | \$40.68 | \$54.24 | \$54.24 |
| Dental therapist grade 1 - level 4 | \$42.26 | \$56.34 | \$42.26 | \$56.34 | \$56.34 |
| Dental therapist grade 1 - level 5 | \$44.34 | \$59.12 | \$44.34 | \$59.12 | \$59.12 |
| Dental therapist grade 1 - level 6 | \$46.38 | \$61.84 | \$46.38 | \$61.84 | \$61.84 |
| Dental therapist grade 1 - level 7 | \$47.96 | \$63.94 | \$47.96 | \$63.94 | \$63.94 |
| Dental therapist grade 2 - level 1 | \$48.63 | \$64.84 | \$48.63 | \$64.84 | \$64.84 |
| Dental therapist grade 2 - level 2 | \$49.73 | \$66.30 | \$49.73 | \$66.30 | \$66.30 |
| Dental therapist grade 2 - level 3 | \$50.79 | \$67.72 | \$50.79 | \$67.72 | \$67.72 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|--|--|--|--|---|
| Dental therapist grade 2 - level 4 | \$51.71 | \$68.94 | \$51.71 | \$68.94 | \$68.94 |
| Dental therapist grade 2 - level 5 | \$52.86 | \$70.48 | \$52.86 | \$70.48 | \$70.48 |
| Cleaner | \$33.36 | \$44.48 | \$33.36 | \$44.48 | \$44.48 |
| Driver - grade 1 | \$34.76 | \$46.34 | \$34.76 | \$46.34 | \$46.34 |
| Driver - grade 2 | \$35.66 | \$47.54 | \$35.66 | \$47.54 | \$47.54 |
| Caretaker | \$35.66 | \$47.54 | \$35.66 | \$47.54 | \$47.54 |

Casual

Table 1 of 3

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|--|-----------------|--|--|--|------------------------|----------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$28.23 | \$31.61 | \$31.61 | \$35.00 | \$39.52 | \$50.81 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$30.24 | \$33.87 | \$33.87 | \$37.49 | \$42.33 | \$54.43 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$31.28 | \$35.03 | \$35.03 | \$38.78 | \$43.79 | \$56.30 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$32.91 | \$36.86 | \$36.86 | \$40.81 | \$46.08 | \$59.24 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$34.64 | \$38.79 | \$38.79 | \$42.95 | \$48.49 | \$62.35 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$36.31 | \$40.67 | \$40.67 | \$45.03 | \$50.84 | \$65.36 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$37.33 | \$41.80 | \$41.80 | \$46.28 | \$52.26 | \$67.19 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$38.34 | \$42.94 | \$42.94 | \$47.54 | \$53.67 | \$69.01 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$39.21 | \$43.92 | \$43.92 | \$48.62 | \$54.90 | \$70.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$40.15 | \$44.97 | \$44.97 | \$49.79 | \$56.21 | \$72.27 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$41.10 | \$46.03 | \$46.03 | \$50.96 | \$57.54 | \$73.98 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$42.09 | \$47.14 | \$47.14 | \$52.19 | \$58.92 | \$75.76 |
| Administrative grade 1 - level 1 | \$28.01 | \$31.37 | \$31.37 | \$34.74 | \$39.22 | \$50.42 |
| Administrative grade 1 - level 2 | \$28.11 | \$31.49 | \$31.49 | \$34.86 | \$39.36 | \$50.60 |
| Administrative grade 1 - level 3 | \$28.71 | \$32.16 | \$32.16 | \$35.60 | \$40.20 | \$51.68 |
| Administrative grade 1 - level 4 | \$29.11 | \$32.61 | \$32.61 | \$36.10 | \$40.76 | \$52.40 |
| Administrative grade 1 - level 5 | \$29.96 | \$33.56 | \$33.56 | \$37.15 | \$41.95 | \$53.93 |
| Administrative grade 2 - level 1 | \$30.43 | \$34.08 | \$34.08 | \$37.73 | \$42.60 | \$54.77 |
| Administrative grade 2 - level 2 | \$30.96 | \$34.68 | \$34.68 | \$38.39 | \$43.35 | \$55.73 |
| Administrative grade 2 - level 3 | \$31.50 | \$35.28 | \$35.28 | \$39.06 | \$44.10 | \$56.70 |
| Administrative grade 2 - level 4 | \$31.95 | \$35.78 | \$35.78 | \$39.62 | \$44.73 | \$57.51 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Administrative grade 2 - level 5 | \$32.50 | \$36.40 | \$36.40 | \$40.30 | \$45.50 | \$58.50 |
| Administrative grade 3 - level 1 | \$33.09 | \$37.06 | \$37.06 | \$41.03 | \$46.32 | \$59.56 |
| Administrative grade 3 - level 2 | \$33.68 | \$37.72 | \$37.72 | \$41.76 | \$47.15 | \$60.62 |
| Administrative grade 3 - level 3 | \$34.04 | \$38.12 | \$38.12 | \$42.21 | \$47.65 | \$61.27 |
| Administrative grade 3 - level 4 | \$34.65 | \$38.81 | \$38.81 | \$42.97 | \$48.51 | \$62.37 |
| Administrative grade 4 - level 1 | \$35.19 | \$39.41 | \$39.41 | \$43.63 | \$49.26 | \$63.34 |
| Administrative grade 4 - level 2 | \$36.04 | \$40.36 | \$40.36 | \$44.69 | \$50.45 | \$64.87 |
| Administrative grade 4 - level 3 | \$36.68 | \$41.08 | \$41.08 | \$45.48 | \$51.35 | \$66.02 |
| Administrative grade 4 - level 4 | \$37.36 | \$41.85 | \$41.85 | \$46.33 | \$52.31 | \$67.25 |
| Administrative grade 5 - level 1 | \$38.10 | \$42.67 | \$42.67 | \$47.24 | \$53.34 | \$68.58 |
| Administrative grade 5 - level 2 | \$38.89 | \$43.55 | \$43.55 | \$48.22 | \$54.44 | \$70.00 |
| Administrative grade 5 - level 3 | \$39.71 | \$44.48 | \$44.48 | \$49.24 | \$55.60 | \$71.48 |
| Administrative grade 6 - level 1 | \$40.16 | \$44.98 | \$44.98 | \$49.80 | \$56.23 | \$72.29 |
| Administrative grade 6 - level 2 | \$40.93 | \$45.84 | \$45.84 | \$50.75 | \$57.30 | \$73.67 |
| Administrative grade 6 - level 3 | \$41.78 | \$46.79 | \$46.79 | \$51.80 | \$58.49 | \$75.20 |
| Administrative grade 6 - level 4 | \$43.38 | \$48.58 | \$48.58 | \$53.79 | \$60.73 | \$78.08 |
| Administrative grade 6 - level 5 | \$44.66 | \$50.02 | \$50.02 | \$55.38 | \$62.53 | \$80.39 |
| Administrative grade 7 - level 1 | \$45.73 | \$51.21 | \$51.21 | \$56.70 | \$64.02 | \$82.31 |
| Administrative grade 7 - level 2 | \$46.96 | \$52.60 | \$52.60 | \$58.23 | \$65.75 | \$84.53 |
| Administrative grade 8 - level 1 | \$47.45 | \$53.14 | \$53.14 | \$58.84 | \$66.43 | \$85.41 |
| Administrative grade 8 - level 2 | \$48.66 | \$54.50 | \$54.50 | \$60.34 | \$68.13 | \$87.59 |
| Administrative grade 8 - level 3 | \$50.30 | \$56.34 | \$56.34 | \$62.37 | \$70.42 | \$90.54 |
| Administrative grade 8 - level 4 | \$51.49 | \$57.67 | \$57.67 | \$63.84 | \$72.08 | \$92.68 |
| Dental assistant - grade 1 | \$26.71 | \$29.92 | \$29.92 | \$33.12 | \$37.40 | \$48.08 |
| Dental assistant - grade 2 | \$27.26 | \$30.53 | \$30.53 | \$33.81 | \$38.17 | \$49.07 |
| Dental assistant - grade 3 | \$27.83 | \$31.16 | \$31.16 | \$34.50 | \$38.96 | \$50.09 |
| Dental assistant - grade 4 | \$29.59 | \$33.14 | \$33.14 | \$36.69 | \$41.42 | \$53.26 |
| Dental assistant - grade 5 | \$30.59 | \$34.26 | \$34.26 | \$37.93 | \$42.82 | \$55.06 |
| Dental therapist grade 1 - level 1 | \$32.01 | \$35.85 | \$35.85 | \$39.70 | \$44.82 | \$57.62 |
| Dental therapist grade 1 - level 2 | \$32.85 | \$36.79 | \$36.79 | \$40.73 | \$45.99 | \$59.13 |
| Dental therapist grade 1 - level 3 | \$33.90 | \$37.97 | \$37.97 | \$42.04 | \$47.46 | \$61.02 |
| Dental therapist grade 1 - level 4 | \$35.21 | \$39.44 | \$39.44 | \$43.66 | \$49.30 | \$63.38 |
| Dental therapist grade 1 - level 5 | \$36.95 | \$41.38 | \$41.38 | \$45.82 | \$51.73 | \$66.51 |
| Dental therapist grade 1 - level 6 | \$38.65 | \$43.29 | \$43.29 | \$47.93 | \$54.11 | \$69.57 |
| Dental therapist grade 1 - level 7 | \$39.96 | \$44.76 | \$44.76 | \$49.55 | \$55.95 | \$71.93 |
| Dental therapist grade 2 - level 1 | \$40.53 | \$45.39 | \$45.39 | \$50.25 | \$56.74 | \$72.95 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|-----------------|--|--|--|------------------------|----------------------|
| Dental therapist grade 2 - level 2 | \$41.44 | \$46.41 | \$46.41 | \$51.38 | \$58.01 | \$74.59 |
| Dental therapist grade 2 - level 3 | \$42.33 | \$47.40 | \$47.40 | \$52.48 | \$59.26 | \$76.19 |
| Dental therapist grade 2 - level 4 | \$43.09 | \$48.26 | \$48.26 | \$53.43 | \$60.32 | \$77.56 |
| Dental therapist grade 2 - level 5 | \$44.05 | \$49.34 | \$49.34 | \$54.62 | \$61.67 | \$79.29 |
| Cleaner | \$27.80 | \$31.14 | \$31.14 | \$34.47 | \$38.92 | \$50.04 |
| Driver - grade 1 | \$28.96 | \$32.44 | \$32.44 | \$35.91 | \$40.55 | \$52.13 |
| Driver - grade 2 | \$29.71 | \$33.28 | \$33.28 | \$36.84 | \$41.60 | \$53.48 |
| Caretaker | \$29.71 | \$33.28 | \$33.28 | \$36.84 | \$41.60 | \$53.48 |

Table 2 of 3

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|--|----------------|--------------------------|--------------------------|---|---|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$33.87 | \$39.52 | \$50.81 | \$39.52 | \$50.81 | \$50.81 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$36.29 | \$42.33 | \$54.43 | \$42.33 | \$54.43 | \$54.43 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$37.53 | \$43.79 | \$56.30 | \$43.79 | \$56.30 | \$56.30 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$39.50 | \$46.08 | \$59.24 | \$46.08 | \$59.24 | \$59.24 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$41.57 | \$48.49 | \$62.35 | \$48.49 | \$62.35 | \$62.35 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$43.58 | \$50.84 | \$65.36 | \$50.84 | \$65.36 | \$65.36 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$44.79 | \$52.26 | \$67.19 | \$52.26 | \$67.19 | \$67.19 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$46.01 | \$53.67 | \$69.01 | \$53.67 | \$69.01 | \$69.01 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$47.06 | \$54.90 | \$70.58 | \$54.90 | \$70.58 | \$70.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$48.18 | \$56.21 | \$72.27 | \$56.21 | \$72.27 | \$72.27 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|--|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$49.32 | \$57.54 | \$73.98 | \$57.54 | \$73.98 | \$73.98 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$50.51 | \$58.92 | \$75.76 | \$58.92 | \$75.76 | \$75.76 |
| Administrative grade 1 - level 1 | \$33.62 | \$39.22 | \$50.42 | \$39.22 | \$50.42 | \$50.42 |
| Administrative grade 1 - level 2 | \$33.74 | \$39.36 | \$50.60 | \$39.36 | \$50.60 | \$50.60 |
| Administrative grade 1 - level 3 | \$34.46 | \$40.20 | \$51.68 | \$40.20 | \$51.68 | \$51.68 |
| Administrative grade 1 - level 4 | \$34.94 | \$40.76 | \$52.40 | \$40.76 | \$52.40 | \$52.40 |
| Administrative grade 1 - level 5 | \$35.96 | \$41.95 | \$53.93 | \$41.95 | \$53.93 | \$53.93 |
| Administrative grade 2 - level 1 | \$36.51 | \$42.60 | \$54.77 | \$42.60 | \$54.77 | \$54.77 |
| Administrative grade 2 - level 2 | \$37.16 | \$43.35 | \$55.73 | \$43.35 | \$55.73 | \$55.73 |
| Administrative grade 2 - level 3 | \$37.80 | \$44.10 | \$56.70 | \$44.10 | \$56.70 | \$56.70 |
| Administrative grade 2 - level 4 | \$38.34 | \$44.73 | \$57.51 | \$44.73 | \$57.51 | \$57.51 |
| Administrative grade 2 - level 5 | \$39.00 | \$45.50 | \$58.50 | \$45.50 | \$58.50 | \$58.50 |
| Administrative grade 3 - level 1 | \$39.71 | \$46.32 | \$59.56 | \$46.32 | \$59.56 | \$59.56 |
| Administrative grade 3 - level 2 | \$40.41 | \$47.15 | \$60.62 | \$47.15 | \$60.62 | \$60.62 |
| Administrative grade 3 - level 3 | \$40.85 | \$47.65 | \$61.27 | \$47.65 | \$61.27 | \$61.27 |
| Administrative grade 3 - level 4 | \$41.58 | \$48.51 | \$62.37 | \$48.51 | \$62.37 | \$62.37 |
| Administrative grade 4 - level 1 | \$42.23 | \$49.26 | \$63.34 | \$49.26 | \$63.34 | \$63.34 |
| Administrative grade 4 - level 2 | \$43.25 | \$50.45 | \$64.87 | \$50.45 | \$64.87 | \$64.87 |
| Administrative grade 4 - level 3 | \$44.01 | \$51.35 | \$66.02 | \$51.35 | \$66.02 | \$66.02 |
| Administrative grade 4 - level 4 | \$44.84 | \$52.31 | \$67.25 | \$52.31 | \$67.25 | \$67.25 |
| Administrative grade 5 - level 1 | \$45.72 | \$53.34 | \$68.58 | \$53.34 | \$68.58 | \$68.58 |
| Administrative grade 5 - level 2 | \$46.67 | \$54.44 | \$70.00 | \$54.44 | \$70.00 | \$70.00 |
| Administrative grade 5 - level 3 | \$47.66 | \$55.60 | \$71.48 | \$55.60 | \$71.48 | \$71.48 |
| Administrative grade 6 - level 1 | \$48.20 | \$56.23 | \$72.29 | \$56.23 | \$72.29 | \$72.29 |
| Administrative grade 6 - level 2 | \$49.11 | \$57.30 | \$73.67 | \$57.30 | \$73.67 | \$73.67 |
| Administrative grade 6 - level 3 | \$50.13 | \$58.49 | \$75.20 | \$58.49 | \$75.20 | \$75.20 |
| Administrative grade 6 - level 4 | \$52.05 | \$60.73 | \$78.08 | \$60.73 | \$78.08 | \$78.08 |
| Administrative grade 6 - level 5 | \$53.60 | \$62.53 | \$80.39 | \$62.53 | \$80.39 | \$80.39 |
| Administrative grade 7 - level 1 | \$54.87 | \$64.02 | \$82.31 | \$64.02 | \$82.31 | \$82.31 |
| Administrative grade 7 - level 2 | \$56.36 | \$65.75 | \$84.53 | \$65.75 | \$84.53 | \$84.53 |
| Administrative grade 8 - level 1 | \$56.94 | \$66.43 | \$85.41 | \$66.43 | \$85.41 | \$85.41 |
| Administrative grade 8 - level 2 | \$58.40 | \$68.13 | \$87.59 | \$68.13 | \$87.59 | \$87.59 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|------------------------------------|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Administrative grade 8 - level 3 | \$60.36 | \$70.42 | \$90.54 | \$70.42 | \$90.54 | \$90.54 |
| Administrative grade 8 - level 4 | \$61.79 | \$72.08 | \$92.68 | \$72.08 | \$92.68 | \$92.68 |
| Dental assistant - grade 1 | \$32.06 | \$37.40 | \$48.08 | \$37.40 | \$48.08 | \$48.08 |
| Dental assistant - grade 2 | \$32.72 | \$38.17 | \$49.07 | \$38.17 | \$49.07 | \$49.07 |
| Dental assistant - grade 3 | \$33.39 | \$38.96 | \$50.09 | \$38.96 | \$50.09 | \$50.09 |
| Dental assistant - grade 4 | \$35.51 | \$41.42 | \$53.26 | \$41.42 | \$53.26 | \$53.26 |
| Dental assistant - grade 5 | \$36.71 | \$42.82 | \$55.06 | \$42.82 | \$55.06 | \$55.06 |
| Dental therapist grade 1 - level 1 | \$38.42 | \$44.82 | \$57.62 | \$44.82 | \$57.62 | \$57.62 |
| Dental therapist grade 1 - level 2 | \$39.42 | \$45.99 | \$59.13 | \$45.99 | \$59.13 | \$59.13 |
| Dental therapist grade 1 - level 3 | \$40.68 | \$47.46 | \$61.02 | \$47.46 | \$61.02 | \$61.02 |
| Dental therapist grade 1 - level 4 | \$42.26 | \$49.30 | \$63.38 | \$49.30 | \$63.38 | \$63.38 |
| Dental therapist grade 1 - level 5 | \$44.34 | \$51.73 | \$66.51 | \$51.73 | \$66.51 | \$66.51 |
| Dental therapist grade 1 - level 6 | \$46.38 | \$54.11 | \$69.57 | \$54.11 | \$69.57 | \$69.57 |
| Dental therapist grade 1 - level 7 | \$47.96 | \$55.95 | \$71.93 | \$55.95 | \$71.93 | \$71.93 |
| Dental therapist grade 2 - level 1 | \$48.63 | \$56.74 | \$72.95 | \$56.74 | \$72.95 | \$72.95 |
| Dental therapist grade 2 - level 2 | \$49.73 | \$58.01 | \$74.59 | \$58.01 | \$74.59 | \$74.59 |
| Dental therapist grade 2 - level 3 | \$50.79 | \$59.26 | \$76.19 | \$59.26 | \$76.19 | \$76.19 |
| Dental therapist grade 2 - level 4 | \$51.71 | \$60.32 | \$77.56 | \$60.32 | \$77.56 | \$77.56 |
| Dental therapist grade 2 - level 5 | \$52.86 | \$61.67 | \$79.29 | \$61.67 | \$79.29 | \$79.29 |
| Cleaner | \$33.36 | \$38.92 | \$50.04 | \$38.92 | \$50.04 | \$50.04 |
| Driver - grade 1 | \$34.76 | \$40.55 | \$52.13 | \$40.55 | \$52.13 | \$52.13 |
| Driver - grade 2 | \$35.66 | \$41.60 | \$53.48 | \$41.60 | \$53.48 | \$53.48 |
| Caretaker | \$35.66 | \$41.60 | \$53.48 | \$41.60 | \$53.48 | \$53.48 |

Table 3 of 3

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$39.52 | \$50.81 | \$39.52 | \$50.81 | \$50.81 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$42.33 | \$54.43 | \$42.33 | \$54.43 | \$54.43 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$43.79 | \$56.30 | \$43.79 | \$56.30 | \$56.30 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$46.08 | \$59.24 | \$46.08 | \$59.24 | \$59.24 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$48.49 | \$62.35 | \$48.49 | \$62.35 | \$62.35 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$50.84 | \$65.36 | \$50.84 | \$65.36 | \$65.36 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$52.26 | \$67.19 | \$52.26 | \$67.19 | \$67.19 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$53.67 | \$69.01 | \$53.67 | \$69.01 | \$69.01 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$54.90 | \$70.58 | \$54.90 | \$70.58 | \$70.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$56.21 | \$72.27 | \$56.21 | \$72.27 | \$72.27 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$57.54 | \$73.98 | \$57.54 | \$73.98 | \$73.98 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$58.92 | \$75.76 | \$58.92 | \$75.76 | \$75.76 |
| Administrative grade 1 - level 1 | \$39.22 | \$50.42 | \$39.22 | \$50.42 | \$50.42 |
| Administrative grade 1 - level 2 | \$39.36 | \$50.60 | \$39.36 | \$50.60 | \$50.60 |
| Administrative grade 1 - level 3 | \$40.20 | \$51.68 | \$40.20 | \$51.68 | \$51.68 |
| Administrative grade 1 - level 4 | \$40.76 | \$52.40 | \$40.76 | \$52.40 | \$52.40 |
| Administrative grade 1 - level 5 | \$41.95 | \$53.93 | \$41.95 | \$53.93 | \$53.93 |
| Administrative grade 2 - level 1 | \$42.60 | \$54.77 | \$42.60 | \$54.77 | \$54.77 |
| Administrative grade 2 - level 2 | \$43.35 | \$55.73 | \$43.35 | \$55.73 | \$55.73 |
| Administrative grade 2 - level 3 | \$44.10 | \$56.70 | \$44.10 | \$56.70 | \$56.70 |
| Administrative grade 2 - level 4 | \$44.73 | \$57.51 | \$44.73 | \$57.51 | \$57.51 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|--|--|--|--|---|
| Administrative grade 2 - level 5 | \$45.50 | \$58.50 | \$45.50 | \$58.50 | \$58.50 |
| Administrative grade 3 - level 1 | \$46.32 | \$59.56 | \$46.32 | \$59.56 | \$59.56 |
| Administrative grade 3 - level 2 | \$47.15 | \$60.62 | \$47.15 | \$60.62 | \$60.62 |
| Administrative grade 3 - level 3 | \$47.65 | \$61.27 | \$47.65 | \$61.27 | \$61.27 |
| Administrative grade 3 - level 4 | \$48.51 | \$62.37 | \$48.51 | \$62.37 | \$62.37 |
| Administrative grade 4 - level 1 | \$49.26 | \$63.34 | \$49.26 | \$63.34 | \$63.34 |
| Administrative grade 4 - level 2 | \$50.45 | \$64.87 | \$50.45 | \$64.87 | \$64.87 |
| Administrative grade 4 - level 3 | \$51.35 | \$66.02 | \$51.35 | \$66.02 | \$66.02 |
| Administrative grade 4 - level 4 | \$52.31 | \$67.25 | \$52.31 | \$67.25 | \$67.25 |
| Administrative grade 5 - level 1 | \$53.34 | \$68.58 | \$53.34 | \$68.58 | \$68.58 |
| Administrative grade 5 - level 2 | \$54.44 | \$70.00 | \$54.44 | \$70.00 | \$70.00 |
| Administrative grade 5 - level 3 | \$55.60 | \$71.48 | \$55.60 | \$71.48 | \$71.48 |
| Administrative grade 6 - level 1 | \$56.23 | \$72.29 | \$56.23 | \$72.29 | \$72.29 |
| Administrative grade 6 - level 2 | \$57.30 | \$73.67 | \$57.30 | \$73.67 | \$73.67 |
| Administrative grade 6 - level 3 | \$58.49 | \$75.20 | \$58.49 | \$75.20 | \$75.20 |
| Administrative grade 6 - level 4 | \$60.73 | \$78.08 | \$60.73 | \$78.08 | \$78.08 |
| Administrative grade 6 - level 5 | \$62.53 | \$80.39 | \$62.53 | \$80.39 | \$80.39 |
| Administrative grade 7 - level 1 | \$64.02 | \$82.31 | \$64.02 | \$82.31 | \$82.31 |
| Administrative grade 7 - level 2 | \$65.75 | \$84.53 | \$65.75 | \$84.53 | \$84.53 |
| Administrative grade 8 - level 1 | \$66.43 | \$85.41 | \$66.43 | \$85.41 | \$85.41 |
| Administrative grade 8 - level 2 | \$68.13 | \$87.59 | \$68.13 | \$87.59 | \$87.59 |
| Administrative grade 8 - level 3 | \$70.42 | \$90.54 | \$70.42 | \$90.54 | \$90.54 |
| Administrative grade 8 - level 4 | \$72.08 | \$92.68 | \$72.08 | \$92.68 | \$92.68 |
| Dental assistant - grade 1 | \$37.40 | \$48.08 | \$37.40 | \$48.08 | \$48.08 |
| Dental assistant - grade 2 | \$38.17 | \$49.07 | \$38.17 | \$49.07 | \$49.07 |
| Dental assistant - grade 3 | \$38.96 | \$50.09 | \$38.96 | \$50.09 | \$50.09 |
| Dental assistant - grade 4 | \$41.42 | \$53.26 | \$41.42 | \$53.26 | \$53.26 |
| Dental assistant - grade 5 | \$42.82 | \$55.06 | \$42.82 | \$55.06 | \$55.06 |
| Dental therapist grade 1 - level 1 | \$44.82 | \$57.62 | \$44.82 | \$57.62 | \$57.62 |
| Dental therapist grade 1 - level 2 | \$45.99 | \$59.13 | \$45.99 | \$59.13 | \$59.13 |
| Dental therapist grade 1 - level 3 | \$47.46 | \$61.02 | \$47.46 | \$61.02 | \$61.02 |
| Dental therapist grade 1 - level 4 | \$49.30 | \$63.38 | \$49.30 | \$63.38 | \$63.38 |
| Dental therapist grade 1 - level 5 | \$51.73 | \$66.51 | \$51.73 | \$66.51 | \$66.51 |
| Dental therapist grade 1 - level 6 | \$54.11 | \$69.57 | \$54.11 | \$69.57 | \$69.57 |
| Dental therapist grade 1 - level 7 | \$55.95 | \$71.93 | \$55.95 | \$71.93 | \$71.93 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|--|--|--|--|---|
| Dental therapist grade 2 - level 1 | \$56.74 | \$72.95 | \$56.74 | \$72.95 | \$72.95 |
| Dental therapist grade 2 - level 2 | \$58.01 | \$74.59 | \$58.01 | \$74.59 | \$74.59 |
| Dental therapist grade 2 - level 3 | \$59.26 | \$76.19 | \$59.26 | \$76.19 | \$76.19 |
| Dental therapist grade 2 - level 4 | \$60.32 | \$77.56 | \$60.32 | \$77.56 | \$77.56 |
| Dental therapist grade 2 - level 5 | \$61.67 | \$79.29 | \$61.67 | \$79.29 | \$79.29 |
| Cleaner | \$38.92 | \$50.04 | \$38.92 | \$50.04 | \$50.04 |
| Driver - grade 1 | \$40.55 | \$52.13 | \$40.55 | \$52.13 | \$52.13 |
| Driver - grade 2 | \$41.60 | \$53.48 | \$41.60 | \$53.48 | \$53.48 |
| Caretaker | \$41.60 | \$53.48 | \$41.60 | \$53.48 | \$53.48 |

Junior - Full-time & part-time - 16 years of age or under

Table 1 of 3

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|--|-----------------|--|--|--|------------------------|----------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$11.29 | \$12.98 | \$12.98 | \$14.68 | \$16.94 | \$22.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$12.10 | \$13.92 | \$13.92 | \$15.73 | \$18.15 | \$24.20 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$12.51 | \$14.39 | \$14.39 | \$16.26 | \$18.77 | \$25.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$13.17 | \$15.15 | \$15.15 | \$17.12 | \$19.76 | \$26.34 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$13.86 | \$15.94 | \$15.94 | \$18.02 | \$20.79 | \$27.72 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$14.53 | \$16.71 | \$16.71 | \$18.89 | \$21.80 | \$29.06 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$14.93 | \$17.17 | \$17.17 | \$19.41 | \$22.40 | \$29.86 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$15.34 | \$17.64 | \$17.64 | \$19.94 | \$23.01 | \$30.68 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$15.69 | \$18.04 | \$18.04 | \$20.40 | \$23.54 | \$31.38 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$16.06 | \$18.47 | \$18.47 | \$20.88 | \$24.09 | \$32.12 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$16.44 | \$18.91 | \$18.91 | \$21.37 | \$24.66 | \$32.88 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$16.84 | \$19.37 | \$19.37 | \$21.89 | \$25.26 | \$33.68 |
| Administrative grade 1 - level 1 | \$11.21 | \$12.89 | \$12.89 | \$14.57 | \$16.82 | \$22.42 |
| Administrative grade 1 - level 2 | \$11.25 | \$12.94 | \$12.94 | \$14.63 | \$16.88 | \$22.50 |
| Administrative grade 1 - level 3 | \$11.49 | \$13.21 | \$13.21 | \$14.94 | \$17.24 | \$22.98 |
| Administrative grade 1 - level 4 | \$11.65 | \$13.40 | \$13.40 | \$15.15 | \$17.48 | \$23.30 |
| Administrative grade 1 - level 5 | \$11.99 | \$13.79 | \$13.79 | \$15.59 | \$17.99 | \$23.98 |
| Administrative grade 2 - level 1 | \$12.17 | \$14.00 | \$14.00 | \$15.82 | \$18.26 | \$24.34 |
| Administrative grade 2 - level 2 | \$12.39 | \$14.25 | \$14.25 | \$16.11 | \$18.59 | \$24.78 |
| Administrative grade 2 - level 3 | \$12.60 | \$14.49 | \$14.49 | \$16.38 | \$18.90 | \$25.20 |
| Administrative grade 2 - level 4 | \$12.78 | \$14.70 | \$14.70 | \$16.61 | \$19.17 | \$25.56 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Administrative grade 2 - level 5 | \$13.00 | \$14.95 | \$14.95 | \$16.90 | \$19.50 | \$26.00 |
| Administrative grade 3 - level 1 | \$13.24 | \$15.23 | \$15.23 | \$17.21 | \$19.86 | \$26.48 |
| Administrative grade 3 - level 2 | \$13.47 | \$15.49 | \$15.49 | \$17.51 | \$20.21 | \$26.94 |
| Administrative grade 3 - level 3 | \$13.62 | \$15.66 | \$15.66 | \$17.71 | \$20.43 | \$27.24 |
| Administrative grade 3 - level 4 | \$13.86 | \$15.94 | \$15.94 | \$18.02 | \$20.79 | \$27.72 |
| Administrative grade 4 - level 1 | \$14.08 | \$16.19 | \$16.19 | \$18.30 | \$21.12 | \$28.16 |
| Administrative grade 4 - level 2 | \$14.42 | \$16.58 | \$16.58 | \$18.75 | \$21.63 | \$28.84 |
| Administrative grade 4 - level 3 | \$14.67 | \$16.87 | \$16.87 | \$19.07 | \$22.01 | \$29.34 |
| Administrative grade 4 - level 4 | \$14.95 | \$17.19 | \$17.19 | \$19.44 | \$22.43 | \$29.90 |
| Administrative grade 5 - level 1 | \$15.24 | \$17.53 | \$17.53 | \$19.81 | \$22.86 | \$30.48 |
| Administrative grade 5 - level 2 | \$15.56 | \$17.89 | \$17.89 | \$20.23 | \$23.34 | \$31.12 |
| Administrative grade 5 - level 3 | \$15.89 | \$18.27 | \$18.27 | \$20.66 | \$23.84 | \$31.78 |
| Administrative grade 6 - level 1 | \$16.07 | \$18.48 | \$18.48 | \$20.89 | \$24.11 | \$32.14 |
| Administrative grade 6 - level 2 | \$16.37 | \$18.83 | \$18.83 | \$21.28 | \$24.56 | \$32.74 |
| Administrative grade 6 - level 3 | \$16.71 | \$19.22 | \$19.22 | \$21.72 | \$25.07 | \$33.42 |
| Administrative grade 6 - level 4 | \$17.35 | \$19.95 | \$19.95 | \$22.56 | \$26.03 | \$34.70 |
| Administrative grade 6 - level 5 | \$17.87 | \$20.55 | \$20.55 | \$23.23 | \$26.81 | \$35.74 |
| Administrative grade 7 - level 1 | \$18.29 | \$21.03 | \$21.03 | \$23.78 | \$27.44 | \$36.58 |
| Administrative grade 7 - level 2 | \$18.79 | \$21.61 | \$21.61 | \$24.43 | \$28.19 | \$37.58 |
| Administrative grade 8 - level 1 | \$18.98 | \$21.83 | \$21.83 | \$24.67 | \$28.47 | \$37.96 |
| Administrative grade 8 - level 2 | \$19.47 | \$22.39 | \$22.39 | \$25.31 | \$29.21 | \$38.94 |
| Administrative grade 8 - level 3 | \$20.12 | \$23.14 | \$23.14 | \$26.16 | \$30.18 | \$40.24 |
| Administrative grade 8 - level 4 | \$20.60 | \$23.69 | \$23.69 | \$26.78 | \$30.90 | \$41.20 |
| Dental assistant - grade 1 | \$10.69 | \$12.29 | \$12.29 | \$13.90 | \$16.04 | \$21.38 |
| Dental assistant - grade 2 | \$10.91 | \$12.55 | \$12.55 | \$14.18 | \$16.37 | \$21.82 |
| Dental assistant - grade 3 | \$11.13 | \$12.80 | \$12.80 | \$14.47 | \$16.70 | \$22.26 |
| Dental assistant - grade 4 | \$11.84 | \$13.62 | \$13.62 | \$15.39 | \$17.76 | \$23.68 |
| Dental assistant - grade 5 | \$12.24 | \$14.08 | \$14.08 | \$15.91 | \$18.36 | \$24.48 |
| Dental therapist grade 1 - level 1 | \$12.81 | \$14.73 | \$14.73 | \$16.65 | \$19.22 | \$25.62 |
| Dental therapist grade 1 - level 2 | \$13.14 | \$15.11 | \$15.11 | \$17.08 | \$19.71 | \$26.28 |
| Dental therapist grade 1 - level 3 | \$13.56 | \$15.59 | \$15.59 | \$17.63 | \$20.34 | \$27.12 |
| Dental therapist grade 1 - level 4 | \$14.09 | \$16.20 | \$16.20 | \$18.32 | \$21.14 | \$28.18 |
| Dental therapist grade 1 - level 5 | \$14.78 | \$17.00 | \$17.00 | \$19.21 | \$22.17 | \$29.56 |
| Dental therapist grade 1 - level 6 | \$15.46 | \$17.78 | \$17.78 | \$20.10 | \$23.19 | \$30.92 |
| Dental therapist grade 1 - level 7 | \$15.99 | \$18.39 | \$18.39 | \$20.79 | \$23.99 | \$31.98 |
| Dental therapist grade 2 - level 1 | \$16.21 | \$18.64 | \$18.64 | \$21.07 | \$24.32 | \$32.42 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|-----------------|--|--|--|------------------------|----------------------|
| Dental therapist grade 2 - level 2 | \$16.58 | \$19.07 | \$19.07 | \$21.55 | \$24.87 | \$33.16 |
| Dental therapist grade 2 - level 3 | \$16.93 | \$19.47 | \$19.47 | \$22.01 | \$25.40 | \$33.86 |
| Dental therapist grade 2 - level 4 | \$17.24 | \$19.83 | \$19.83 | \$22.41 | \$25.86 | \$34.48 |
| Dental therapist grade 2 - level 5 | \$17.62 | \$20.26 | \$20.26 | \$22.91 | \$26.43 | \$35.24 |
| Cleaner | \$11.12 | \$12.79 | \$12.79 | \$14.46 | \$16.68 | \$22.24 |
| Driver - grade 1 | \$11.59 | \$13.33 | \$13.33 | \$15.07 | \$17.39 | \$23.18 |
| Driver - grade 2 | \$11.89 | \$13.67 | \$13.67 | \$15.46 | \$17.84 | \$23.78 |
| Caretaker | \$11.89 | \$13.67 | \$13.67 | \$15.46 | \$17.84 | \$23.78 |

Table 2 of 3

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|--|----------------|-------------------------------------|--------------------------|--------------------------|---|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$28.23 | \$16.94 | \$16.94 | \$22.58 | \$16.94 | \$22.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$30.25 | \$18.15 | \$18.15 | \$24.20 | \$18.15 | \$24.20 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$31.28 | \$18.77 | \$18.77 | \$25.02 | \$18.77 | \$25.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$32.93 | \$19.76 | \$19.76 | \$26.34 | \$19.76 | \$26.34 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$34.65 | \$20.79 | \$20.79 | \$27.72 | \$20.79 | \$27.72 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$36.33 | \$21.80 | \$21.80 | \$29.06 | \$21.80 | \$29.06 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$37.33 | \$22.40 | \$22.40 | \$29.86 | \$22.40 | \$29.86 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$38.35 | \$23.01 | \$23.01 | \$30.68 | \$23.01 | \$30.68 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$39.23 | \$23.54 | \$23.54 | \$31.38 | \$23.54 | \$31.38 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$40.15 | \$24.09 | \$24.09 | \$32.12 | \$24.09 | \$32.12 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$41.10 | \$24.66 | \$24.66 | \$32.88 | \$24.66 | \$32.88 |

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|--|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$42.10 | \$25.26 | \$25.26 | \$33.68 | \$25.26 | \$33.68 |
| Administrative grade 1 - level 1 | \$28.03 | \$16.82 | \$16.82 | \$22.42 | \$16.82 | \$22.42 |
| Administrative grade 1 - level 2 | \$28.13 | \$16.88 | \$16.88 | \$22.50 | \$16.88 | \$22.50 |
| Administrative grade 1 - level 3 | \$28.73 | \$17.24 | \$17.24 | \$22.98 | \$17.24 | \$22.98 |
| Administrative grade 1 - level 4 | \$29.13 | \$17.48 | \$17.48 | \$23.30 | \$17.48 | \$23.30 |
| Administrative grade 1 - level 5 | \$29.98 | \$17.99 | \$17.99 | \$23.98 | \$17.99 | \$23.98 |
| Administrative grade 2 - level 1 | \$30.43 | \$18.26 | \$18.26 | \$24.34 | \$18.26 | \$24.34 |
| Administrative grade 2 - level 2 | \$30.98 | \$18.59 | \$18.59 | \$24.78 | \$18.59 | \$24.78 |
| Administrative grade 2 - level 3 | \$31.50 | \$18.90 | \$18.90 | \$25.20 | \$18.90 | \$25.20 |
| Administrative grade 2 - level 4 | \$31.95 | \$19.17 | \$19.17 | \$25.56 | \$19.17 | \$25.56 |
| Administrative grade 2 - level 5 | \$32.50 | \$19.50 | \$19.50 | \$26.00 | \$19.50 | \$26.00 |
| Administrative grade 3 - level 1 | \$33.10 | \$19.86 | \$19.86 | \$26.48 | \$19.86 | \$26.48 |
| Administrative grade 3 - level 2 | \$33.68 | \$20.21 | \$20.21 | \$26.94 | \$20.21 | \$26.94 |
| Administrative grade 3 - level 3 | \$34.05 | \$20.43 | \$20.43 | \$27.24 | \$20.43 | \$27.24 |
| Administrative grade 3 - level 4 | \$34.65 | \$20.79 | \$20.79 | \$27.72 | \$20.79 | \$27.72 |
| Administrative grade 4 - level 1 | \$35.20 | \$21.12 | \$21.12 | \$28.16 | \$21.12 | \$28.16 |
| Administrative grade 4 - level 2 | \$36.05 | \$21.63 | \$21.63 | \$28.84 | \$21.63 | \$28.84 |
| Administrative grade 4 - level 3 | \$36.68 | \$22.01 | \$22.01 | \$29.34 | \$22.01 | \$29.34 |
| Administrative grade 4 - level 4 | \$37.38 | \$22.43 | \$22.43 | \$29.90 | \$22.43 | \$29.90 |
| Administrative grade 5 - level 1 | \$38.10 | \$22.86 | \$22.86 | \$30.48 | \$22.86 | \$30.48 |
| Administrative grade 5 - level 2 | \$38.90 | \$23.34 | \$23.34 | \$31.12 | \$23.34 | \$31.12 |
| Administrative grade 5 - level 3 | \$39.73 | \$23.84 | \$23.84 | \$31.78 | \$23.84 | \$31.78 |
| Administrative grade 6 - level 1 | \$40.18 | \$24.11 | \$24.11 | \$32.14 | \$24.11 | \$32.14 |
| Administrative grade 6 - level 2 | \$40.93 | \$24.56 | \$24.56 | \$32.74 | \$24.56 | \$32.74 |
| Administrative grade 6 - level 3 | \$41.78 | \$25.07 | \$25.07 | \$33.42 | \$25.07 | \$33.42 |
| Administrative grade 6 - level 4 | \$43.38 | \$26.03 | \$26.03 | \$34.70 | \$26.03 | \$34.70 |
| Administrative grade 6 - level 5 | \$44.68 | \$26.81 | \$26.81 | \$35.74 | \$26.81 | \$35.74 |
| Administrative grade 7 - level 1 | \$45.73 | \$27.44 | \$27.44 | \$36.58 | \$27.44 | \$36.58 |
| Administrative grade 7 - level 2 | \$46.98 | \$28.19 | \$28.19 | \$37.58 | \$28.19 | \$37.58 |
| Administrative grade 8 - level 1 | \$47.45 | \$28.47 | \$28.47 | \$37.96 | \$28.47 | \$37.96 |
| Administrative grade 8 - level 2 | \$48.68 | \$29.21 | \$29.21 | \$38.94 | \$29.21 | \$38.94 |
| Administrative grade 8 - level 3 | \$50.30 | \$30.18 | \$30.18 | \$40.24 | \$30.18 | \$40.24 |
| Administrative grade 8 - level 4 | \$51.50 | \$30.90 | \$30.90 | \$41.20 | \$30.90 | \$41.20 |
| Dental assistant - grade 1 | \$26.73 | \$16.04 | \$16.04 | \$21.38 | \$16.04 | \$21.38 |

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|------------------------------------|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Dental assistant - grade 2 | \$27.28 | \$16.37 | \$16.37 | \$21.82 | \$16.37 | \$21.82 |
| Dental assistant - grade 3 | \$27.83 | \$16.70 | \$16.70 | \$22.26 | \$16.70 | \$22.26 |
| Dental assistant - grade 4 | \$29.60 | \$17.76 | \$17.76 | \$23.68 | \$17.76 | \$23.68 |
| Dental assistant - grade 5 | \$30.60 | \$18.36 | \$18.36 | \$24.48 | \$18.36 | \$24.48 |
| Dental therapist grade 1 - level 1 | \$32.03 | \$19.22 | \$19.22 | \$25.62 | \$19.22 | \$25.62 |
| Dental therapist grade 1 - level 2 | \$32.85 | \$19.71 | \$19.71 | \$26.28 | \$19.71 | \$26.28 |
| Dental therapist grade 1 - level 3 | \$33.90 | \$20.34 | \$20.34 | \$27.12 | \$20.34 | \$27.12 |
| Dental therapist grade 1 - level 4 | \$35.23 | \$21.14 | \$21.14 | \$28.18 | \$21.14 | \$28.18 |
| Dental therapist grade 1 - level 5 | \$36.95 | \$22.17 | \$22.17 | \$29.56 | \$22.17 | \$29.56 |
| Dental therapist grade 1 - level 6 | \$38.65 | \$23.19 | \$23.19 | \$30.92 | \$23.19 | \$30.92 |
| Dental therapist grade 1 - level 7 | \$39.98 | \$23.99 | \$23.99 | \$31.98 | \$23.99 | \$31.98 |
| Dental therapist grade 2 - level 1 | \$40.53 | \$24.32 | \$24.32 | \$32.42 | \$24.32 | \$32.42 |
| Dental therapist grade 2 - level 2 | \$41.45 | \$24.87 | \$24.87 | \$33.16 | \$24.87 | \$33.16 |
| Dental therapist grade 2 - level 3 | \$42.33 | \$25.40 | \$25.40 | \$33.86 | \$25.40 | \$33.86 |
| Dental therapist grade 2 - level 4 | \$43.10 | \$25.86 | \$25.86 | \$34.48 | \$25.86 | \$34.48 |
| Dental therapist grade 2 - level 5 | \$44.05 | \$26.43 | \$26.43 | \$35.24 | \$26.43 | \$35.24 |
| Cleaner | \$27.80 | \$16.68 | \$16.68 | \$22.24 | \$16.68 | \$22.24 |
| Driver - grade 1 | \$28.98 | \$17.39 | \$17.39 | \$23.18 | \$17.39 | \$23.18 |
| Driver - grade 2 | \$29.73 | \$17.84 | \$17.84 | \$23.78 | \$17.84 | \$23.78 |
| Caretaker | \$29.73 | \$17.84 | \$17.84 | \$23.78 | \$17.84 | \$23.78 |

Table 3 of 3

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|---|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$22.58 | \$16.94 | \$22.58 | \$16.94 | \$22.58 | \$22.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$24.20 | \$18.15 | \$24.20 | \$18.15 | \$24.20 | \$24.20 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$25.02 | \$18.77 | \$25.02 | \$18.77 | \$25.02 | \$25.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$26.34 | \$19.76 | \$26.34 | \$19.76 | \$26.34 | \$26.34 |

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|---|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$27.72 | \$20.79 | \$27.72 | \$20.79 | \$27.72 | \$27.72 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$29.06 | \$21.80 | \$29.06 | \$21.80 | \$29.06 | \$29.06 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$29.86 | \$22.40 | \$29.86 | \$22.40 | \$29.86 | \$29.86 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$30.68 | \$23.01 | \$30.68 | \$23.01 | \$30.68 | \$30.68 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$31.38 | \$23.54 | \$31.38 | \$23.54 | \$31.38 | \$31.38 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$32.12 | \$24.09 | \$32.12 | \$24.09 | \$32.12 | \$32.12 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$32.88 | \$24.66 | \$32.88 | \$24.66 | \$32.88 | \$32.88 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$33.68 | \$25.26 | \$33.68 | \$25.26 | \$33.68 | \$33.68 |
| Administrative grade 1 - level 1 | \$22.42 | \$16.82 | \$22.42 | \$16.82 | \$22.42 | \$22.42 |
| Administrative grade 1 - level 2 | \$22.50 | \$16.88 | \$22.50 | \$16.88 | \$22.50 | \$22.50 |
| Administrative grade 1 - level 3 | \$22.98 | \$17.24 | \$22.98 | \$17.24 | \$22.98 | \$22.98 |
| Administrative grade 1 - level 4 | \$23.30 | \$17.48 | \$23.30 | \$17.48 | \$23.30 | \$23.30 |
| Administrative grade 1 - level 5 | \$23.98 | \$17.99 | \$23.98 | \$17.99 | \$23.98 | \$23.98 |
| Administrative grade 2 - level 1 | \$24.34 | \$18.26 | \$24.34 | \$18.26 | \$24.34 | \$24.34 |
| Administrative grade 2 - level 2 | \$24.78 | \$18.59 | \$24.78 | \$18.59 | \$24.78 | \$24.78 |
| Administrative grade 2 - level 3 | \$25.20 | \$18.90 | \$25.20 | \$18.90 | \$25.20 | \$25.20 |
| Administrative grade 2 - level 4 | \$25.56 | \$19.17 | \$25.56 | \$19.17 | \$25.56 | \$25.56 |
| Administrative grade 2 - level 5 | \$26.00 | \$19.50 | \$26.00 | \$19.50 | \$26.00 | \$26.00 |
| Administrative grade 3 - level 1 | \$26.48 | \$19.86 | \$26.48 | \$19.86 | \$26.48 | \$26.48 |
| Administrative grade 3 - level 2 | \$26.94 | \$20.21 | \$26.94 | \$20.21 | \$26.94 | \$26.94 |
| Administrative grade 3 - level 3 | \$27.24 | \$20.43 | \$27.24 | \$20.43 | \$27.24 | \$27.24 |
| Administrative grade 3 - level 4 | \$27.72 | \$20.79 | \$27.72 | \$20.79 | \$27.72 | \$27.72 |
| Administrative grade 4 - level 1 | \$28.16 | \$21.12 | \$28.16 | \$21.12 | \$28.16 | \$28.16 |
| Administrative grade 4 - level 2 | \$28.84 | \$21.63 | \$28.84 | \$21.63 | \$28.84 | \$28.84 |
| Administrative grade 4 - level 3 | \$29.34 | \$22.01 | \$29.34 | \$22.01 | \$29.34 | \$29.34 |
| Administrative grade 4 - level 4 | \$29.90 | \$22.43 | \$29.90 | \$22.43 | \$29.90 | \$29.90 |
| Administrative grade 5 - level 1 | \$30.48 | \$22.86 | \$30.48 | \$22.86 | \$30.48 | \$30.48 |

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|--|---|---|---|---|--|
| Administrative grade 5 - level 2 | \$31.12 | \$23.34 | \$31.12 | \$23.34 | \$31.12 | \$31.12 |
| Administrative grade 5 - level 3 | \$31.78 | \$23.84 | \$31.78 | \$23.84 | \$31.78 | \$31.78 |
| Administrative grade 6 - level 1 | \$32.14 | \$24.11 | \$32.14 | \$24.11 | \$32.14 | \$32.14 |
| Administrative grade 6 - level 2 | \$32.74 | \$24.56 | \$32.74 | \$24.56 | \$32.74 | \$32.74 |
| Administrative grade 6 - level 3 | \$33.42 | \$25.07 | \$33.42 | \$25.07 | \$33.42 | \$33.42 |
| Administrative grade 6 - level 4 | \$34.70 | \$26.03 | \$34.70 | \$26.03 | \$34.70 | \$34.70 |
| Administrative grade 6 - level 5 | \$35.74 | \$26.81 | \$35.74 | \$26.81 | \$35.74 | \$35.74 |
| Administrative grade 7 - level 1 | \$36.58 | \$27.44 | \$36.58 | \$27.44 | \$36.58 | \$36.58 |
| Administrative grade 7 - level 2 | \$37.58 | \$28.19 | \$37.58 | \$28.19 | \$37.58 | \$37.58 |
| Administrative grade 8 - level 1 | \$37.96 | \$28.47 | \$37.96 | \$28.47 | \$37.96 | \$37.96 |
| Administrative grade 8 - level 2 | \$38.94 | \$29.21 | \$38.94 | \$29.21 | \$38.94 | \$38.94 |
| Administrative grade 8 - level 3 | \$40.24 | \$30.18 | \$40.24 | \$30.18 | \$40.24 | \$40.24 |
| Administrative grade 8 - level 4 | \$41.20 | \$30.90 | \$41.20 | \$30.90 | \$41.20 | \$41.20 |
| Dental assistant - grade 1 | \$21.38 | \$16.04 | \$21.38 | \$16.04 | \$21.38 | \$21.38 |
| Dental assistant - grade 2 | \$21.82 | \$16.37 | \$21.82 | \$16.37 | \$21.82 | \$21.82 |
| Dental assistant - grade 3 | \$22.26 | \$16.70 | \$22.26 | \$16.70 | \$22.26 | \$22.26 |
| Dental assistant - grade 4 | \$23.68 | \$17.76 | \$23.68 | \$17.76 | \$23.68 | \$23.68 |
| Dental assistant - grade 5 | \$24.48 | \$18.36 | \$24.48 | \$18.36 | \$24.48 | \$24.48 |
| Dental therapist grade 1 - level 1 | \$25.62 | \$19.22 | \$25.62 | \$19.22 | \$25.62 | \$25.62 |
| Dental therapist grade 1 - level 2 | \$26.28 | \$19.71 | \$26.28 | \$19.71 | \$26.28 | \$26.28 |
| Dental therapist grade 1 - level 3 | \$27.12 | \$20.34 | \$27.12 | \$20.34 | \$27.12 | \$27.12 |
| Dental therapist grade 1 - level 4 | \$28.18 | \$21.14 | \$28.18 | \$21.14 | \$28.18 | \$28.18 |
| Dental therapist grade 1 - level 5 | \$29.56 | \$22.17 | \$29.56 | \$22.17 | \$29.56 | \$29.56 |
| Dental therapist grade 1 - level 6 | \$30.92 | \$23.19 | \$30.92 | \$23.19 | \$30.92 | \$30.92 |
| Dental therapist grade 1 - level 7 | \$31.98 | \$23.99 | \$31.98 | \$23.99 | \$31.98 | \$31.98 |
| Dental therapist grade 2 - level 1 | \$32.42 | \$24.32 | \$32.42 | \$24.32 | \$32.42 | \$32.42 |
| Dental therapist grade 2 - level 2 | \$33.16 | \$24.87 | \$33.16 | \$24.87 | \$33.16 | \$33.16 |
| Dental therapist grade 2 - level 3 | \$33.86 | \$25.40 | \$33.86 | \$25.40 | \$33.86 | \$33.86 |
| Dental therapist grade 2 - level 4 | \$34.48 | \$25.86 | \$34.48 | \$25.86 | \$34.48 | \$34.48 |
| Dental therapist grade 2 - level 5 | \$35.24 | \$26.43 | \$35.24 | \$26.43 | \$35.24 | \$35.24 |
| Cleaner | \$22.24 | \$16.68 | \$22.24 | \$16.68 | \$22.24 | \$22.24 |
| Driver - grade 1 | \$23.18 | \$17.39 | \$23.18 | \$17.39 | \$23.18 | \$23.18 |
| Driver - grade 2 | \$23.78 | \$17.84 | \$23.78 | \$17.84 | \$23.78 | \$23.78 |
| Caretaker | \$23.78 | \$17.84 | \$23.78 | \$17.84 | \$23.78 | \$23.78 |

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

Table 1 of 3

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|--|-----------------|--|--|--|------------------------|----------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$13.55 | \$15.58 | \$15.58 | \$17.62 | \$20.33 | \$27.10 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$14.51 | \$16.69 | \$16.69 | \$18.86 | \$21.77 | \$29.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$15.01 | \$17.26 | \$17.26 | \$19.51 | \$22.52 | \$30.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$15.80 | \$18.17 | \$18.17 | \$20.54 | \$23.70 | \$31.60 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$16.63 | \$19.12 | \$19.12 | \$21.62 | \$24.95 | \$33.26 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$17.43 | \$20.04 | \$20.04 | \$22.66 | \$26.15 | \$34.86 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$17.92 | \$20.61 | \$20.61 | \$23.30 | \$26.88 | \$35.84 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$18.40 | \$21.16 | \$21.16 | \$23.92 | \$27.60 | \$36.80 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$18.82 | \$21.64 | \$21.64 | \$24.47 | \$28.23 | \$37.64 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$19.27 | \$22.16 | \$22.16 | \$25.05 | \$28.91 | \$38.54 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$19.73 | \$22.69 | \$22.69 | \$25.65 | \$29.60 | \$39.46 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$20.20 | \$23.23 | \$23.23 | \$26.26 | \$30.30 | \$40.40 |
| Administrative grade 1 - level 1 | \$13.45 | \$15.47 | \$15.47 | \$17.49 | \$20.18 | \$26.90 |
| Administrative grade 1 - level 2 | \$13.49 | \$15.51 | \$15.51 | \$17.54 | \$20.24 | \$26.98 |
| Administrative grade 1 - level 3 | \$13.78 | \$15.85 | \$15.85 | \$17.91 | \$20.67 | \$27.56 |
| Administrative grade 1 - level 4 | \$13.97 | \$16.07 | \$16.07 | \$18.16 | \$20.96 | \$27.94 |
| Administrative grade 1 - level 5 | \$14.38 | \$16.54 | \$16.54 | \$18.69 | \$21.57 | \$28.76 |
| Administrative grade 2 - level 1 | \$14.60 | \$16.79 | \$16.79 | \$18.98 | \$21.90 | \$29.20 |
| Administrative grade 2 - level 2 | \$14.86 | \$17.09 | \$17.09 | \$19.32 | \$22.29 | \$29.72 |
| Administrative grade 2 - level 3 | \$15.12 | \$17.39 | \$17.39 | \$19.66 | \$22.68 | \$30.24 |
| Administrative grade 2 - level 4 | \$15.34 | \$17.64 | \$17.64 | \$19.94 | \$23.01 | \$30.68 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Administrative grade 2 - level 5 | \$15.60 | \$17.94 | \$17.94 | \$20.28 | \$23.40 | \$31.20 |
| Administrative grade 3 - level 1 | \$15.88 | \$18.26 | \$18.26 | \$20.64 | \$23.82 | \$31.76 |
| Administrative grade 3 - level 2 | \$16.16 | \$18.58 | \$18.58 | \$21.01 | \$24.24 | \$32.32 |
| Administrative grade 3 - level 3 | \$16.34 | \$18.79 | \$18.79 | \$21.24 | \$24.51 | \$32.68 |
| Administrative grade 3 - level 4 | \$16.63 | \$19.12 | \$19.12 | \$21.62 | \$24.95 | \$33.26 |
| Administrative grade 4 - level 1 | \$16.89 | \$19.42 | \$19.42 | \$21.96 | \$25.34 | \$33.78 |
| Administrative grade 4 - level 2 | \$17.30 | \$19.90 | \$19.90 | \$22.49 | \$25.95 | \$34.60 |
| Administrative grade 4 - level 3 | \$17.60 | \$20.24 | \$20.24 | \$22.88 | \$26.40 | \$35.20 |
| Administrative grade 4 - level 4 | \$17.93 | \$20.62 | \$20.62 | \$23.31 | \$26.90 | \$35.86 |
| Administrative grade 5 - level 1 | \$18.29 | \$21.03 | \$21.03 | \$23.78 | \$27.44 | \$36.58 |
| Administrative grade 5 - level 2 | \$18.67 | \$21.47 | \$21.47 | \$24.27 | \$28.01 | \$37.34 |
| Administrative grade 5 - level 3 | \$19.06 | \$21.92 | \$21.92 | \$24.78 | \$28.59 | \$38.12 |
| Administrative grade 6 - level 1 | \$19.28 | \$22.17 | \$22.17 | \$25.06 | \$28.92 | \$38.56 |
| Administrative grade 6 - level 2 | \$19.64 | \$22.59 | \$22.59 | \$25.53 | \$29.46 | \$39.28 |
| Administrative grade 6 - level 3 | \$20.05 | \$23.06 | \$23.06 | \$26.07 | \$30.08 | \$40.10 |
| Administrative grade 6 - level 4 | \$20.82 | \$23.94 | \$23.94 | \$27.07 | \$31.23 | \$41.64 |
| Administrative grade 6 - level 5 | \$21.44 | \$24.66 | \$24.66 | \$27.87 | \$32.16 | \$42.88 |
| Administrative grade 7 - level 1 | \$21.95 | \$25.24 | \$25.24 | \$28.54 | \$32.93 | \$43.90 |
| Administrative grade 7 - level 2 | \$22.54 | \$25.92 | \$25.92 | \$29.30 | \$33.81 | \$45.08 |
| Administrative grade 8 - level 1 | \$22.78 | \$26.20 | \$26.20 | \$29.61 | \$34.17 | \$45.56 |
| Administrative grade 8 - level 2 | \$23.36 | \$26.86 | \$26.86 | \$30.37 | \$35.04 | \$46.72 |
| Administrative grade 8 - level 3 | \$24.14 | \$27.76 | \$27.76 | \$31.38 | \$36.21 | \$48.28 |
| Administrative grade 8 - level 4 | \$24.71 | \$28.42 | \$28.42 | \$32.12 | \$37.07 | \$49.42 |
| Dental assistant - grade 1 | \$12.82 | \$14.74 | \$14.74 | \$16.67 | \$19.23 | \$25.64 |
| Dental assistant - grade 2 | \$13.09 | \$15.05 | \$15.05 | \$17.02 | \$19.64 | \$26.18 |
| Dental assistant - grade 3 | \$13.36 | \$15.36 | \$15.36 | \$17.37 | \$20.04 | \$26.72 |
| Dental assistant - grade 4 | \$14.20 | \$16.33 | \$16.33 | \$18.46 | \$21.30 | \$28.40 |
| Dental assistant - grade 5 | \$14.68 | \$16.88 | \$16.88 | \$19.08 | \$22.02 | \$29.36 |
| Dental therapist grade 1 - level 1 | \$15.37 | \$17.68 | \$17.68 | \$19.98 | \$23.06 | \$30.74 |
| Dental therapist grade 1 - level 2 | \$15.77 | \$18.14 | \$18.14 | \$20.50 | \$23.66 | \$31.54 |
| Dental therapist grade 1 - level 3 | \$16.27 | \$18.71 | \$18.71 | \$21.15 | \$24.41 | \$32.54 |
| Dental therapist grade 1 - level 4 | \$16.90 | \$19.44 | \$19.44 | \$21.97 | \$25.35 | \$33.80 |
| Dental therapist grade 1 - level 5 | \$17.74 | \$20.40 | \$20.40 | \$23.06 | \$26.61 | \$35.48 |
| Dental therapist grade 1 - level 6 | \$18.55 | \$21.33 | \$21.33 | \$24.12 | \$27.83 | \$37.10 |
| Dental therapist grade 1 - level 7 | \$19.18 | \$22.06 | \$22.06 | \$24.93 | \$28.77 | \$38.36 |
| Dental therapist grade 2 - level 1 | \$19.45 | \$22.37 | \$22.37 | \$25.29 | \$29.18 | \$38.90 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|-----------------|--|--|--|------------------------|----------------------|
| Dental therapist grade 2 - level 2 | \$19.89 | \$22.87 | \$22.87 | \$25.86 | \$29.84 | \$39.78 |
| Dental therapist grade 2 - level 3 | \$20.32 | \$23.37 | \$23.37 | \$26.42 | \$30.48 | \$40.64 |
| Dental therapist grade 2 - level 4 | \$20.68 | \$23.78 | \$23.78 | \$26.88 | \$31.02 | \$41.36 |
| Dental therapist grade 2 - level 5 | \$21.14 | \$24.31 | \$24.31 | \$27.48 | \$31.71 | \$42.28 |
| Cleaner | \$13.34 | \$15.34 | \$15.34 | \$17.34 | \$20.01 | \$26.68 |
| Driver - grade 1 | \$13.90 | \$15.99 | \$15.99 | \$18.07 | \$20.85 | \$27.80 |
| Driver - grade 2 | \$14.26 | \$16.40 | \$16.40 | \$18.54 | \$21.39 | \$28.52 |
| Caretaker | \$14.26 | \$16.40 | \$16.40 | \$18.54 | \$21.39 | \$28.52 |

Table 2 of 3

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|--|----------------|-------------------------------------|--------------------------|--------------------------|---|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$33.88 | \$20.33 | \$20.33 | \$27.10 | \$20.33 | \$27.10 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$36.28 | \$21.77 | \$21.77 | \$29.02 | \$21.77 | \$29.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$37.53 | \$22.52 | \$22.52 | \$30.02 | \$22.52 | \$30.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$39.50 | \$23.70 | \$23.70 | \$31.60 | \$23.70 | \$31.60 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$41.58 | \$24.95 | \$24.95 | \$33.26 | \$24.95 | \$33.26 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$43.58 | \$26.15 | \$26.15 | \$34.86 | \$26.15 | \$34.86 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$44.80 | \$26.88 | \$26.88 | \$35.84 | \$26.88 | \$35.84 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$46.00 | \$27.60 | \$27.60 | \$36.80 | \$27.60 | \$36.80 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$47.05 | \$28.23 | \$28.23 | \$37.64 | \$28.23 | \$37.64 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$48.18 | \$28.91 | \$28.91 | \$38.54 | \$28.91 | \$38.54 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$49.33 | \$29.60 | \$29.60 | \$39.46 | \$29.60 | \$39.46 |

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|--|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$50.50 | \$30.30 | \$30.30 | \$40.40 | \$30.30 | \$40.40 |
| Administrative grade 1 - level 1 | \$33.63 | \$20.18 | \$20.18 | \$26.90 | \$20.18 | \$26.90 |
| Administrative grade 1 - level 2 | \$33.73 | \$20.24 | \$20.24 | \$26.98 | \$20.24 | \$26.98 |
| Administrative grade 1 - level 3 | \$34.45 | \$20.67 | \$20.67 | \$27.56 | \$20.67 | \$27.56 |
| Administrative grade 1 - level 4 | \$34.93 | \$20.96 | \$20.96 | \$27.94 | \$20.96 | \$27.94 |
| Administrative grade 1 - level 5 | \$35.95 | \$21.57 | \$21.57 | \$28.76 | \$21.57 | \$28.76 |
| Administrative grade 2 - level 1 | \$36.50 | \$21.90 | \$21.90 | \$29.20 | \$21.90 | \$29.20 |
| Administrative grade 2 - level 2 | \$37.15 | \$22.29 | \$22.29 | \$29.72 | \$22.29 | \$29.72 |
| Administrative grade 2 - level 3 | \$37.80 | \$22.68 | \$22.68 | \$30.24 | \$22.68 | \$30.24 |
| Administrative grade 2 - level 4 | \$38.35 | \$23.01 | \$23.01 | \$30.68 | \$23.01 | \$30.68 |
| Administrative grade 2 - level 5 | \$39.00 | \$23.40 | \$23.40 | \$31.20 | \$23.40 | \$31.20 |
| Administrative grade 3 - level 1 | \$39.70 | \$23.82 | \$23.82 | \$31.76 | \$23.82 | \$31.76 |
| Administrative grade 3 - level 2 | \$40.40 | \$24.24 | \$24.24 | \$32.32 | \$24.24 | \$32.32 |
| Administrative grade 3 - level 3 | \$40.85 | \$24.51 | \$24.51 | \$32.68 | \$24.51 | \$32.68 |
| Administrative grade 3 - level 4 | \$41.58 | \$24.95 | \$24.95 | \$33.26 | \$24.95 | \$33.26 |
| Administrative grade 4 - level 1 | \$42.23 | \$25.34 | \$25.34 | \$33.78 | \$25.34 | \$33.78 |
| Administrative grade 4 - level 2 | \$43.25 | \$25.95 | \$25.95 | \$34.60 | \$25.95 | \$34.60 |
| Administrative grade 4 - level 3 | \$44.00 | \$26.40 | \$26.40 | \$35.20 | \$26.40 | \$35.20 |
| Administrative grade 4 - level 4 | \$44.83 | \$26.90 | \$26.90 | \$35.86 | \$26.90 | \$35.86 |
| Administrative grade 5 - level 1 | \$45.73 | \$27.44 | \$27.44 | \$36.58 | \$27.44 | \$36.58 |
| Administrative grade 5 - level 2 | \$46.68 | \$28.01 | \$28.01 | \$37.34 | \$28.01 | \$37.34 |
| Administrative grade 5 - level 3 | \$47.65 | \$28.59 | \$28.59 | \$38.12 | \$28.59 | \$38.12 |
| Administrative grade 6 - level 1 | \$48.20 | \$28.92 | \$28.92 | \$38.56 | \$28.92 | \$38.56 |
| Administrative grade 6 - level 2 | \$49.10 | \$29.46 | \$29.46 | \$39.28 | \$29.46 | \$39.28 |
| Administrative grade 6 - level 3 | \$50.13 | \$30.08 | \$30.08 | \$40.10 | \$30.08 | \$40.10 |
| Administrative grade 6 - level 4 | \$52.05 | \$31.23 | \$31.23 | \$41.64 | \$31.23 | \$41.64 |
| Administrative grade 6 - level 5 | \$53.60 | \$32.16 | \$32.16 | \$42.88 | \$32.16 | \$42.88 |
| Administrative grade 7 - level 1 | \$54.88 | \$32.93 | \$32.93 | \$43.90 | \$32.93 | \$43.90 |
| Administrative grade 7 - level 2 | \$56.35 | \$33.81 | \$33.81 | \$45.08 | \$33.81 | \$45.08 |
| Administrative grade 8 - level 1 | \$56.95 | \$34.17 | \$34.17 | \$45.56 | \$34.17 | \$45.56 |
| Administrative grade 8 - level 2 | \$58.40 | \$35.04 | \$35.04 | \$46.72 | \$35.04 | \$46.72 |
| Administrative grade 8 - level 3 | \$60.35 | \$36.21 | \$36.21 | \$48.28 | \$36.21 | \$48.28 |
| Administrative grade 8 - level 4 | \$61.78 | \$37.07 | \$37.07 | \$49.42 | \$37.07 | \$49.42 |
| Dental assistant - grade 1 | \$32.05 | \$19.23 | \$19.23 | \$25.64 | \$19.23 | \$25.64 |

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|------------------------------------|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Dental assistant - grade 2 | \$32.73 | \$19.64 | \$19.64 | \$26.18 | \$19.64 | \$26.18 |
| Dental assistant - grade 3 | \$33.40 | \$20.04 | \$20.04 | \$26.72 | \$20.04 | \$26.72 |
| Dental assistant - grade 4 | \$35.50 | \$21.30 | \$21.30 | \$28.40 | \$21.30 | \$28.40 |
| Dental assistant - grade 5 | \$36.70 | \$22.02 | \$22.02 | \$29.36 | \$22.02 | \$29.36 |
| Dental therapist grade 1 - level 1 | \$38.43 | \$23.06 | \$23.06 | \$30.74 | \$23.06 | \$30.74 |
| Dental therapist grade 1 - level 2 | \$39.43 | \$23.66 | \$23.66 | \$31.54 | \$23.66 | \$31.54 |
| Dental therapist grade 1 - level 3 | \$40.68 | \$24.41 | \$24.41 | \$32.54 | \$24.41 | \$32.54 |
| Dental therapist grade 1 - level 4 | \$42.25 | \$25.35 | \$25.35 | \$33.80 | \$25.35 | \$33.80 |
| Dental therapist grade 1 - level 5 | \$44.35 | \$26.61 | \$26.61 | \$35.48 | \$26.61 | \$35.48 |
| Dental therapist grade 1 - level 6 | \$46.38 | \$27.83 | \$27.83 | \$37.10 | \$27.83 | \$37.10 |
| Dental therapist grade 1 - level 7 | \$47.95 | \$28.77 | \$28.77 | \$38.36 | \$28.77 | \$38.36 |
| Dental therapist grade 2 - level 1 | \$48.63 | \$29.18 | \$29.18 | \$38.90 | \$29.18 | \$38.90 |
| Dental therapist grade 2 - level 2 | \$49.73 | \$29.84 | \$29.84 | \$39.78 | \$29.84 | \$39.78 |
| Dental therapist grade 2 - level 3 | \$50.80 | \$30.48 | \$30.48 | \$40.64 | \$30.48 | \$40.64 |
| Dental therapist grade 2 - level 4 | \$51.70 | \$31.02 | \$31.02 | \$41.36 | \$31.02 | \$41.36 |
| Dental therapist grade 2 - level 5 | \$52.85 | \$31.71 | \$31.71 | \$42.28 | \$31.71 | \$42.28 |
| Cleaner | \$33.35 | \$20.01 | \$20.01 | \$26.68 | \$20.01 | \$26.68 |
| Driver - grade 1 | \$34.75 | \$20.85 | \$20.85 | \$27.80 | \$20.85 | \$27.80 |
| Driver - grade 2 | \$35.65 | \$21.39 | \$21.39 | \$28.52 | \$21.39 | \$28.52 |
| Caretaker | \$35.65 | \$21.39 | \$21.39 | \$28.52 | \$21.39 | \$28.52 |

Table 3 of 3

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|---|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$27.10 | \$20.33 | \$27.10 | \$20.33 | \$27.10 | \$27.10 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$29.02 | \$21.77 | \$29.02 | \$21.77 | \$29.02 | \$29.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$30.02 | \$22.52 | \$30.02 | \$22.52 | \$30.02 | \$30.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$31.60 | \$23.70 | \$31.60 | \$23.70 | \$31.60 | \$31.60 |

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|---|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$33.26 | \$24.95 | \$33.26 | \$24.95 | \$33.26 | \$33.26 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$34.86 | \$26.15 | \$34.86 | \$26.15 | \$34.86 | \$34.86 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$35.84 | \$26.88 | \$35.84 | \$26.88 | \$35.84 | \$35.84 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$36.80 | \$27.60 | \$36.80 | \$27.60 | \$36.80 | \$36.80 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$37.64 | \$28.23 | \$37.64 | \$28.23 | \$37.64 | \$37.64 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$38.54 | \$28.91 | \$38.54 | \$28.91 | \$38.54 | \$38.54 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$39.46 | \$29.60 | \$39.46 | \$29.60 | \$39.46 | \$39.46 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$40.40 | \$30.30 | \$40.40 | \$30.30 | \$40.40 | \$40.40 |
| Administrative grade 1 - level 1 | \$26.90 | \$20.18 | \$26.90 | \$20.18 | \$26.90 | \$26.90 |
| Administrative grade 1 - level 2 | \$26.98 | \$20.24 | \$26.98 | \$20.24 | \$26.98 | \$26.98 |
| Administrative grade 1 - level 3 | \$27.56 | \$20.67 | \$27.56 | \$20.67 | \$27.56 | \$27.56 |
| Administrative grade 1 - level 4 | \$27.94 | \$20.96 | \$27.94 | \$20.96 | \$27.94 | \$27.94 |
| Administrative grade 1 - level 5 | \$28.76 | \$21.57 | \$28.76 | \$21.57 | \$28.76 | \$28.76 |
| Administrative grade 2 - level 1 | \$29.20 | \$21.90 | \$29.20 | \$21.90 | \$29.20 | \$29.20 |
| Administrative grade 2 - level 2 | \$29.72 | \$22.29 | \$29.72 | \$22.29 | \$29.72 | \$29.72 |
| Administrative grade 2 - level 3 | \$30.24 | \$22.68 | \$30.24 | \$22.68 | \$30.24 | \$30.24 |
| Administrative grade 2 - level 4 | \$30.68 | \$23.01 | \$30.68 | \$23.01 | \$30.68 | \$30.68 |
| Administrative grade 2 - level 5 | \$31.20 | \$23.40 | \$31.20 | \$23.40 | \$31.20 | \$31.20 |
| Administrative grade 3 - level 1 | \$31.76 | \$23.82 | \$31.76 | \$23.82 | \$31.76 | \$31.76 |
| Administrative grade 3 - level 2 | \$32.32 | \$24.24 | \$32.32 | \$24.24 | \$32.32 | \$32.32 |
| Administrative grade 3 - level 3 | \$32.68 | \$24.51 | \$32.68 | \$24.51 | \$32.68 | \$32.68 |
| Administrative grade 3 - level 4 | \$33.26 | \$24.95 | \$33.26 | \$24.95 | \$33.26 | \$33.26 |
| Administrative grade 4 - level 1 | \$33.78 | \$25.34 | \$33.78 | \$25.34 | \$33.78 | \$33.78 |
| Administrative grade 4 - level 2 | \$34.60 | \$25.95 | \$34.60 | \$25.95 | \$34.60 | \$34.60 |
| Administrative grade 4 - level 3 | \$35.20 | \$26.40 | \$35.20 | \$26.40 | \$35.20 | \$35.20 |
| Administrative grade 4 - level 4 | \$35.86 | \$26.90 | \$35.86 | \$26.90 | \$35.86 | \$35.86 |
| Administrative grade 5 - level 1 | \$36.58 | \$27.44 | \$36.58 | \$27.44 | \$36.58 | \$36.58 |

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|---|--|--|--|--|---|
| Administrative grade 5 - level 2 | \$37.34 | \$28.01 | \$37.34 | \$28.01 | \$37.34 | \$37.34 |
| Administrative grade 5 - level 3 | \$38.12 | \$28.59 | \$38.12 | \$28.59 | \$38.12 | \$38.12 |
| Administrative grade 6 - level 1 | \$38.56 | \$28.92 | \$38.56 | \$28.92 | \$38.56 | \$38.56 |
| Administrative grade 6 - level 2 | \$39.28 | \$29.46 | \$39.28 | \$29.46 | \$39.28 | \$39.28 |
| Administrative grade 6 - level 3 | \$40.10 | \$30.08 | \$40.10 | \$30.08 | \$40.10 | \$40.10 |
| Administrative grade 6 - level 4 | \$41.64 | \$31.23 | \$41.64 | \$31.23 | \$41.64 | \$41.64 |
| Administrative grade 6 - level 5 | \$42.88 | \$32.16 | \$42.88 | \$32.16 | \$42.88 | \$42.88 |
| Administrative grade 7 - level 1 | \$43.90 | \$32.93 | \$43.90 | \$32.93 | \$43.90 | \$43.90 |
| Administrative grade 7 - level 2 | \$45.08 | \$33.81 | \$45.08 | \$33.81 | \$45.08 | \$45.08 |
| Administrative grade 8 - level 1 | \$45.56 | \$34.17 | \$45.56 | \$34.17 | \$45.56 | \$45.56 |
| Administrative grade 8 - level 2 | \$46.72 | \$35.04 | \$46.72 | \$35.04 | \$46.72 | \$46.72 |
| Administrative grade 8 - level 3 | \$48.28 | \$36.21 | \$48.28 | \$36.21 | \$48.28 | \$48.28 |
| Administrative grade 8 - level 4 | \$49.42 | \$37.07 | \$49.42 | \$37.07 | \$49.42 | \$49.42 |
| Dental assistant - grade 1 | \$25.64 | \$19.23 | \$25.64 | \$19.23 | \$25.64 | \$25.64 |
| Dental assistant - grade 2 | \$26.18 | \$19.64 | \$26.18 | \$19.64 | \$26.18 | \$26.18 |
| Dental assistant - grade 3 | \$26.72 | \$20.04 | \$26.72 | \$20.04 | \$26.72 | \$26.72 |
| Dental assistant - grade 4 | \$28.40 | \$21.30 | \$28.40 | \$21.30 | \$28.40 | \$28.40 |
| Dental assistant - grade 5 | \$29.36 | \$22.02 | \$29.36 | \$22.02 | \$29.36 | \$29.36 |
| Dental therapist grade 1 - level 1 | \$30.74 | \$23.06 | \$30.74 | \$23.06 | \$30.74 | \$30.74 |
| Dental therapist grade 1 - level 2 | \$31.54 | \$23.66 | \$31.54 | \$23.66 | \$31.54 | \$31.54 |
| Dental therapist grade 1 - level 3 | \$32.54 | \$24.41 | \$32.54 | \$24.41 | \$32.54 | \$32.54 |
| Dental therapist grade 1 - level 4 | \$33.80 | \$25.35 | \$33.80 | \$25.35 | \$33.80 | \$33.80 |
| Dental therapist grade 1 - level 5 | \$35.48 | \$26.61 | \$35.48 | \$26.61 | \$35.48 | \$35.48 |
| Dental therapist grade 1 - level 6 | \$37.10 | \$27.83 | \$37.10 | \$27.83 | \$37.10 | \$37.10 |
| Dental therapist grade 1 - level 7 | \$38.36 | \$28.77 | \$38.36 | \$28.77 | \$38.36 | \$38.36 |
| Dental therapist grade 2 - level 1 | \$38.90 | \$29.18 | \$38.90 | \$29.18 | \$38.90 | \$38.90 |
| Dental therapist grade 2 - level 2 | \$39.78 | \$29.84 | \$39.78 | \$29.84 | \$39.78 | \$39.78 |
| Dental therapist grade 2 - level 3 | \$40.64 | \$30.48 | \$40.64 | \$30.48 | \$40.64 | \$40.64 |
| Dental therapist grade 2 - level 4 | \$41.36 | \$31.02 | \$41.36 | \$31.02 | \$41.36 | \$41.36 |
| Dental therapist grade 2 - level 5 | \$42.28 | \$31.71 | \$42.28 | \$31.71 | \$42.28 | \$42.28 |
| Cleaner | \$26.68 | \$20.01 | \$26.68 | \$20.01 | \$26.68 | \$26.68 |
| Driver - grade 1 | \$27.80 | \$20.85 | \$27.80 | \$20.85 | \$27.80 | \$27.80 |
| Driver - grade 2 | \$28.52 | \$21.39 | \$28.52 | \$21.39 | \$28.52 | \$28.52 |
| Caretaker | \$28.52 | \$21.39 | \$28.52 | \$21.39 | \$28.52 | \$28.52 |

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

Table 1 of 3

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|--|-----------------|--|--|--|------------------------|----------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$15.81 | \$18.18 | \$18.18 | \$20.55 | \$23.72 | \$31.62 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$16.93 | \$19.47 | \$19.47 | \$22.01 | \$25.40 | \$33.86 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$17.51 | \$20.14 | \$20.14 | \$22.76 | \$26.27 | \$35.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$18.43 | \$21.19 | \$21.19 | \$23.96 | \$27.65 | \$36.86 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$19.40 | \$22.31 | \$22.31 | \$25.22 | \$29.10 | \$38.80 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$20.34 | \$23.39 | \$23.39 | \$26.44 | \$30.51 | \$40.68 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$20.90 | \$24.04 | \$24.04 | \$27.17 | \$31.35 | \$41.80 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$21.47 | \$24.69 | \$24.69 | \$27.91 | \$32.21 | \$42.94 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$21.96 | \$25.25 | \$25.25 | \$28.55 | \$32.94 | \$43.92 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$22.48 | \$25.85 | \$25.85 | \$29.22 | \$33.72 | \$44.96 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$23.02 | \$26.47 | \$26.47 | \$29.93 | \$34.53 | \$46.04 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$23.57 | \$27.11 | \$27.11 | \$30.64 | \$35.36 | \$47.14 |
| Administrative grade 1 - level 1 | \$15.69 | \$18.04 | \$18.04 | \$20.40 | \$23.54 | \$31.38 |
| Administrative grade 1 - level 2 | \$15.74 | \$18.10 | \$18.10 | \$20.46 | \$23.61 | \$31.48 |
| Administrative grade 1 - level 3 | \$16.08 | \$18.49 | \$18.49 | \$20.90 | \$24.12 | \$32.16 |
| Administrative grade 1 - level 4 | \$16.30 | \$18.75 | \$18.75 | \$21.19 | \$24.45 | \$32.60 |
| Administrative grade 1 - level 5 | \$16.78 | \$19.30 | \$19.30 | \$21.81 | \$25.17 | \$33.56 |
| Administrative grade 2 - level 1 | \$17.04 | \$19.60 | \$19.60 | \$22.15 | \$25.56 | \$34.08 |
| Administrative grade 2 - level 2 | \$17.34 | \$19.94 | \$19.94 | \$22.54 | \$26.01 | \$34.68 |
| Administrative grade 2 - level 3 | \$17.64 | \$20.29 | \$20.29 | \$22.93 | \$26.46 | \$35.28 |
| Administrative grade 2 - level 4 | \$17.89 | \$20.57 | \$20.57 | \$23.26 | \$26.84 | \$35.78 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Administrative grade 2 - level 5 | \$18.20 | \$20.93 | \$20.93 | \$23.66 | \$27.30 | \$36.40 |
| Administrative grade 3 - level 1 | \$18.53 | \$21.31 | \$21.31 | \$24.09 | \$27.80 | \$37.06 |
| Administrative grade 3 - level 2 | \$18.86 | \$21.69 | \$21.69 | \$24.52 | \$28.29 | \$37.72 |
| Administrative grade 3 - level 3 | \$19.06 | \$21.92 | \$21.92 | \$24.78 | \$28.59 | \$38.12 |
| Administrative grade 3 - level 4 | \$19.40 | \$22.31 | \$22.31 | \$25.22 | \$29.10 | \$38.80 |
| Administrative grade 4 - level 1 | \$19.71 | \$22.67 | \$22.67 | \$25.62 | \$29.57 | \$39.42 |
| Administrative grade 4 - level 2 | \$20.18 | \$23.21 | \$23.21 | \$26.23 | \$30.27 | \$40.36 |
| Administrative grade 4 - level 3 | \$20.54 | \$23.62 | \$23.62 | \$26.70 | \$30.81 | \$41.08 |
| Administrative grade 4 - level 4 | \$20.92 | \$24.06 | \$24.06 | \$27.20 | \$31.38 | \$41.84 |
| Administrative grade 5 - level 1 | \$21.34 | \$24.54 | \$24.54 | \$27.74 | \$32.01 | \$42.68 |
| Administrative grade 5 - level 2 | \$21.78 | \$25.05 | \$25.05 | \$28.31 | \$32.67 | \$43.56 |
| Administrative grade 5 - level 3 | \$22.24 | \$25.58 | \$25.58 | \$28.91 | \$33.36 | \$44.48 |
| Administrative grade 6 - level 1 | \$22.49 | \$25.86 | \$25.86 | \$29.24 | \$33.74 | \$44.98 |
| Administrative grade 6 - level 2 | \$22.92 | \$26.36 | \$26.36 | \$29.80 | \$34.38 | \$45.84 |
| Administrative grade 6 - level 3 | \$23.39 | \$26.90 | \$26.90 | \$30.41 | \$35.09 | \$46.78 |
| Administrative grade 6 - level 4 | \$24.29 | \$27.93 | \$27.93 | \$31.58 | \$36.44 | \$48.58 |
| Administrative grade 6 - level 5 | \$25.01 | \$28.76 | \$28.76 | \$32.51 | \$37.52 | \$50.02 |
| Administrative grade 7 - level 1 | \$25.61 | \$29.45 | \$29.45 | \$33.29 | \$38.42 | \$51.22 |
| Administrative grade 7 - level 2 | \$26.30 | \$30.25 | \$30.25 | \$34.19 | \$39.45 | \$52.60 |
| Administrative grade 8 - level 1 | \$26.57 | \$30.56 | \$30.56 | \$34.54 | \$39.86 | \$53.14 |
| Administrative grade 8 - level 2 | \$27.25 | \$31.34 | \$31.34 | \$35.43 | \$40.88 | \$54.50 |
| Administrative grade 8 - level 3 | \$28.17 | \$32.40 | \$32.40 | \$36.62 | \$42.26 | \$56.34 |
| Administrative grade 8 - level 4 | \$28.83 | \$33.15 | \$33.15 | \$37.48 | \$43.25 | \$57.66 |
| Dental assistant - grade 1 | \$14.96 | \$17.20 | \$17.20 | \$19.45 | \$22.44 | \$29.92 |
| Dental assistant - grade 2 | \$15.27 | \$17.56 | \$17.56 | \$19.85 | \$22.91 | \$30.54 |
| Dental assistant - grade 3 | \$15.58 | \$17.92 | \$17.92 | \$20.25 | \$23.37 | \$31.16 |
| Dental assistant - grade 4 | \$16.57 | \$19.06 | \$19.06 | \$21.54 | \$24.86 | \$33.14 |
| Dental assistant - grade 5 | \$17.13 | \$19.70 | \$19.70 | \$22.27 | \$25.70 | \$34.26 |
| Dental therapist grade 1 - level 1 | \$17.93 | \$20.62 | \$20.62 | \$23.31 | \$26.90 | \$35.86 |
| Dental therapist grade 1 - level 2 | \$18.40 | \$21.16 | \$21.16 | \$23.92 | \$27.60 | \$36.80 |
| Dental therapist grade 1 - level 3 | \$18.98 | \$21.83 | \$21.83 | \$24.67 | \$28.47 | \$37.96 |
| Dental therapist grade 1 - level 4 | \$19.72 | \$22.68 | \$22.68 | \$25.64 | \$29.58 | \$39.44 |
| Dental therapist grade 1 - level 5 | \$20.69 | \$23.79 | \$23.79 | \$26.90 | \$31.04 | \$41.38 |
| Dental therapist grade 1 - level 6 | \$21.64 | \$24.89 | \$24.89 | \$28.13 | \$32.46 | \$43.28 |
| Dental therapist grade 1 - level 7 | \$22.38 | \$25.74 | \$25.74 | \$29.09 | \$33.57 | \$44.76 |
| Dental therapist grade 2 - level 1 | \$22.69 | \$26.09 | \$26.09 | \$29.50 | \$34.04 | \$45.38 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Dental therapist grade 2 - level 2 | \$23.21 | \$26.69 | \$26.69 | \$30.17 | \$34.82 | \$46.42 |
| Dental therapist grade 2 - level 3 | \$23.70 | \$27.26 | \$27.26 | \$30.81 | \$35.55 | \$47.40 |
| Dental therapist grade 2 - level 4 | \$24.13 | \$27.75 | \$27.75 | \$31.37 | \$36.20 | \$48.26 |
| Dental therapist grade 2 - level 5 | \$24.67 | \$28.37 | \$28.37 | \$32.07 | \$37.01 | \$49.34 |
| Cleaner | \$15.57 | \$17.91 | \$17.91 | \$20.24 | \$23.36 | \$31.14 |
| Driver - grade 1 | \$16.22 | \$18.65 | \$18.65 | \$21.09 | \$24.33 | \$32.44 |
| Driver - grade 2 | \$16.64 | \$19.14 | \$19.14 | \$21.63 | \$24.96 | \$33.28 |
| Caretaker | \$16.64 | \$19.14 | \$19.14 | \$21.63 | \$24.96 | \$33.28 |

Table 2 of 3

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|--|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$39.53 | \$23.72 | \$23.72 | \$31.62 | \$23.72 | \$31.62 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$42.33 | \$25.40 | \$25.40 | \$33.86 | \$25.40 | \$33.86 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$43.78 | \$26.27 | \$26.27 | \$35.02 | \$26.27 | \$35.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$46.08 | \$27.65 | \$27.65 | \$36.86 | \$27.65 | \$36.86 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$48.50 | \$29.10 | \$29.10 | \$38.80 | \$29.10 | \$38.80 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$50.85 | \$30.51 | \$30.51 | \$40.68 | \$30.51 | \$40.68 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$52.25 | \$31.35 | \$31.35 | \$41.80 | \$31.35 | \$41.80 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$53.68 | \$32.21 | \$32.21 | \$42.94 | \$32.21 | \$42.94 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$54.90 | \$32.94 | \$32.94 | \$43.92 | \$32.94 | \$43.92 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$56.20 | \$33.72 | \$33.72 | \$44.96 | \$33.72 | \$44.96 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$57.55 | \$34.53 | \$34.53 | \$46.04 | \$34.53 | \$46.04 |

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|--|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$58.93 | \$35.36 | \$35.36 | \$47.14 | \$35.36 | \$47.14 |
| Administrative grade 1 - level 1 | \$39.23 | \$23.54 | \$23.54 | \$31.38 | \$23.54 | \$31.38 |
| Administrative grade 1 - level 2 | \$39.35 | \$23.61 | \$23.61 | \$31.48 | \$23.61 | \$31.48 |
| Administrative grade 1 - level 3 | \$40.20 | \$24.12 | \$24.12 | \$32.16 | \$24.12 | \$32.16 |
| Administrative grade 1 - level 4 | \$40.75 | \$24.45 | \$24.45 | \$32.60 | \$24.45 | \$32.60 |
| Administrative grade 1 - level 5 | \$41.95 | \$25.17 | \$25.17 | \$33.56 | \$25.17 | \$33.56 |
| Administrative grade 2 - level 1 | \$42.60 | \$25.56 | \$25.56 | \$34.08 | \$25.56 | \$34.08 |
| Administrative grade 2 - level 2 | \$43.35 | \$26.01 | \$26.01 | \$34.68 | \$26.01 | \$34.68 |
| Administrative grade 2 - level 3 | \$44.10 | \$26.46 | \$26.46 | \$35.28 | \$26.46 | \$35.28 |
| Administrative grade 2 - level 4 | \$44.73 | \$26.84 | \$26.84 | \$35.78 | \$26.84 | \$35.78 |
| Administrative grade 2 - level 5 | \$45.50 | \$27.30 | \$27.30 | \$36.40 | \$27.30 | \$36.40 |
| Administrative grade 3 - level 1 | \$46.33 | \$27.80 | \$27.80 | \$37.06 | \$27.80 | \$37.06 |
| Administrative grade 3 - level 2 | \$47.15 | \$28.29 | \$28.29 | \$37.72 | \$28.29 | \$37.72 |
| Administrative grade 3 - level 3 | \$47.65 | \$28.59 | \$28.59 | \$38.12 | \$28.59 | \$38.12 |
| Administrative grade 3 - level 4 | \$48.50 | \$29.10 | \$29.10 | \$38.80 | \$29.10 | \$38.80 |
| Administrative grade 4 - level 1 | \$49.28 | \$29.57 | \$29.57 | \$39.42 | \$29.57 | \$39.42 |
| Administrative grade 4 - level 2 | \$50.45 | \$30.27 | \$30.27 | \$40.36 | \$30.27 | \$40.36 |
| Administrative grade 4 - level 3 | \$51.35 | \$30.81 | \$30.81 | \$41.08 | \$30.81 | \$41.08 |
| Administrative grade 4 - level 4 | \$52.30 | \$31.38 | \$31.38 | \$41.84 | \$31.38 | \$41.84 |
| Administrative grade 5 - level 1 | \$53.35 | \$32.01 | \$32.01 | \$42.68 | \$32.01 | \$42.68 |
| Administrative grade 5 - level 2 | \$54.45 | \$32.67 | \$32.67 | \$43.56 | \$32.67 | \$43.56 |
| Administrative grade 5 - level 3 | \$55.60 | \$33.36 | \$33.36 | \$44.48 | \$33.36 | \$44.48 |
| Administrative grade 6 - level 1 | \$56.23 | \$33.74 | \$33.74 | \$44.98 | \$33.74 | \$44.98 |
| Administrative grade 6 - level 2 | \$57.30 | \$34.38 | \$34.38 | \$45.84 | \$34.38 | \$45.84 |
| Administrative grade 6 - level 3 | \$58.48 | \$35.09 | \$35.09 | \$46.78 | \$35.09 | \$46.78 |
| Administrative grade 6 - level 4 | \$60.73 | \$36.44 | \$36.44 | \$48.58 | \$36.44 | \$48.58 |
| Administrative grade 6 - level 5 | \$62.53 | \$37.52 | \$37.52 | \$50.02 | \$37.52 | \$50.02 |
| Administrative grade 7 - level 1 | \$64.03 | \$38.42 | \$38.42 | \$51.22 | \$38.42 | \$51.22 |
| Administrative grade 7 - level 2 | \$65.75 | \$39.45 | \$39.45 | \$52.60 | \$39.45 | \$52.60 |
| Administrative grade 8 - level 1 | \$66.43 | \$39.86 | \$39.86 | \$53.14 | \$39.86 | \$53.14 |
| Administrative grade 8 - level 2 | \$68.13 | \$40.88 | \$40.88 | \$54.50 | \$40.88 | \$54.50 |
| Administrative grade 8 - level 3 | \$70.43 | \$42.26 | \$42.26 | \$56.34 | \$42.26 | \$56.34 |
| Administrative grade 8 - level 4 | \$72.08 | \$43.25 | \$43.25 | \$57.66 | \$43.25 | \$57.66 |
| Dental assistant - grade 1 | \$37.40 | \$22.44 | \$22.44 | \$29.92 | \$22.44 | \$29.92 |

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|------------------------------------|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Dental assistant - grade 2 | \$38.18 | \$22.91 | \$22.91 | \$30.54 | \$22.91 | \$30.54 |
| Dental assistant - grade 3 | \$38.95 | \$23.37 | \$23.37 | \$31.16 | \$23.37 | \$31.16 |
| Dental assistant - grade 4 | \$41.43 | \$24.86 | \$24.86 | \$33.14 | \$24.86 | \$33.14 |
| Dental assistant - grade 5 | \$42.83 | \$25.70 | \$25.70 | \$34.26 | \$25.70 | \$34.26 |
| Dental therapist grade 1 - level 1 | \$44.83 | \$26.90 | \$26.90 | \$35.86 | \$26.90 | \$35.86 |
| Dental therapist grade 1 - level 2 | \$46.00 | \$27.60 | \$27.60 | \$36.80 | \$27.60 | \$36.80 |
| Dental therapist grade 1 - level 3 | \$47.45 | \$28.47 | \$28.47 | \$37.96 | \$28.47 | \$37.96 |
| Dental therapist grade 1 - level 4 | \$49.30 | \$29.58 | \$29.58 | \$39.44 | \$29.58 | \$39.44 |
| Dental therapist grade 1 - level 5 | \$51.73 | \$31.04 | \$31.04 | \$41.38 | \$31.04 | \$41.38 |
| Dental therapist grade 1 - level 6 | \$54.10 | \$32.46 | \$32.46 | \$43.28 | \$32.46 | \$43.28 |
| Dental therapist grade 1 - level 7 | \$55.95 | \$33.57 | \$33.57 | \$44.76 | \$33.57 | \$44.76 |
| Dental therapist grade 2 - level 1 | \$56.73 | \$34.04 | \$34.04 | \$45.38 | \$34.04 | \$45.38 |
| Dental therapist grade 2 - level 2 | \$58.03 | \$34.82 | \$34.82 | \$46.42 | \$34.82 | \$46.42 |
| Dental therapist grade 2 - level 3 | \$59.25 | \$35.55 | \$35.55 | \$47.40 | \$35.55 | \$47.40 |
| Dental therapist grade 2 - level 4 | \$60.33 | \$36.20 | \$36.20 | \$48.26 | \$36.20 | \$48.26 |
| Dental therapist grade 2 - level 5 | \$61.68 | \$37.01 | \$37.01 | \$49.34 | \$37.01 | \$49.34 |
| Cleaner | \$38.93 | \$23.36 | \$23.36 | \$31.14 | \$23.36 | \$31.14 |
| Driver - grade 1 | \$40.55 | \$24.33 | \$24.33 | \$32.44 | \$24.33 | \$32.44 |
| Driver - grade 2 | \$41.60 | \$24.96 | \$24.96 | \$33.28 | \$24.96 | \$33.28 |
| Caretaker | \$41.60 | \$24.96 | \$24.96 | \$33.28 | \$24.96 | \$33.28 |

Table 3 of 3

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|---|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$31.62 | \$23.72 | \$31.62 | \$23.72 | \$31.62 | \$31.62 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$33.86 | \$25.40 | \$33.86 | \$25.40 | \$33.86 | \$33.86 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$35.02 | \$26.27 | \$35.02 | \$26.27 | \$35.02 | \$35.02 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$36.86 | \$27.65 | \$36.86 | \$27.65 | \$36.86 | \$36.86 |

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|---|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$38.80 | \$29.10 | \$38.80 | \$29.10 | \$38.80 | \$38.80 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$40.68 | \$30.51 | \$40.68 | \$30.51 | \$40.68 | \$40.68 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$41.80 | \$31.35 | \$41.80 | \$31.35 | \$41.80 | \$41.80 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$42.94 | \$32.21 | \$42.94 | \$32.21 | \$42.94 | \$42.94 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$43.92 | \$32.94 | \$43.92 | \$32.94 | \$43.92 | \$43.92 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$44.96 | \$33.72 | \$44.96 | \$33.72 | \$44.96 | \$44.96 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$46.04 | \$34.53 | \$46.04 | \$34.53 | \$46.04 | \$46.04 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$47.14 | \$35.36 | \$47.14 | \$35.36 | \$47.14 | \$47.14 |
| Administrative grade 1 - level 1 | \$31.38 | \$23.54 | \$31.38 | \$23.54 | \$31.38 | \$31.38 |
| Administrative grade 1 - level 2 | \$31.48 | \$23.61 | \$31.48 | \$23.61 | \$31.48 | \$31.48 |
| Administrative grade 1 - level 3 | \$32.16 | \$24.12 | \$32.16 | \$24.12 | \$32.16 | \$32.16 |
| Administrative grade 1 - level 4 | \$32.60 | \$24.45 | \$32.60 | \$24.45 | \$32.60 | \$32.60 |
| Administrative grade 1 - level 5 | \$33.56 | \$25.17 | \$33.56 | \$25.17 | \$33.56 | \$33.56 |
| Administrative grade 2 - level 1 | \$34.08 | \$25.56 | \$34.08 | \$25.56 | \$34.08 | \$34.08 |
| Administrative grade 2 - level 2 | \$34.68 | \$26.01 | \$34.68 | \$26.01 | \$34.68 | \$34.68 |
| Administrative grade 2 - level 3 | \$35.28 | \$26.46 | \$35.28 | \$26.46 | \$35.28 | \$35.28 |
| Administrative grade 2 - level 4 | \$35.78 | \$26.84 | \$35.78 | \$26.84 | \$35.78 | \$35.78 |
| Administrative grade 2 - level 5 | \$36.40 | \$27.30 | \$36.40 | \$27.30 | \$36.40 | \$36.40 |
| Administrative grade 3 - level 1 | \$37.06 | \$27.80 | \$37.06 | \$27.80 | \$37.06 | \$37.06 |
| Administrative grade 3 - level 2 | \$37.72 | \$28.29 | \$37.72 | \$28.29 | \$37.72 | \$37.72 |
| Administrative grade 3 - level 3 | \$38.12 | \$28.59 | \$38.12 | \$28.59 | \$38.12 | \$38.12 |
| Administrative grade 3 - level 4 | \$38.80 | \$29.10 | \$38.80 | \$29.10 | \$38.80 | \$38.80 |
| Administrative grade 4 - level 1 | \$39.42 | \$29.57 | \$39.42 | \$29.57 | \$39.42 | \$39.42 |
| Administrative grade 4 - level 2 | \$40.36 | \$30.27 | \$40.36 | \$30.27 | \$40.36 | \$40.36 |
| Administrative grade 4 - level 3 | \$41.08 | \$30.81 | \$41.08 | \$30.81 | \$41.08 | \$41.08 |
| Administrative grade 4 - level 4 | \$41.84 | \$31.38 | \$41.84 | \$31.38 | \$41.84 | \$41.84 |
| Administrative grade 5 - level 1 | \$42.68 | \$32.01 | \$42.68 | \$32.01 | \$42.68 | \$42.68 |

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|---|--|--|--|--|---|
| Administrative grade 5 - level 2 | \$43.56 | \$32.67 | \$43.56 | \$32.67 | \$43.56 | \$43.56 |
| Administrative grade 5 - level 3 | \$44.48 | \$33.36 | \$44.48 | \$33.36 | \$44.48 | \$44.48 |
| Administrative grade 6 - level 1 | \$44.98 | \$33.74 | \$44.98 | \$33.74 | \$44.98 | \$44.98 |
| Administrative grade 6 - level 2 | \$45.84 | \$34.38 | \$45.84 | \$34.38 | \$45.84 | \$45.84 |
| Administrative grade 6 - level 3 | \$46.78 | \$35.09 | \$46.78 | \$35.09 | \$46.78 | \$46.78 |
| Administrative grade 6 - level 4 | \$48.58 | \$36.44 | \$48.58 | \$36.44 | \$48.58 | \$48.58 |
| Administrative grade 6 - level 5 | \$50.02 | \$37.52 | \$50.02 | \$37.52 | \$50.02 | \$50.02 |
| Administrative grade 7 - level 1 | \$51.22 | \$38.42 | \$51.22 | \$38.42 | \$51.22 | \$51.22 |
| Administrative grade 7 - level 2 | \$52.60 | \$39.45 | \$52.60 | \$39.45 | \$52.60 | \$52.60 |
| Administrative grade 8 - level 1 | \$53.14 | \$39.86 | \$53.14 | \$39.86 | \$53.14 | \$53.14 |
| Administrative grade 8 - level 2 | \$54.50 | \$40.88 | \$54.50 | \$40.88 | \$54.50 | \$54.50 |
| Administrative grade 8 - level 3 | \$56.34 | \$42.26 | \$56.34 | \$42.26 | \$56.34 | \$56.34 |
| Administrative grade 8 - level 4 | \$57.66 | \$43.25 | \$57.66 | \$43.25 | \$57.66 | \$57.66 |
| Dental assistant - grade 1 | \$29.92 | \$22.44 | \$29.92 | \$22.44 | \$29.92 | \$29.92 |
| Dental assistant - grade 2 | \$30.54 | \$22.91 | \$30.54 | \$22.91 | \$30.54 | \$30.54 |
| Dental assistant - grade 3 | \$31.16 | \$23.37 | \$31.16 | \$23.37 | \$31.16 | \$31.16 |
| Dental assistant - grade 4 | \$33.14 | \$24.86 | \$33.14 | \$24.86 | \$33.14 | \$33.14 |
| Dental assistant - grade 5 | \$34.26 | \$25.70 | \$34.26 | \$25.70 | \$34.26 | \$34.26 |
| Dental therapist grade 1 - level 1 | \$35.86 | \$26.90 | \$35.86 | \$26.90 | \$35.86 | \$35.86 |
| Dental therapist grade 1 - level 2 | \$36.80 | \$27.60 | \$36.80 | \$27.60 | \$36.80 | \$36.80 |
| Dental therapist grade 1 - level 3 | \$37.96 | \$28.47 | \$37.96 | \$28.47 | \$37.96 | \$37.96 |
| Dental therapist grade 1 - level 4 | \$39.44 | \$29.58 | \$39.44 | \$29.58 | \$39.44 | \$39.44 |
| Dental therapist grade 1 - level 5 | \$41.38 | \$31.04 | \$41.38 | \$31.04 | \$41.38 | \$41.38 |
| Dental therapist grade 1 - level 6 | \$43.28 | \$32.46 | \$43.28 | \$32.46 | \$43.28 | \$43.28 |
| Dental therapist grade 1 - level 7 | \$44.76 | \$33.57 | \$44.76 | \$33.57 | \$44.76 | \$44.76 |
| Dental therapist grade 2 - level 1 | \$45.38 | \$34.04 | \$45.38 | \$34.04 | \$45.38 | \$45.38 |
| Dental therapist grade 2 - level 2 | \$46.42 | \$34.82 | \$46.42 | \$34.82 | \$46.42 | \$46.42 |
| Dental therapist grade 2 - level 3 | \$47.40 | \$35.55 | \$47.40 | \$35.55 | \$47.40 | \$47.40 |
| Dental therapist grade 2 - level 4 | \$48.26 | \$36.20 | \$48.26 | \$36.20 | \$48.26 | \$48.26 |
| Dental therapist grade 2 - level 5 | \$49.34 | \$37.01 | \$49.34 | \$37.01 | \$49.34 | \$49.34 |
| Cleaner | \$31.14 | \$23.36 | \$31.14 | \$23.36 | \$31.14 | \$31.14 |
| Driver - grade 1 | \$32.44 | \$24.33 | \$32.44 | \$24.33 | \$32.44 | \$32.44 |
| Driver - grade 2 | \$33.28 | \$24.96 | \$33.28 | \$24.96 | \$33.28 | \$33.28 |
| Caretaker | \$33.28 | \$24.96 | \$33.28 | \$24.96 | \$33.28 | \$33.28 |

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

Table 1 of 3

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|--|-----------------|--|--|--|------------------------|----------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$18.06 | \$20.77 | \$20.77 | \$23.48 | \$27.09 | \$36.12 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$19.35 | \$22.25 | \$22.25 | \$25.16 | \$29.03 | \$38.70 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$20.02 | \$23.02 | \$23.02 | \$26.03 | \$30.03 | \$40.04 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$21.06 | \$24.22 | \$24.22 | \$27.38 | \$31.59 | \$42.12 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$22.17 | \$25.50 | \$25.50 | \$28.82 | \$33.26 | \$44.34 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$23.24 | \$26.73 | \$26.73 | \$30.21 | \$34.86 | \$46.48 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$23.89 | \$27.47 | \$27.47 | \$31.06 | \$35.84 | \$47.78 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$24.54 | \$28.22 | \$28.22 | \$31.90 | \$36.81 | \$49.08 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$25.10 | \$28.87 | \$28.87 | \$32.63 | \$37.65 | \$50.20 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$25.70 | \$29.56 | \$29.56 | \$33.41 | \$38.55 | \$51.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$26.30 | \$30.25 | \$30.25 | \$34.19 | \$39.45 | \$52.60 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$26.94 | \$30.98 | \$30.98 | \$35.02 | \$40.41 | \$53.88 |
| Administrative grade 1 - level 1 | \$17.93 | \$20.62 | \$20.62 | \$23.31 | \$26.90 | \$35.86 |
| Administrative grade 1 - level 2 | \$17.99 | \$20.69 | \$20.69 | \$23.39 | \$26.99 | \$35.98 |
| Administrative grade 1 - level 3 | \$18.38 | \$21.14 | \$21.14 | \$23.89 | \$27.57 | \$36.76 |
| Administrative grade 1 - level 4 | \$18.63 | \$21.42 | \$21.42 | \$24.22 | \$27.95 | \$37.26 |
| Administrative grade 1 - level 5 | \$19.18 | \$22.06 | \$22.06 | \$24.93 | \$28.77 | \$38.36 |
| Administrative grade 2 - level 1 | \$19.47 | \$22.39 | \$22.39 | \$25.31 | \$29.21 | \$38.94 |
| Administrative grade 2 - level 2 | \$19.82 | \$22.79 | \$22.79 | \$25.77 | \$29.73 | \$39.64 |
| Administrative grade 2 - level 3 | \$20.16 | \$23.18 | \$23.18 | \$26.21 | \$30.24 | \$40.32 |
| Administrative grade 2 - level 4 | \$20.45 | \$23.52 | \$23.52 | \$26.59 | \$30.68 | \$40.90 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Administrative grade 2 - level 5 | \$20.80 | \$23.92 | \$23.92 | \$27.04 | \$31.20 | \$41.60 |
| Administrative grade 3 - level 1 | \$21.18 | \$24.36 | \$24.36 | \$27.53 | \$31.77 | \$42.36 |
| Administrative grade 3 - level 2 | \$21.55 | \$24.78 | \$24.78 | \$28.02 | \$32.33 | \$43.10 |
| Administrative grade 3 - level 3 | \$21.78 | \$25.05 | \$25.05 | \$28.31 | \$32.67 | \$43.56 |
| Administrative grade 3 - level 4 | \$22.18 | \$25.51 | \$25.51 | \$28.83 | \$33.27 | \$44.36 |
| Administrative grade 4 - level 1 | \$22.52 | \$25.90 | \$25.90 | \$29.28 | \$33.78 | \$45.04 |
| Administrative grade 4 - level 2 | \$23.06 | \$26.52 | \$26.52 | \$29.98 | \$34.59 | \$46.12 |
| Administrative grade 4 - level 3 | \$23.47 | \$26.99 | \$26.99 | \$30.51 | \$35.21 | \$46.94 |
| Administrative grade 4 - level 4 | \$23.91 | \$27.50 | \$27.50 | \$31.08 | \$35.87 | \$47.82 |
| Administrative grade 5 - level 1 | \$24.38 | \$28.04 | \$28.04 | \$31.69 | \$36.57 | \$48.76 |
| Administrative grade 5 - level 2 | \$24.89 | \$28.62 | \$28.62 | \$32.36 | \$37.34 | \$49.78 |
| Administrative grade 5 - level 3 | \$25.42 | \$29.23 | \$29.23 | \$33.05 | \$38.13 | \$50.84 |
| Administrative grade 6 - level 1 | \$25.70 | \$29.56 | \$29.56 | \$33.41 | \$38.55 | \$51.40 |
| Administrative grade 6 - level 2 | \$26.19 | \$30.12 | \$30.12 | \$34.05 | \$39.29 | \$52.38 |
| Administrative grade 6 - level 3 | \$26.74 | \$30.75 | \$30.75 | \$34.76 | \$40.11 | \$53.48 |
| Administrative grade 6 - level 4 | \$27.76 | \$31.92 | \$31.92 | \$36.09 | \$41.64 | \$55.52 |
| Administrative grade 6 - level 5 | \$28.58 | \$32.87 | \$32.87 | \$37.15 | \$42.87 | \$57.16 |
| Administrative grade 7 - level 1 | \$29.26 | \$33.65 | \$33.65 | \$38.04 | \$43.89 | \$58.52 |
| Administrative grade 7 - level 2 | \$30.06 | \$34.57 | \$34.57 | \$39.08 | \$45.09 | \$60.12 |
| Administrative grade 8 - level 1 | \$30.37 | \$34.93 | \$34.93 | \$39.48 | \$45.56 | \$60.74 |
| Administrative grade 8 - level 2 | \$31.14 | \$35.81 | \$35.81 | \$40.48 | \$46.71 | \$62.28 |
| Administrative grade 8 - level 3 | \$32.19 | \$37.02 | \$37.02 | \$41.85 | \$48.29 | \$64.38 |
| Administrative grade 8 - level 4 | \$32.95 | \$37.89 | \$37.89 | \$42.84 | \$49.43 | \$65.90 |
| Dental assistant - grade 1 | \$17.10 | \$19.67 | \$19.67 | \$22.23 | \$25.65 | \$34.20 |
| Dental assistant - grade 2 | \$17.45 | \$20.07 | \$20.07 | \$22.69 | \$26.18 | \$34.90 |
| Dental assistant - grade 3 | \$17.81 | \$20.48 | \$20.48 | \$23.15 | \$26.72 | \$35.62 |
| Dental assistant - grade 4 | \$18.94 | \$21.78 | \$21.78 | \$24.62 | \$28.41 | \$37.88 |
| Dental assistant - grade 5 | \$19.58 | \$22.52 | \$22.52 | \$25.45 | \$29.37 | \$39.16 |
| Dental therapist grade 1 - level 1 | \$20.49 | \$23.56 | \$23.56 | \$26.64 | \$30.74 | \$40.98 |
| Dental therapist grade 1 - level 2 | \$21.02 | \$24.17 | \$24.17 | \$27.33 | \$31.53 | \$42.04 |
| Dental therapist grade 1 - level 3 | \$21.70 | \$24.96 | \$24.96 | \$28.21 | \$32.55 | \$43.40 |
| Dental therapist grade 1 - level 4 | \$22.54 | \$25.92 | \$25.92 | \$29.30 | \$33.81 | \$45.08 |
| Dental therapist grade 1 - level 5 | \$23.65 | \$27.20 | \$27.20 | \$30.75 | \$35.48 | \$47.30 |
| Dental therapist grade 1 - level 6 | \$24.74 | \$28.45 | \$28.45 | \$32.16 | \$37.11 | \$49.48 |
| Dental therapist grade 1 - level 7 | \$25.58 | \$29.42 | \$29.42 | \$33.25 | \$38.37 | \$51.16 |
| Dental therapist grade 2 - level 1 | \$25.94 | \$29.83 | \$29.83 | \$33.72 | \$38.91 | \$51.88 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Dental therapist grade 2 - level 2 | \$26.52 | \$30.50 | \$30.50 | \$34.48 | \$39.78 | \$53.04 |
| Dental therapist grade 2 - level 3 | \$27.09 | \$31.15 | \$31.15 | \$35.22 | \$40.64 | \$54.18 |
| Dental therapist grade 2 - level 4 | \$27.58 | \$31.72 | \$31.72 | \$35.85 | \$41.37 | \$55.16 |
| Dental therapist grade 2 - level 5 | \$28.19 | \$32.42 | \$32.42 | \$36.65 | \$42.29 | \$56.38 |
| Cleaner | \$17.79 | \$20.46 | \$20.46 | \$23.13 | \$26.69 | \$35.58 |
| Driver - grade 1 | \$18.54 | \$21.32 | \$21.32 | \$24.10 | \$27.81 | \$37.08 |
| Driver - grade 2 | \$19.02 | \$21.87 | \$21.87 | \$24.73 | \$28.53 | \$38.04 |
| Caretaker | \$19.02 | \$21.87 | \$21.87 | \$24.73 | \$28.53 | \$38.04 |

Table 2 of 3

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|--|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$45.15 | \$27.09 | \$27.09 | \$36.12 | \$27.09 | \$36.12 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$48.38 | \$29.03 | \$29.03 | \$38.70 | \$29.03 | \$38.70 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$50.05 | \$30.03 | \$30.03 | \$40.04 | \$30.03 | \$40.04 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$52.65 | \$31.59 | \$31.59 | \$42.12 | \$31.59 | \$42.12 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$55.43 | \$33.26 | \$33.26 | \$44.34 | \$33.26 | \$44.34 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$58.10 | \$34.86 | \$34.86 | \$46.48 | \$34.86 | \$46.48 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$59.73 | \$35.84 | \$35.84 | \$47.78 | \$35.84 | \$47.78 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$61.35 | \$36.81 | \$36.81 | \$49.08 | \$36.81 | \$49.08 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$62.75 | \$37.65 | \$37.65 | \$50.20 | \$37.65 | \$50.20 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$64.25 | \$38.55 | \$38.55 | \$51.40 | \$38.55 | \$51.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$65.75 | \$39.45 | \$39.45 | \$52.60 | \$39.45 | \$52.60 |

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|--|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$67.35 | \$40.41 | \$40.41 | \$53.88 | \$40.41 | \$53.88 |
| Administrative grade 1 - level 1 | \$44.83 | \$26.90 | \$26.90 | \$35.86 | \$26.90 | \$35.86 |
| Administrative grade 1 - level 2 | \$44.98 | \$26.99 | \$26.99 | \$35.98 | \$26.99 | \$35.98 |
| Administrative grade 1 - level 3 | \$45.95 | \$27.57 | \$27.57 | \$36.76 | \$27.57 | \$36.76 |
| Administrative grade 1 - level 4 | \$46.58 | \$27.95 | \$27.95 | \$37.26 | \$27.95 | \$37.26 |
| Administrative grade 1 - level 5 | \$47.95 | \$28.77 | \$28.77 | \$38.36 | \$28.77 | \$38.36 |
| Administrative grade 2 - level 1 | \$48.68 | \$29.21 | \$29.21 | \$38.94 | \$29.21 | \$38.94 |
| Administrative grade 2 - level 2 | \$49.55 | \$29.73 | \$29.73 | \$39.64 | \$29.73 | \$39.64 |
| Administrative grade 2 - level 3 | \$50.40 | \$30.24 | \$30.24 | \$40.32 | \$30.24 | \$40.32 |
| Administrative grade 2 - level 4 | \$51.13 | \$30.68 | \$30.68 | \$40.90 | \$30.68 | \$40.90 |
| Administrative grade 2 - level 5 | \$52.00 | \$31.20 | \$31.20 | \$41.60 | \$31.20 | \$41.60 |
| Administrative grade 3 - level 1 | \$52.95 | \$31.77 | \$31.77 | \$42.36 | \$31.77 | \$42.36 |
| Administrative grade 3 - level 2 | \$53.88 | \$32.33 | \$32.33 | \$43.10 | \$32.33 | \$43.10 |
| Administrative grade 3 - level 3 | \$54.45 | \$32.67 | \$32.67 | \$43.56 | \$32.67 | \$43.56 |
| Administrative grade 3 - level 4 | \$55.45 | \$33.27 | \$33.27 | \$44.36 | \$33.27 | \$44.36 |
| Administrative grade 4 - level 1 | \$56.30 | \$33.78 | \$33.78 | \$45.04 | \$33.78 | \$45.04 |
| Administrative grade 4 - level 2 | \$57.65 | \$34.59 | \$34.59 | \$46.12 | \$34.59 | \$46.12 |
| Administrative grade 4 - level 3 | \$58.68 | \$35.21 | \$35.21 | \$46.94 | \$35.21 | \$46.94 |
| Administrative grade 4 - level 4 | \$59.78 | \$35.87 | \$35.87 | \$47.82 | \$35.87 | \$47.82 |
| Administrative grade 5 - level 1 | \$60.95 | \$36.57 | \$36.57 | \$48.76 | \$36.57 | \$48.76 |
| Administrative grade 5 - level 2 | \$62.23 | \$37.34 | \$37.34 | \$49.78 | \$37.34 | \$49.78 |
| Administrative grade 5 - level 3 | \$63.55 | \$38.13 | \$38.13 | \$50.84 | \$38.13 | \$50.84 |
| Administrative grade 6 - level 1 | \$64.25 | \$38.55 | \$38.55 | \$51.40 | \$38.55 | \$51.40 |
| Administrative grade 6 - level 2 | \$65.48 | \$39.29 | \$39.29 | \$52.38 | \$39.29 | \$52.38 |
| Administrative grade 6 - level 3 | \$66.85 | \$40.11 | \$40.11 | \$53.48 | \$40.11 | \$53.48 |
| Administrative grade 6 - level 4 | \$69.40 | \$41.64 | \$41.64 | \$55.52 | \$41.64 | \$55.52 |
| Administrative grade 6 - level 5 | \$71.45 | \$42.87 | \$42.87 | \$57.16 | \$42.87 | \$57.16 |
| Administrative grade 7 - level 1 | \$73.15 | \$43.89 | \$43.89 | \$58.52 | \$43.89 | \$58.52 |
| Administrative grade 7 - level 2 | \$75.15 | \$45.09 | \$45.09 | \$60.12 | \$45.09 | \$60.12 |
| Administrative grade 8 - level 1 | \$75.93 | \$45.56 | \$45.56 | \$60.74 | \$45.56 | \$60.74 |
| Administrative grade 8 - level 2 | \$77.85 | \$46.71 | \$46.71 | \$62.28 | \$46.71 | \$62.28 |
| Administrative grade 8 - level 3 | \$80.48 | \$48.29 | \$48.29 | \$64.38 | \$48.29 | \$64.38 |
| Administrative grade 8 - level 4 | \$82.38 | \$49.43 | \$49.43 | \$65.90 | \$49.43 | \$65.90 |
| Dental assistant - grade 1 | \$42.75 | \$25.65 | \$25.65 | \$34.20 | \$25.65 | \$34.20 |

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|------------------------------------|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Dental assistant - grade 2 | \$43.63 | \$26.18 | \$26.18 | \$34.90 | \$26.18 | \$34.90 |
| Dental assistant - grade 3 | \$44.53 | \$26.72 | \$26.72 | \$35.62 | \$26.72 | \$35.62 |
| Dental assistant - grade 4 | \$47.35 | \$28.41 | \$28.41 | \$37.88 | \$28.41 | \$37.88 |
| Dental assistant - grade 5 | \$48.95 | \$29.37 | \$29.37 | \$39.16 | \$29.37 | \$39.16 |
| Dental therapist grade 1 - level 1 | \$51.23 | \$30.74 | \$30.74 | \$40.98 | \$30.74 | \$40.98 |
| Dental therapist grade 1 - level 2 | \$52.55 | \$31.53 | \$31.53 | \$42.04 | \$31.53 | \$42.04 |
| Dental therapist grade 1 - level 3 | \$54.25 | \$32.55 | \$32.55 | \$43.40 | \$32.55 | \$43.40 |
| Dental therapist grade 1 - level 4 | \$56.35 | \$33.81 | \$33.81 | \$45.08 | \$33.81 | \$45.08 |
| Dental therapist grade 1 - level 5 | \$59.13 | \$35.48 | \$35.48 | \$47.30 | \$35.48 | \$47.30 |
| Dental therapist grade 1 - level 6 | \$61.85 | \$37.11 | \$37.11 | \$49.48 | \$37.11 | \$49.48 |
| Dental therapist grade 1 - level 7 | \$63.95 | \$38.37 | \$38.37 | \$51.16 | \$38.37 | \$51.16 |
| Dental therapist grade 2 - level 1 | \$64.85 | \$38.91 | \$38.91 | \$51.88 | \$38.91 | \$51.88 |
| Dental therapist grade 2 - level 2 | \$66.30 | \$39.78 | \$39.78 | \$53.04 | \$39.78 | \$53.04 |
| Dental therapist grade 2 - level 3 | \$67.73 | \$40.64 | \$40.64 | \$54.18 | \$40.64 | \$54.18 |
| Dental therapist grade 2 - level 4 | \$68.95 | \$41.37 | \$41.37 | \$55.16 | \$41.37 | \$55.16 |
| Dental therapist grade 2 - level 5 | \$70.48 | \$42.29 | \$42.29 | \$56.38 | \$42.29 | \$56.38 |
| Cleaner | \$44.48 | \$26.69 | \$26.69 | \$35.58 | \$26.69 | \$35.58 |
| Driver - grade 1 | \$46.35 | \$27.81 | \$27.81 | \$37.08 | \$27.81 | \$37.08 |
| Driver - grade 2 | \$47.55 | \$28.53 | \$28.53 | \$38.04 | \$28.53 | \$38.04 |
| Caretaker | \$47.55 | \$28.53 | \$28.53 | \$38.04 | \$28.53 | \$38.04 |

Table 3 of 3

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|---|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$36.12 | \$27.09 | \$36.12 | \$27.09 | \$36.12 | \$36.12 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$38.70 | \$29.03 | \$38.70 | \$29.03 | \$38.70 | \$38.70 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$40.04 | \$30.03 | \$40.04 | \$30.03 | \$40.04 | \$40.04 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$42.12 | \$31.59 | \$42.12 | \$31.59 | \$42.12 | \$42.12 |

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|---|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$44.34 | \$33.26 | \$44.34 | \$33.26 | \$44.34 | \$44.34 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$46.48 | \$34.86 | \$46.48 | \$34.86 | \$46.48 | \$46.48 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$47.78 | \$35.84 | \$47.78 | \$35.84 | \$47.78 | \$47.78 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$49.08 | \$36.81 | \$49.08 | \$36.81 | \$49.08 | \$49.08 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$50.20 | \$37.65 | \$50.20 | \$37.65 | \$50.20 | \$50.20 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$51.40 | \$38.55 | \$51.40 | \$38.55 | \$51.40 | \$51.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$52.60 | \$39.45 | \$52.60 | \$39.45 | \$52.60 | \$52.60 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$53.88 | \$40.41 | \$53.88 | \$40.41 | \$53.88 | \$53.88 |
| Administrative grade 1 - level 1 | \$35.86 | \$26.90 | \$35.86 | \$26.90 | \$35.86 | \$35.86 |
| Administrative grade 1 - level 2 | \$35.98 | \$26.99 | \$35.98 | \$26.99 | \$35.98 | \$35.98 |
| Administrative grade 1 - level 3 | \$36.76 | \$27.57 | \$36.76 | \$27.57 | \$36.76 | \$36.76 |
| Administrative grade 1 - level 4 | \$37.26 | \$27.95 | \$37.26 | \$27.95 | \$37.26 | \$37.26 |
| Administrative grade 1 - level 5 | \$38.36 | \$28.77 | \$38.36 | \$28.77 | \$38.36 | \$38.36 |
| Administrative grade 2 - level 1 | \$38.94 | \$29.21 | \$38.94 | \$29.21 | \$38.94 | \$38.94 |
| Administrative grade 2 - level 2 | \$39.64 | \$29.73 | \$39.64 | \$29.73 | \$39.64 | \$39.64 |
| Administrative grade 2 - level 3 | \$40.32 | \$30.24 | \$40.32 | \$30.24 | \$40.32 | \$40.32 |
| Administrative grade 2 - level 4 | \$40.90 | \$30.68 | \$40.90 | \$30.68 | \$40.90 | \$40.90 |
| Administrative grade 2 - level 5 | \$41.60 | \$31.20 | \$41.60 | \$31.20 | \$41.60 | \$41.60 |
| Administrative grade 3 - level 1 | \$42.36 | \$31.77 | \$42.36 | \$31.77 | \$42.36 | \$42.36 |
| Administrative grade 3 - level 2 | \$43.10 | \$32.33 | \$43.10 | \$32.33 | \$43.10 | \$43.10 |
| Administrative grade 3 - level 3 | \$43.56 | \$32.67 | \$43.56 | \$32.67 | \$43.56 | \$43.56 |
| Administrative grade 3 - level 4 | \$44.36 | \$33.27 | \$44.36 | \$33.27 | \$44.36 | \$44.36 |
| Administrative grade 4 - level 1 | \$45.04 | \$33.78 | \$45.04 | \$33.78 | \$45.04 | \$45.04 |
| Administrative grade 4 - level 2 | \$46.12 | \$34.59 | \$46.12 | \$34.59 | \$46.12 | \$46.12 |
| Administrative grade 4 - level 3 | \$46.94 | \$35.21 | \$46.94 | \$35.21 | \$46.94 | \$46.94 |
| Administrative grade 4 - level 4 | \$47.82 | \$35.87 | \$47.82 | \$35.87 | \$47.82 | \$47.82 |
| Administrative grade 5 - level 1 | \$48.76 | \$36.57 | \$48.76 | \$36.57 | \$48.76 | \$48.76 |

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|---|--|--|--|--|---|
| Administrative grade 5 - level 2 | \$49.78 | \$37.34 | \$49.78 | \$37.34 | \$49.78 | \$49.78 |
| Administrative grade 5 - level 3 | \$50.84 | \$38.13 | \$50.84 | \$38.13 | \$50.84 | \$50.84 |
| Administrative grade 6 - level 1 | \$51.40 | \$38.55 | \$51.40 | \$38.55 | \$51.40 | \$51.40 |
| Administrative grade 6 - level 2 | \$52.38 | \$39.29 | \$52.38 | \$39.29 | \$52.38 | \$52.38 |
| Administrative grade 6 - level 3 | \$53.48 | \$40.11 | \$53.48 | \$40.11 | \$53.48 | \$53.48 |
| Administrative grade 6 - level 4 | \$55.52 | \$41.64 | \$55.52 | \$41.64 | \$55.52 | \$55.52 |
| Administrative grade 6 - level 5 | \$57.16 | \$42.87 | \$57.16 | \$42.87 | \$57.16 | \$57.16 |
| Administrative grade 7 - level 1 | \$58.52 | \$43.89 | \$58.52 | \$43.89 | \$58.52 | \$58.52 |
| Administrative grade 7 - level 2 | \$60.12 | \$45.09 | \$60.12 | \$45.09 | \$60.12 | \$60.12 |
| Administrative grade 8 - level 1 | \$60.74 | \$45.56 | \$60.74 | \$45.56 | \$60.74 | \$60.74 |
| Administrative grade 8 - level 2 | \$62.28 | \$46.71 | \$62.28 | \$46.71 | \$62.28 | \$62.28 |
| Administrative grade 8 - level 3 | \$64.38 | \$48.29 | \$64.38 | \$48.29 | \$64.38 | \$64.38 |
| Administrative grade 8 - level 4 | \$65.90 | \$49.43 | \$65.90 | \$49.43 | \$65.90 | \$65.90 |
| Dental assistant - grade 1 | \$34.20 | \$25.65 | \$34.20 | \$25.65 | \$34.20 | \$34.20 |
| Dental assistant - grade 2 | \$34.90 | \$26.18 | \$34.90 | \$26.18 | \$34.90 | \$34.90 |
| Dental assistant - grade 3 | \$35.62 | \$26.72 | \$35.62 | \$26.72 | \$35.62 | \$35.62 |
| Dental assistant - grade 4 | \$37.88 | \$28.41 | \$37.88 | \$28.41 | \$37.88 | \$37.88 |
| Dental assistant - grade 5 | \$39.16 | \$29.37 | \$39.16 | \$29.37 | \$39.16 | \$39.16 |
| Dental therapist grade 1 - level 1 | \$40.98 | \$30.74 | \$40.98 | \$30.74 | \$40.98 | \$40.98 |
| Dental therapist grade 1 - level 2 | \$42.04 | \$31.53 | \$42.04 | \$31.53 | \$42.04 | \$42.04 |
| Dental therapist grade 1 - level 3 | \$43.40 | \$32.55 | \$43.40 | \$32.55 | \$43.40 | \$43.40 |
| Dental therapist grade 1 - level 4 | \$45.08 | \$33.81 | \$45.08 | \$33.81 | \$45.08 | \$45.08 |
| Dental therapist grade 1 - level 5 | \$47.30 | \$35.48 | \$47.30 | \$35.48 | \$47.30 | \$47.30 |
| Dental therapist grade 1 - level 6 | \$49.48 | \$37.11 | \$49.48 | \$37.11 | \$49.48 | \$49.48 |
| Dental therapist grade 1 - level 7 | \$51.16 | \$38.37 | \$51.16 | \$38.37 | \$51.16 | \$51.16 |
| Dental therapist grade 2 - level 1 | \$51.88 | \$38.91 | \$51.88 | \$38.91 | \$51.88 | \$51.88 |
| Dental therapist grade 2 - level 2 | \$53.04 | \$39.78 | \$53.04 | \$39.78 | \$53.04 | \$53.04 |
| Dental therapist grade 2 - level 3 | \$54.18 | \$40.64 | \$54.18 | \$40.64 | \$54.18 | \$54.18 |
| Dental therapist grade 2 - level 4 | \$55.16 | \$41.37 | \$55.16 | \$41.37 | \$55.16 | \$55.16 |
| Dental therapist grade 2 - level 5 | \$56.38 | \$42.29 | \$56.38 | \$42.29 | \$56.38 | \$56.38 |
| Cleaner | \$35.58 | \$26.69 | \$35.58 | \$26.69 | \$35.58 | \$35.58 |
| Driver - grade 1 | \$37.08 | \$27.81 | \$37.08 | \$27.81 | \$37.08 | \$37.08 |
| Driver - grade 2 | \$38.04 | \$28.53 | \$38.04 | \$28.53 | \$38.04 | \$38.04 |
| Caretaker | \$38.04 | \$28.53 | \$38.04 | \$28.53 | \$38.04 | \$38.04 |

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

Table 1 of 3

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|--|-----------------|--|--|--|------------------------|----------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$20.32 | \$23.37 | \$23.37 | \$26.42 | \$30.48 | \$40.64 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$21.77 | \$25.04 | \$25.04 | \$28.30 | \$32.66 | \$43.54 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$22.52 | \$25.90 | \$25.90 | \$29.28 | \$33.78 | \$45.04 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$23.70 | \$27.26 | \$27.26 | \$30.81 | \$35.55 | \$47.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$24.94 | \$28.68 | \$28.68 | \$32.42 | \$37.41 | \$49.88 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$26.15 | \$30.07 | \$30.07 | \$34.00 | \$39.23 | \$52.30 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$26.87 | \$30.90 | \$30.90 | \$34.93 | \$40.31 | \$53.74 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$27.60 | \$31.74 | \$31.74 | \$35.88 | \$41.40 | \$55.20 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$28.23 | \$32.46 | \$32.46 | \$36.70 | \$42.35 | \$56.46 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$28.91 | \$33.25 | \$33.25 | \$37.58 | \$43.37 | \$57.82 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$29.59 | \$34.03 | \$34.03 | \$38.47 | \$44.39 | \$59.18 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$30.30 | \$34.85 | \$34.85 | \$39.39 | \$45.45 | \$60.60 |
| Administrative grade 1 - level 1 | \$20.17 | \$23.20 | \$23.20 | \$26.22 | \$30.26 | \$40.34 |
| Administrative grade 1 - level 2 | \$20.24 | \$23.28 | \$23.28 | \$26.31 | \$30.36 | \$40.48 |
| Administrative grade 1 - level 3 | \$20.67 | \$23.77 | \$23.77 | \$26.87 | \$31.01 | \$41.34 |
| Administrative grade 1 - level 4 | \$20.96 | \$24.10 | \$24.10 | \$27.25 | \$31.44 | \$41.92 |
| Administrative grade 1 - level 5 | \$21.57 | \$24.81 | \$24.81 | \$28.04 | \$32.36 | \$43.14 |
| Administrative grade 2 - level 1 | \$21.91 | \$25.20 | \$25.20 | \$28.48 | \$32.87 | \$43.82 |
| Administrative grade 2 - level 2 | \$22.29 | \$25.63 | \$25.63 | \$28.98 | \$33.44 | \$44.58 |
| Administrative grade 2 - level 3 | \$22.68 | \$26.08 | \$26.08 | \$29.48 | \$34.02 | \$45.36 |
| Administrative grade 2 - level 4 | \$23.00 | \$26.45 | \$26.45 | \$29.90 | \$34.50 | \$46.00 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Administrative grade 2 - level 5 | \$23.40 | \$26.91 | \$26.91 | \$30.42 | \$35.10 | \$46.80 |
| Administrative grade 3 - level 1 | \$23.82 | \$27.39 | \$27.39 | \$30.97 | \$35.73 | \$47.64 |
| Administrative grade 3 - level 2 | \$24.25 | \$27.89 | \$27.89 | \$31.53 | \$36.38 | \$48.50 |
| Administrative grade 3 - level 3 | \$24.51 | \$28.19 | \$28.19 | \$31.86 | \$36.77 | \$49.02 |
| Administrative grade 3 - level 4 | \$24.95 | \$28.69 | \$28.69 | \$32.44 | \$37.43 | \$49.90 |
| Administrative grade 4 - level 1 | \$25.34 | \$29.14 | \$29.14 | \$32.94 | \$38.01 | \$50.68 |
| Administrative grade 4 - level 2 | \$25.95 | \$29.84 | \$29.84 | \$33.74 | \$38.93 | \$51.90 |
| Administrative grade 4 - level 3 | \$26.41 | \$30.37 | \$30.37 | \$34.33 | \$39.62 | \$52.82 |
| Administrative grade 4 - level 4 | \$26.90 | \$30.94 | \$30.94 | \$34.97 | \$40.35 | \$53.80 |
| Administrative grade 5 - level 1 | \$27.43 | \$31.54 | \$31.54 | \$35.66 | \$41.15 | \$54.86 |
| Administrative grade 5 - level 2 | \$28.00 | \$32.20 | \$32.20 | \$36.40 | \$42.00 | \$56.00 |
| Administrative grade 5 - level 3 | \$28.59 | \$32.88 | \$32.88 | \$37.17 | \$42.89 | \$57.18 |
| Administrative grade 6 - level 1 | \$28.92 | \$33.26 | \$33.26 | \$37.60 | \$43.38 | \$57.84 |
| Administrative grade 6 - level 2 | \$29.47 | \$33.89 | \$33.89 | \$38.31 | \$44.21 | \$58.94 |
| Administrative grade 6 - level 3 | \$30.08 | \$34.59 | \$34.59 | \$39.10 | \$45.12 | \$60.16 |
| Administrative grade 6 - level 4 | \$31.23 | \$35.91 | \$35.91 | \$40.60 | \$46.85 | \$62.46 |
| Administrative grade 6 - level 5 | \$32.16 | \$36.98 | \$36.98 | \$41.81 | \$48.24 | \$64.32 |
| Administrative grade 7 - level 1 | \$32.92 | \$37.86 | \$37.86 | \$42.80 | \$49.38 | \$65.84 |
| Administrative grade 7 - level 2 | \$33.81 | \$38.88 | \$38.88 | \$43.95 | \$50.72 | \$67.62 |
| Administrative grade 8 - level 1 | \$34.16 | \$39.28 | \$39.28 | \$44.41 | \$51.24 | \$68.32 |
| Administrative grade 8 - level 2 | \$35.04 | \$40.30 | \$40.30 | \$45.55 | \$52.56 | \$70.08 |
| Administrative grade 8 - level 3 | \$36.22 | \$41.65 | \$41.65 | \$47.09 | \$54.33 | \$72.44 |
| Administrative grade 8 - level 4 | \$37.07 | \$42.63 | \$42.63 | \$48.19 | \$55.61 | \$74.14 |
| Dental assistant - grade 1 | \$19.23 | \$22.11 | \$22.11 | \$25.00 | \$28.85 | \$38.46 |
| Dental assistant - grade 2 | \$19.63 | \$22.57 | \$22.57 | \$25.52 | \$29.45 | \$39.26 |
| Dental assistant - grade 3 | \$20.03 | \$23.03 | \$23.03 | \$26.04 | \$30.05 | \$40.06 |
| Dental assistant - grade 4 | \$21.30 | \$24.50 | \$24.50 | \$27.69 | \$31.95 | \$42.60 |
| Dental assistant - grade 5 | \$22.02 | \$25.32 | \$25.32 | \$28.63 | \$33.03 | \$44.04 |
| Dental therapist grade 1 - level 1 | \$23.05 | \$26.51 | \$26.51 | \$29.97 | \$34.58 | \$46.10 |
| Dental therapist grade 1 - level 2 | \$23.65 | \$27.20 | \$27.20 | \$30.75 | \$35.48 | \$47.30 |
| Dental therapist grade 1 - level 3 | \$24.41 | \$28.07 | \$28.07 | \$31.73 | \$36.62 | \$48.82 |
| Dental therapist grade 1 - level 4 | \$25.35 | \$29.15 | \$29.15 | \$32.96 | \$38.03 | \$50.70 |
| Dental therapist grade 1 - level 5 | \$26.60 | \$30.59 | \$30.59 | \$34.58 | \$39.90 | \$53.20 |
| Dental therapist grade 1 - level 6 | \$27.83 | \$32.00 | \$32.00 | \$36.18 | \$41.75 | \$55.66 |
| Dental therapist grade 1 - level 7 | \$28.77 | \$33.09 | \$33.09 | \$37.40 | \$43.16 | \$57.54 |
| Dental therapist grade 2 - level 1 | \$29.18 | \$33.56 | \$33.56 | \$37.93 | \$43.77 | \$58.36 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Dental therapist grade 2 - level 2 | \$29.84 | \$34.32 | \$34.32 | \$38.79 | \$44.76 | \$59.68 |
| Dental therapist grade 2 - level 3 | \$30.47 | \$35.04 | \$35.04 | \$39.61 | \$45.71 | \$60.94 |
| Dental therapist grade 2 - level 4 | \$31.02 | \$35.67 | \$35.67 | \$40.33 | \$46.53 | \$62.04 |
| Dental therapist grade 2 - level 5 | \$31.72 | \$36.48 | \$36.48 | \$41.24 | \$47.58 | \$63.44 |
| Cleaner | \$20.02 | \$23.02 | \$23.02 | \$26.03 | \$30.03 | \$40.04 |
| Driver - grade 1 | \$20.85 | \$23.98 | \$23.98 | \$27.11 | \$31.28 | \$41.70 |
| Driver - grade 2 | \$21.39 | \$24.60 | \$24.60 | \$27.81 | \$32.09 | \$42.78 |
| Caretaker | \$21.39 | \$24.60 | \$24.60 | \$27.81 | \$32.09 | \$42.78 |

Table 2 of 3

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|--|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$50.80 | \$30.48 | \$30.48 | \$40.64 | \$30.48 | \$40.64 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$54.43 | \$32.66 | \$32.66 | \$43.54 | \$32.66 | \$43.54 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$56.30 | \$33.78 | \$33.78 | \$45.04 | \$33.78 | \$45.04 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$59.25 | \$35.55 | \$35.55 | \$47.40 | \$35.55 | \$47.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$62.35 | \$37.41 | \$37.41 | \$49.88 | \$37.41 | \$49.88 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$65.38 | \$39.23 | \$39.23 | \$52.30 | \$39.23 | \$52.30 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$67.18 | \$40.31 | \$40.31 | \$53.74 | \$40.31 | \$53.74 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$69.00 | \$41.40 | \$41.40 | \$55.20 | \$41.40 | \$55.20 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$70.58 | \$42.35 | \$42.35 | \$56.46 | \$42.35 | \$56.46 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$72.28 | \$43.37 | \$43.37 | \$57.82 | \$43.37 | \$57.82 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$73.98 | \$44.39 | \$44.39 | \$59.18 | \$44.39 | \$59.18 |

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|--|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$75.75 | \$45.45 | \$45.45 | \$60.60 | \$45.45 | \$60.60 |
| Administrative grade 1 - level 1 | \$50.43 | \$30.26 | \$30.26 | \$40.34 | \$30.26 | \$40.34 |
| Administrative grade 1 - level 2 | \$50.60 | \$30.36 | \$30.36 | \$40.48 | \$30.36 | \$40.48 |
| Administrative grade 1 - level 3 | \$51.68 | \$31.01 | \$31.01 | \$41.34 | \$31.01 | \$41.34 |
| Administrative grade 1 - level 4 | \$52.40 | \$31.44 | \$31.44 | \$41.92 | \$31.44 | \$41.92 |
| Administrative grade 1 - level 5 | \$53.93 | \$32.36 | \$32.36 | \$43.14 | \$32.36 | \$43.14 |
| Administrative grade 2 - level 1 | \$54.78 | \$32.87 | \$32.87 | \$43.82 | \$32.87 | \$43.82 |
| Administrative grade 2 - level 2 | \$55.73 | \$33.44 | \$33.44 | \$44.58 | \$33.44 | \$44.58 |
| Administrative grade 2 - level 3 | \$56.70 | \$34.02 | \$34.02 | \$45.36 | \$34.02 | \$45.36 |
| Administrative grade 2 - level 4 | \$57.50 | \$34.50 | \$34.50 | \$46.00 | \$34.50 | \$46.00 |
| Administrative grade 2 - level 5 | \$58.50 | \$35.10 | \$35.10 | \$46.80 | \$35.10 | \$46.80 |
| Administrative grade 3 - level 1 | \$59.55 | \$35.73 | \$35.73 | \$47.64 | \$35.73 | \$47.64 |
| Administrative grade 3 - level 2 | \$60.63 | \$36.38 | \$36.38 | \$48.50 | \$36.38 | \$48.50 |
| Administrative grade 3 - level 3 | \$61.28 | \$36.77 | \$36.77 | \$49.02 | \$36.77 | \$49.02 |
| Administrative grade 3 - level 4 | \$62.38 | \$37.43 | \$37.43 | \$49.90 | \$37.43 | \$49.90 |
| Administrative grade 4 - level 1 | \$63.35 | \$38.01 | \$38.01 | \$50.68 | \$38.01 | \$50.68 |
| Administrative grade 4 - level 2 | \$64.88 | \$38.93 | \$38.93 | \$51.90 | \$38.93 | \$51.90 |
| Administrative grade 4 - level 3 | \$66.03 | \$39.62 | \$39.62 | \$52.82 | \$39.62 | \$52.82 |
| Administrative grade 4 - level 4 | \$67.25 | \$40.35 | \$40.35 | \$53.80 | \$40.35 | \$53.80 |
| Administrative grade 5 - level 1 | \$68.58 | \$41.15 | \$41.15 | \$54.86 | \$41.15 | \$54.86 |
| Administrative grade 5 - level 2 | \$70.00 | \$42.00 | \$42.00 | \$56.00 | \$42.00 | \$56.00 |
| Administrative grade 5 - level 3 | \$71.48 | \$42.89 | \$42.89 | \$57.18 | \$42.89 | \$57.18 |
| Administrative grade 6 - level 1 | \$72.30 | \$43.38 | \$43.38 | \$57.84 | \$43.38 | \$57.84 |
| Administrative grade 6 - level 2 | \$73.68 | \$44.21 | \$44.21 | \$58.94 | \$44.21 | \$58.94 |
| Administrative grade 6 - level 3 | \$75.20 | \$45.12 | \$45.12 | \$60.16 | \$45.12 | \$60.16 |
| Administrative grade 6 - level 4 | \$78.08 | \$46.85 | \$46.85 | \$62.46 | \$46.85 | \$62.46 |
| Administrative grade 6 - level 5 | \$80.40 | \$48.24 | \$48.24 | \$64.32 | \$48.24 | \$64.32 |
| Administrative grade 7 - level 1 | \$82.30 | \$49.38 | \$49.38 | \$65.84 | \$49.38 | \$65.84 |
| Administrative grade 7 - level 2 | \$84.53 | \$50.72 | \$50.72 | \$67.62 | \$50.72 | \$67.62 |
| Administrative grade 8 - level 1 | \$85.40 | \$51.24 | \$51.24 | \$68.32 | \$51.24 | \$68.32 |
| Administrative grade 8 - level 2 | \$87.60 | \$52.56 | \$52.56 | \$70.08 | \$52.56 | \$70.08 |
| Administrative grade 8 - level 3 | \$90.55 | \$54.33 | \$54.33 | \$72.44 | \$54.33 | \$72.44 |
| Administrative grade 8 - level 4 | \$92.68 | \$55.61 | \$55.61 | \$74.14 | \$55.61 | \$74.14 |
| Dental assistant - grade 1 | \$48.08 | \$28.85 | \$28.85 | \$38.46 | \$28.85 | \$38.46 |
| Dental assistant - grade 2 | \$49.08 | \$29.45 | \$29.45 | \$39.26 | \$29.45 | \$39.26 |

| Classification | Public holiday | Public holiday - additional day off | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift |
|------------------------------------|-----------------------|--|---------------------------------|---------------------------------|--|--|
| Dental assistant - grade 3 | \$50.08 | \$30.05 | \$30.05 | \$40.06 | \$30.05 | \$40.06 |
| Dental assistant - grade 4 | \$53.25 | \$31.95 | \$31.95 | \$42.60 | \$31.95 | \$42.60 |
| Dental assistant - grade 5 | \$55.05 | \$33.03 | \$33.03 | \$44.04 | \$33.03 | \$44.04 |
| Dental therapist grade 1 - level 1 | \$57.63 | \$34.58 | \$34.58 | \$46.10 | \$34.58 | \$46.10 |
| Dental therapist grade 1 - level 2 | \$59.13 | \$35.48 | \$35.48 | \$47.30 | \$35.48 | \$47.30 |
| Dental therapist grade 1 - level 3 | \$61.03 | \$36.62 | \$36.62 | \$48.82 | \$36.62 | \$48.82 |
| Dental therapist grade 1 - level 4 | \$63.38 | \$38.03 | \$38.03 | \$50.70 | \$38.03 | \$50.70 |
| Dental therapist grade 1 - level 5 | \$66.50 | \$39.90 | \$39.90 | \$53.20 | \$39.90 | \$53.20 |
| Dental therapist grade 1 - level 6 | \$69.58 | \$41.75 | \$41.75 | \$55.66 | \$41.75 | \$55.66 |
| Dental therapist grade 1 - level 7 | \$71.93 | \$43.16 | \$43.16 | \$57.54 | \$43.16 | \$57.54 |
| Dental therapist grade 2 - level 1 | \$72.95 | \$43.77 | \$43.77 | \$58.36 | \$43.77 | \$58.36 |
| Dental therapist grade 2 - level 2 | \$74.60 | \$44.76 | \$44.76 | \$59.68 | \$44.76 | \$59.68 |
| Dental therapist grade 2 - level 3 | \$76.18 | \$45.71 | \$45.71 | \$60.94 | \$45.71 | \$60.94 |
| Dental therapist grade 2 - level 4 | \$77.55 | \$46.53 | \$46.53 | \$62.04 | \$46.53 | \$62.04 |
| Dental therapist grade 2 - level 5 | \$79.30 | \$47.58 | \$47.58 | \$63.44 | \$47.58 | \$63.44 |
| Cleaner | \$50.05 | \$30.03 | \$30.03 | \$40.04 | \$30.03 | \$40.04 |
| Driver - grade 1 | \$52.13 | \$31.28 | \$31.28 | \$41.70 | \$31.28 | \$41.70 |
| Driver - grade 2 | \$53.48 | \$32.09 | \$32.09 | \$42.78 | \$32.09 | \$42.78 |
| Caretaker | \$53.48 | \$32.09 | \$32.09 | \$42.78 | \$32.09 | \$42.78 |

Table 3 of 3

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|---|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$40.64 | \$30.48 | \$40.64 | \$30.48 | \$40.64 | \$40.64 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$43.54 | \$32.66 | \$43.54 | \$32.66 | \$43.54 | \$43.54 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$45.04 | \$33.78 | \$45.04 | \$33.78 | \$45.04 | \$45.04 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$47.40 | \$35.55 | \$47.40 | \$35.55 | \$47.40 | \$47.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$49.88 | \$37.41 | \$49.88 | \$37.41 | \$49.88 | \$49.88 |

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|---|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$52.30 | \$39.23 | \$52.30 | \$39.23 | \$52.30 | \$52.30 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$53.74 | \$40.31 | \$53.74 | \$40.31 | \$53.74 | \$53.74 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$55.20 | \$41.40 | \$55.20 | \$41.40 | \$55.20 | \$55.20 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$56.46 | \$42.35 | \$56.46 | \$42.35 | \$56.46 | \$56.46 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$57.82 | \$43.37 | \$57.82 | \$43.37 | \$57.82 | \$57.82 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$59.18 | \$44.39 | \$59.18 | \$44.39 | \$59.18 | \$59.18 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$60.60 | \$45.45 | \$60.60 | \$45.45 | \$60.60 | \$60.60 |
| Administrative grade 1 - level 1 | \$40.34 | \$30.26 | \$40.34 | \$30.26 | \$40.34 | \$40.34 |
| Administrative grade 1 - level 2 | \$40.48 | \$30.36 | \$40.48 | \$30.36 | \$40.48 | \$40.48 |
| Administrative grade 1 - level 3 | \$41.34 | \$31.01 | \$41.34 | \$31.01 | \$41.34 | \$41.34 |
| Administrative grade 1 - level 4 | \$41.92 | \$31.44 | \$41.92 | \$31.44 | \$41.92 | \$41.92 |
| Administrative grade 1 - level 5 | \$43.14 | \$32.36 | \$43.14 | \$32.36 | \$43.14 | \$43.14 |
| Administrative grade 2 - level 1 | \$43.82 | \$32.87 | \$43.82 | \$32.87 | \$43.82 | \$43.82 |
| Administrative grade 2 - level 2 | \$44.58 | \$33.44 | \$44.58 | \$33.44 | \$44.58 | \$44.58 |
| Administrative grade 2 - level 3 | \$45.36 | \$34.02 | \$45.36 | \$34.02 | \$45.36 | \$45.36 |
| Administrative grade 2 - level 4 | \$46.00 | \$34.50 | \$46.00 | \$34.50 | \$46.00 | \$46.00 |
| Administrative grade 2 - level 5 | \$46.80 | \$35.10 | \$46.80 | \$35.10 | \$46.80 | \$46.80 |
| Administrative grade 3 - level 1 | \$47.64 | \$35.73 | \$47.64 | \$35.73 | \$47.64 | \$47.64 |
| Administrative grade 3 - level 2 | \$48.50 | \$36.38 | \$48.50 | \$36.38 | \$48.50 | \$48.50 |
| Administrative grade 3 - level 3 | \$49.02 | \$36.77 | \$49.02 | \$36.77 | \$49.02 | \$49.02 |
| Administrative grade 3 - level 4 | \$49.90 | \$37.43 | \$49.90 | \$37.43 | \$49.90 | \$49.90 |
| Administrative grade 4 - level 1 | \$50.68 | \$38.01 | \$50.68 | \$38.01 | \$50.68 | \$50.68 |
| Administrative grade 4 - level 2 | \$51.90 | \$38.93 | \$51.90 | \$38.93 | \$51.90 | \$51.90 |
| Administrative grade 4 - level 3 | \$52.82 | \$39.62 | \$52.82 | \$39.62 | \$52.82 | \$52.82 |
| Administrative grade 4 - level 4 | \$53.80 | \$40.35 | \$53.80 | \$40.35 | \$53.80 | \$53.80 |
| Administrative grade 5 - level 1 | \$54.86 | \$41.15 | \$54.86 | \$41.15 | \$54.86 | \$54.86 |
| Administrative grade 5 - level 2 | \$56.00 | \$42.00 | \$56.00 | \$42.00 | \$56.00 | \$56.00 |
| Administrative grade 5 - level 3 | \$57.18 | \$42.89 | \$57.18 | \$42.89 | \$57.18 | \$57.18 |

| Classification | Less than 10 hour break after overtime | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|---|--|--|--|--|---|
| Administrative grade 6 - level 1 | \$57.84 | \$43.38 | \$57.84 | \$43.38 | \$57.84 | \$57.84 |
| Administrative grade 6 - level 2 | \$58.94 | \$44.21 | \$58.94 | \$44.21 | \$58.94 | \$58.94 |
| Administrative grade 6 - level 3 | \$60.16 | \$45.12 | \$60.16 | \$45.12 | \$60.16 | \$60.16 |
| Administrative grade 6 - level 4 | \$62.46 | \$46.85 | \$62.46 | \$46.85 | \$62.46 | \$62.46 |
| Administrative grade 6 - level 5 | \$64.32 | \$48.24 | \$64.32 | \$48.24 | \$64.32 | \$64.32 |
| Administrative grade 7 - level 1 | \$65.84 | \$49.38 | \$65.84 | \$49.38 | \$65.84 | \$65.84 |
| Administrative grade 7 - level 2 | \$67.62 | \$50.72 | \$67.62 | \$50.72 | \$67.62 | \$67.62 |
| Administrative grade 8 - level 1 | \$68.32 | \$51.24 | \$68.32 | \$51.24 | \$68.32 | \$68.32 |
| Administrative grade 8 - level 2 | \$70.08 | \$52.56 | \$70.08 | \$52.56 | \$70.08 | \$70.08 |
| Administrative grade 8 - level 3 | \$72.44 | \$54.33 | \$72.44 | \$54.33 | \$72.44 | \$72.44 |
| Administrative grade 8 - level 4 | \$74.14 | \$55.61 | \$74.14 | \$55.61 | \$74.14 | \$74.14 |
| Dental assistant - grade 1 | \$38.46 | \$28.85 | \$38.46 | \$28.85 | \$38.46 | \$38.46 |
| Dental assistant - grade 2 | \$39.26 | \$29.45 | \$39.26 | \$29.45 | \$39.26 | \$39.26 |
| Dental assistant - grade 3 | \$40.06 | \$30.05 | \$40.06 | \$30.05 | \$40.06 | \$40.06 |
| Dental assistant - grade 4 | \$42.60 | \$31.95 | \$42.60 | \$31.95 | \$42.60 | \$42.60 |
| Dental assistant - grade 5 | \$44.04 | \$33.03 | \$44.04 | \$33.03 | \$44.04 | \$44.04 |
| Dental therapist grade 1 - level 1 | \$46.10 | \$34.58 | \$46.10 | \$34.58 | \$46.10 | \$46.10 |
| Dental therapist grade 1 - level 2 | \$47.30 | \$35.48 | \$47.30 | \$35.48 | \$47.30 | \$47.30 |
| Dental therapist grade 1 - level 3 | \$48.82 | \$36.62 | \$48.82 | \$36.62 | \$48.82 | \$48.82 |
| Dental therapist grade 1 - level 4 | \$50.70 | \$38.03 | \$50.70 | \$38.03 | \$50.70 | \$50.70 |
| Dental therapist grade 1 - level 5 | \$53.20 | \$39.90 | \$53.20 | \$39.90 | \$53.20 | \$53.20 |
| Dental therapist grade 1 - level 6 | \$55.66 | \$41.75 | \$55.66 | \$41.75 | \$55.66 | \$55.66 |
| Dental therapist grade 1 - level 7 | \$57.54 | \$43.16 | \$57.54 | \$43.16 | \$57.54 | \$57.54 |
| Dental therapist grade 2 - level 1 | \$58.36 | \$43.77 | \$58.36 | \$43.77 | \$58.36 | \$58.36 |
| Dental therapist grade 2 - level 2 | \$59.68 | \$44.76 | \$59.68 | \$44.76 | \$59.68 | \$59.68 |
| Dental therapist grade 2 - level 3 | \$60.94 | \$45.71 | \$60.94 | \$45.71 | \$60.94 | \$60.94 |
| Dental therapist grade 2 - level 4 | \$62.04 | \$46.53 | \$62.04 | \$46.53 | \$62.04 | \$62.04 |
| Dental therapist grade 2 - level 5 | \$63.44 | \$47.58 | \$63.44 | \$47.58 | \$63.44 | \$63.44 |
| Cleaner | \$40.04 | \$30.03 | \$40.04 | \$30.03 | \$40.04 | \$40.04 |
| Driver - grade 1 | \$41.70 | \$31.28 | \$41.70 | \$31.28 | \$41.70 | \$41.70 |
| Driver - grade 2 | \$42.78 | \$32.09 | \$42.78 | \$32.09 | \$42.78 | \$42.78 |
| Caretaker | \$42.78 | \$32.09 | \$42.78 | \$32.09 | \$42.78 | \$42.78 |

Junior - Casual - 16 years of age or under

Table 1 of 3

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|--|-----------------|--|--|--|------------------------|----------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$14.11 | \$15.81 | \$15.81 | \$17.50 | \$19.76 | \$25.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$15.13 | \$16.94 | \$16.94 | \$18.76 | \$21.18 | \$27.23 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$15.64 | \$17.51 | \$17.51 | \$19.39 | \$21.89 | \$28.15 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$16.46 | \$18.44 | \$18.44 | \$20.41 | \$23.05 | \$29.63 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$17.33 | \$19.40 | \$19.40 | \$21.48 | \$24.26 | \$31.19 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$18.16 | \$20.34 | \$20.34 | \$22.52 | \$25.43 | \$32.69 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$18.66 | \$20.90 | \$20.90 | \$23.14 | \$26.13 | \$33.59 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$19.18 | \$21.48 | \$21.48 | \$23.78 | \$26.85 | \$34.52 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$19.61 | \$21.97 | \$21.97 | \$24.32 | \$27.46 | \$35.30 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$20.08 | \$22.48 | \$22.48 | \$24.89 | \$28.11 | \$36.14 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$20.55 | \$23.02 | \$23.02 | \$25.48 | \$28.77 | \$36.99 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$21.05 | \$23.58 | \$23.58 | \$26.10 | \$29.47 | \$37.89 |
| Administrative grade 1 - level 1 | \$14.01 | \$15.69 | \$15.69 | \$17.38 | \$19.62 | \$25.22 |
| Administrative grade 1 - level 2 | \$14.06 | \$15.75 | \$15.75 | \$17.44 | \$19.69 | \$25.31 |
| Administrative grade 1 - level 3 | \$14.36 | \$16.09 | \$16.09 | \$17.81 | \$20.11 | \$25.85 |
| Administrative grade 1 - level 4 | \$14.56 | \$16.31 | \$16.31 | \$18.06 | \$20.39 | \$26.21 |
| Administrative grade 1 - level 5 | \$14.99 | \$16.79 | \$16.79 | \$18.58 | \$20.98 | \$26.98 |
| Administrative grade 2 - level 1 | \$15.21 | \$17.04 | \$17.04 | \$18.86 | \$21.30 | \$27.38 |
| Administrative grade 2 - level 2 | \$15.49 | \$17.35 | \$17.35 | \$19.20 | \$21.68 | \$27.88 |
| Administrative grade 2 - level 3 | \$15.75 | \$17.64 | \$17.64 | \$19.53 | \$22.05 | \$28.35 |
| Administrative grade 2 - level 4 | \$15.98 | \$17.89 | \$17.89 | \$19.81 | \$22.37 | \$28.76 |
| Administrative grade 2 - level 5 | \$16.25 | \$18.20 | \$18.20 | \$20.15 | \$22.75 | \$29.25 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Administrative grade 3 - level 1 | \$16.55 | \$18.54 | \$18.54 | \$20.52 | \$23.17 | \$29.79 |
| Administrative grade 3 - level 2 | \$16.84 | \$18.86 | \$18.86 | \$20.88 | \$23.57 | \$30.31 |
| Administrative grade 3 - level 3 | \$17.03 | \$19.07 | \$19.07 | \$21.11 | \$23.84 | \$30.65 |
| Administrative grade 3 - level 4 | \$17.33 | \$19.40 | \$19.40 | \$21.48 | \$24.26 | \$31.19 |
| Administrative grade 4 - level 1 | \$17.60 | \$19.71 | \$19.71 | \$21.82 | \$24.64 | \$31.68 |
| Administrative grade 4 - level 2 | \$18.03 | \$20.19 | \$20.19 | \$22.35 | \$25.24 | \$32.45 |
| Administrative grade 4 - level 3 | \$18.34 | \$20.54 | \$20.54 | \$22.74 | \$25.67 | \$33.01 |
| Administrative grade 4 - level 4 | \$18.69 | \$20.93 | \$20.93 | \$23.17 | \$26.16 | \$33.64 |
| Administrative grade 5 - level 1 | \$19.05 | \$21.34 | \$21.34 | \$23.62 | \$26.67 | \$34.29 |
| Administrative grade 5 - level 2 | \$19.45 | \$21.78 | \$21.78 | \$24.12 | \$27.23 | \$35.01 |
| Administrative grade 5 - level 3 | \$19.86 | \$22.25 | \$22.25 | \$24.63 | \$27.81 | \$35.75 |
| Administrative grade 6 - level 1 | \$20.09 | \$22.50 | \$22.50 | \$24.91 | \$28.12 | \$36.16 |
| Administrative grade 6 - level 2 | \$20.46 | \$22.92 | \$22.92 | \$25.37 | \$28.65 | \$36.83 |
| Administrative grade 6 - level 3 | \$20.89 | \$23.39 | \$23.39 | \$25.90 | \$29.24 | \$37.60 |
| Administrative grade 6 - level 4 | \$21.69 | \$24.29 | \$24.29 | \$26.89 | \$30.36 | \$39.04 |
| Administrative grade 6 - level 5 | \$22.34 | \$25.02 | \$25.02 | \$27.70 | \$31.27 | \$40.21 |
| Administrative grade 7 - level 1 | \$22.86 | \$25.61 | \$25.61 | \$28.35 | \$32.01 | \$41.15 |
| Administrative grade 7 - level 2 | \$23.49 | \$26.31 | \$26.31 | \$29.12 | \$32.88 | \$42.28 |
| Administrative grade 8 - level 1 | \$23.73 | \$26.57 | \$26.57 | \$29.42 | \$33.22 | \$42.71 |
| Administrative grade 8 - level 2 | \$24.34 | \$27.26 | \$27.26 | \$30.18 | \$34.07 | \$43.81 |
| Administrative grade 8 - level 3 | \$25.15 | \$28.17 | \$28.17 | \$31.19 | \$35.21 | \$45.27 |
| Administrative grade 8 - level 4 | \$25.75 | \$28.84 | \$28.84 | \$31.93 | \$36.05 | \$46.35 |
| Dental assistant - grade 1 | \$13.36 | \$14.97 | \$14.97 | \$16.57 | \$18.71 | \$24.05 |
| Dental assistant - grade 2 | \$13.64 | \$15.27 | \$15.27 | \$16.91 | \$19.09 | \$24.55 |
| Dental assistant - grade 3 | \$13.91 | \$15.58 | \$15.58 | \$17.25 | \$19.48 | \$25.04 |
| Dental assistant - grade 4 | \$14.80 | \$16.58 | \$16.58 | \$18.35 | \$20.72 | \$26.64 |
| Dental assistant - grade 5 | \$15.30 | \$17.14 | \$17.14 | \$18.97 | \$21.42 | \$27.54 |
| Dental therapist grade 1 - level 1 | \$16.01 | \$17.93 | \$17.93 | \$19.86 | \$22.42 | \$28.82 |
| Dental therapist grade 1 - level 2 | \$16.43 | \$18.40 | \$18.40 | \$20.37 | \$23.00 | \$29.57 |
| Dental therapist grade 1 - level 3 | \$16.95 | \$18.98 | \$18.98 | \$21.02 | \$23.73 | \$30.51 |
| Dental therapist grade 1 - level 4 | \$17.61 | \$19.73 | \$19.73 | \$21.84 | \$24.66 | \$31.70 |
| Dental therapist grade 1 - level 5 | \$18.48 | \$20.69 | \$20.69 | \$22.91 | \$25.87 | \$33.26 |
| Dental therapist grade 1 - level 6 | \$19.33 | \$21.64 | \$21.64 | \$23.96 | \$27.06 | \$34.79 |
| Dental therapist grade 1 - level 7 | \$19.99 | \$22.39 | \$22.39 | \$24.78 | \$27.98 | \$35.98 |
| Dental therapist grade 2 - level 1 | \$20.26 | \$22.69 | \$22.69 | \$25.13 | \$28.37 | \$36.47 |
| Dental therapist grade 2 - level 2 | \$20.73 | \$23.21 | \$23.21 | \$25.70 | \$29.02 | \$37.31 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Dental therapist grade 2 - level 3 | \$21.16 | \$23.70 | \$23.70 | \$26.24 | \$29.63 | \$38.09 |
| Dental therapist grade 2 - level 4 | \$21.55 | \$24.14 | \$24.14 | \$26.72 | \$30.17 | \$38.79 |
| Dental therapist grade 2 - level 5 | \$22.03 | \$24.67 | \$24.67 | \$27.31 | \$30.84 | \$39.65 |
| Cleaner | \$13.90 | \$15.57 | \$15.57 | \$17.24 | \$19.46 | \$25.02 |
| Driver - grade 1 | \$14.49 | \$16.23 | \$16.23 | \$17.96 | \$20.28 | \$26.08 |
| Driver - grade 2 | \$14.86 | \$16.65 | \$16.65 | \$18.43 | \$20.81 | \$26.75 |
| Caretaker | \$14.86 | \$16.65 | \$16.65 | \$18.43 | \$20.81 | \$26.75 |

Table 2 of 3

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|--|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$16.94 | \$19.76 | \$25.40 | \$19.76 | \$25.40 | \$25.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$18.15 | \$21.18 | \$27.23 | \$21.18 | \$27.23 | \$27.23 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$18.77 | \$21.89 | \$28.15 | \$21.89 | \$28.15 | \$28.15 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$19.76 | \$23.05 | \$29.63 | \$23.05 | \$29.63 | \$29.63 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$20.79 | \$24.26 | \$31.19 | \$24.26 | \$31.19 | \$31.19 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$21.80 | \$25.43 | \$32.69 | \$25.43 | \$32.69 | \$32.69 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$22.40 | \$26.13 | \$33.59 | \$26.13 | \$33.59 | \$33.59 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$23.01 | \$26.85 | \$34.52 | \$26.85 | \$34.52 | \$34.52 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$23.54 | \$27.46 | \$35.30 | \$27.46 | \$35.30 | \$35.30 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$24.09 | \$28.11 | \$36.14 | \$28.11 | \$36.14 | \$36.14 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$24.66 | \$28.77 | \$36.99 | \$28.77 | \$36.99 | \$36.99 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$25.26 | \$29.47 | \$37.89 | \$29.47 | \$37.89 | \$37.89 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|----------------------------------|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Administrative grade 1 - level 1 | \$16.82 | \$19.62 | \$25.22 | \$19.62 | \$25.22 | \$25.22 |
| Administrative grade 1 - level 2 | \$16.88 | \$19.69 | \$25.31 | \$19.69 | \$25.31 | \$25.31 |
| Administrative grade 1 - level 3 | \$17.24 | \$20.11 | \$25.85 | \$20.11 | \$25.85 | \$25.85 |
| Administrative grade 1 - level 4 | \$17.48 | \$20.39 | \$26.21 | \$20.39 | \$26.21 | \$26.21 |
| Administrative grade 1 - level 5 | \$17.99 | \$20.98 | \$26.98 | \$20.98 | \$26.98 | \$26.98 |
| Administrative grade 2 - level 1 | \$18.26 | \$21.30 | \$27.38 | \$21.30 | \$27.38 | \$27.38 |
| Administrative grade 2 - level 2 | \$18.59 | \$21.68 | \$27.88 | \$21.68 | \$27.88 | \$27.88 |
| Administrative grade 2 - level 3 | \$18.90 | \$22.05 | \$28.35 | \$22.05 | \$28.35 | \$28.35 |
| Administrative grade 2 - level 4 | \$19.17 | \$22.37 | \$28.76 | \$22.37 | \$28.76 | \$28.76 |
| Administrative grade 2 - level 5 | \$19.50 | \$22.75 | \$29.25 | \$22.75 | \$29.25 | \$29.25 |
| Administrative grade 3 - level 1 | \$19.86 | \$23.17 | \$29.79 | \$23.17 | \$29.79 | \$29.79 |
| Administrative grade 3 - level 2 | \$20.21 | \$23.57 | \$30.31 | \$23.57 | \$30.31 | \$30.31 |
| Administrative grade 3 - level 3 | \$20.43 | \$23.84 | \$30.65 | \$23.84 | \$30.65 | \$30.65 |
| Administrative grade 3 - level 4 | \$20.79 | \$24.26 | \$31.19 | \$24.26 | \$31.19 | \$31.19 |
| Administrative grade 4 - level 1 | \$21.12 | \$24.64 | \$31.68 | \$24.64 | \$31.68 | \$31.68 |
| Administrative grade 4 - level 2 | \$21.63 | \$25.24 | \$32.45 | \$25.24 | \$32.45 | \$32.45 |
| Administrative grade 4 - level 3 | \$22.01 | \$25.67 | \$33.01 | \$25.67 | \$33.01 | \$33.01 |
| Administrative grade 4 - level 4 | \$22.43 | \$26.16 | \$33.64 | \$26.16 | \$33.64 | \$33.64 |
| Administrative grade 5 - level 1 | \$22.86 | \$26.67 | \$34.29 | \$26.67 | \$34.29 | \$34.29 |
| Administrative grade 5 - level 2 | \$23.34 | \$27.23 | \$35.01 | \$27.23 | \$35.01 | \$35.01 |
| Administrative grade 5 - level 3 | \$23.84 | \$27.81 | \$35.75 | \$27.81 | \$35.75 | \$35.75 |
| Administrative grade 6 - level 1 | \$24.11 | \$28.12 | \$36.16 | \$28.12 | \$36.16 | \$36.16 |
| Administrative grade 6 - level 2 | \$24.56 | \$28.65 | \$36.83 | \$28.65 | \$36.83 | \$36.83 |
| Administrative grade 6 - level 3 | \$25.07 | \$29.24 | \$37.60 | \$29.24 | \$37.60 | \$37.60 |
| Administrative grade 6 - level 4 | \$26.03 | \$30.36 | \$39.04 | \$30.36 | \$39.04 | \$39.04 |
| Administrative grade 6 - level 5 | \$26.81 | \$31.27 | \$40.21 | \$31.27 | \$40.21 | \$40.21 |
| Administrative grade 7 - level 1 | \$27.44 | \$32.01 | \$41.15 | \$32.01 | \$41.15 | \$41.15 |
| Administrative grade 7 - level 2 | \$28.19 | \$32.88 | \$42.28 | \$32.88 | \$42.28 | \$42.28 |
| Administrative grade 8 - level 1 | \$28.47 | \$33.22 | \$42.71 | \$33.22 | \$42.71 | \$42.71 |
| Administrative grade 8 - level 2 | \$29.21 | \$34.07 | \$43.81 | \$34.07 | \$43.81 | \$43.81 |
| Administrative grade 8 - level 3 | \$30.18 | \$35.21 | \$45.27 | \$35.21 | \$45.27 | \$45.27 |
| Administrative grade 8 - level 4 | \$30.90 | \$36.05 | \$46.35 | \$36.05 | \$46.35 | \$46.35 |
| Dental assistant - grade 1 | \$16.04 | \$18.71 | \$24.05 | \$18.71 | \$24.05 | \$24.05 |
| Dental assistant - grade 2 | \$16.37 | \$19.09 | \$24.55 | \$19.09 | \$24.55 | \$24.55 |
| Dental assistant - grade 3 | \$16.70 | \$19.48 | \$25.04 | \$19.48 | \$25.04 | \$25.04 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|------------------------------------|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Dental assistant - grade 4 | \$17.76 | \$20.72 | \$26.64 | \$20.72 | \$26.64 | \$26.64 |
| Dental assistant - grade 5 | \$18.36 | \$21.42 | \$27.54 | \$21.42 | \$27.54 | \$27.54 |
| Dental therapist grade 1 - level 1 | \$19.22 | \$22.42 | \$28.82 | \$22.42 | \$28.82 | \$28.82 |
| Dental therapist grade 1 - level 2 | \$19.71 | \$23.00 | \$29.57 | \$23.00 | \$29.57 | \$29.57 |
| Dental therapist grade 1 - level 3 | \$20.34 | \$23.73 | \$30.51 | \$23.73 | \$30.51 | \$30.51 |
| Dental therapist grade 1 - level 4 | \$21.14 | \$24.66 | \$31.70 | \$24.66 | \$31.70 | \$31.70 |
| Dental therapist grade 1 - level 5 | \$22.17 | \$25.87 | \$33.26 | \$25.87 | \$33.26 | \$33.26 |
| Dental therapist grade 1 - level 6 | \$23.19 | \$27.06 | \$34.79 | \$27.06 | \$34.79 | \$34.79 |
| Dental therapist grade 1 - level 7 | \$23.99 | \$27.98 | \$35.98 | \$27.98 | \$35.98 | \$35.98 |
| Dental therapist grade 2 - level 1 | \$24.32 | \$28.37 | \$36.47 | \$28.37 | \$36.47 | \$36.47 |
| Dental therapist grade 2 - level 2 | \$24.87 | \$29.02 | \$37.31 | \$29.02 | \$37.31 | \$37.31 |
| Dental therapist grade 2 - level 3 | \$25.40 | \$29.63 | \$38.09 | \$29.63 | \$38.09 | \$38.09 |
| Dental therapist grade 2 - level 4 | \$25.86 | \$30.17 | \$38.79 | \$30.17 | \$38.79 | \$38.79 |
| Dental therapist grade 2 - level 5 | \$26.43 | \$30.84 | \$39.65 | \$30.84 | \$39.65 | \$39.65 |
| Cleaner | \$16.68 | \$19.46 | \$25.02 | \$19.46 | \$25.02 | \$25.02 |
| Driver - grade 1 | \$17.39 | \$20.28 | \$26.08 | \$20.28 | \$26.08 | \$26.08 |
| Driver - grade 2 | \$17.84 | \$20.81 | \$26.75 | \$20.81 | \$26.75 | \$26.75 |
| Caretaker | \$17.84 | \$20.81 | \$26.75 | \$20.81 | \$26.75 | \$26.75 |

Table 3 of 3

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$19.76 | \$25.40 | \$19.76 | \$25.40 | \$25.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$21.18 | \$27.23 | \$21.18 | \$27.23 | \$27.23 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$21.89 | \$28.15 | \$21.89 | \$28.15 | \$28.15 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$23.05 | \$29.63 | \$23.05 | \$29.63 | \$29.63 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$24.26 | \$31.19 | \$24.26 | \$31.19 | \$31.19 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$25.43 | \$32.69 | \$25.43 | \$32.69 | \$32.69 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$26.13 | \$33.59 | \$26.13 | \$33.59 | \$33.59 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$26.85 | \$34.52 | \$26.85 | \$34.52 | \$34.52 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$27.46 | \$35.30 | \$27.46 | \$35.30 | \$35.30 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$28.11 | \$36.14 | \$28.11 | \$36.14 | \$36.14 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$28.77 | \$36.99 | \$28.77 | \$36.99 | \$36.99 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$29.47 | \$37.89 | \$29.47 | \$37.89 | \$37.89 |
| Administrative grade 1 - level 1 | \$19.62 | \$25.22 | \$19.62 | \$25.22 | \$25.22 |
| Administrative grade 1 - level 2 | \$19.69 | \$25.31 | \$19.69 | \$25.31 | \$25.31 |
| Administrative grade 1 - level 3 | \$20.11 | \$25.85 | \$20.11 | \$25.85 | \$25.85 |
| Administrative grade 1 - level 4 | \$20.39 | \$26.21 | \$20.39 | \$26.21 | \$26.21 |
| Administrative grade 1 - level 5 | \$20.98 | \$26.98 | \$20.98 | \$26.98 | \$26.98 |
| Administrative grade 2 - level 1 | \$21.30 | \$27.38 | \$21.30 | \$27.38 | \$27.38 |
| Administrative grade 2 - level 2 | \$21.68 | \$27.88 | \$21.68 | \$27.88 | \$27.88 |
| Administrative grade 2 - level 3 | \$22.05 | \$28.35 | \$22.05 | \$28.35 | \$28.35 |
| Administrative grade 2 - level 4 | \$22.37 | \$28.76 | \$22.37 | \$28.76 | \$28.76 |
| Administrative grade 2 - level 5 | \$22.75 | \$29.25 | \$22.75 | \$29.25 | \$29.25 |
| Administrative grade 3 - level 1 | \$23.17 | \$29.79 | \$23.17 | \$29.79 | \$29.79 |
| Administrative grade 3 - level 2 | \$23.57 | \$30.31 | \$23.57 | \$30.31 | \$30.31 |
| Administrative grade 3 - level 3 | \$23.84 | \$30.65 | \$23.84 | \$30.65 | \$30.65 |
| Administrative grade 3 - level 4 | \$24.26 | \$31.19 | \$24.26 | \$31.19 | \$31.19 |
| Administrative grade 4 - level 1 | \$24.64 | \$31.68 | \$24.64 | \$31.68 | \$31.68 |
| Administrative grade 4 - level 2 | \$25.24 | \$32.45 | \$25.24 | \$32.45 | \$32.45 |
| Administrative grade 4 - level 3 | \$25.67 | \$33.01 | \$25.67 | \$33.01 | \$33.01 |
| Administrative grade 4 - level 4 | \$26.16 | \$33.64 | \$26.16 | \$33.64 | \$33.64 |
| Administrative grade 5 - level 1 | \$26.67 | \$34.29 | \$26.67 | \$34.29 | \$34.29 |
| Administrative grade 5 - level 2 | \$27.23 | \$35.01 | \$27.23 | \$35.01 | \$35.01 |
| Administrative grade 5 - level 3 | \$27.81 | \$35.75 | \$27.81 | \$35.75 | \$35.75 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|--|--|--|--|---|
| Administrative grade 6 - level 1 | \$28.12 | \$36.16 | \$28.12 | \$36.16 | \$36.16 |
| Administrative grade 6 - level 2 | \$28.65 | \$36.83 | \$28.65 | \$36.83 | \$36.83 |
| Administrative grade 6 - level 3 | \$29.24 | \$37.60 | \$29.24 | \$37.60 | \$37.60 |
| Administrative grade 6 - level 4 | \$30.36 | \$39.04 | \$30.36 | \$39.04 | \$39.04 |
| Administrative grade 6 - level 5 | \$31.27 | \$40.21 | \$31.27 | \$40.21 | \$40.21 |
| Administrative grade 7 - level 1 | \$32.01 | \$41.15 | \$32.01 | \$41.15 | \$41.15 |
| Administrative grade 7 - level 2 | \$32.88 | \$42.28 | \$32.88 | \$42.28 | \$42.28 |
| Administrative grade 8 - level 1 | \$33.22 | \$42.71 | \$33.22 | \$42.71 | \$42.71 |
| Administrative grade 8 - level 2 | \$34.07 | \$43.81 | \$34.07 | \$43.81 | \$43.81 |
| Administrative grade 8 - level 3 | \$35.21 | \$45.27 | \$35.21 | \$45.27 | \$45.27 |
| Administrative grade 8 - level 4 | \$36.05 | \$46.35 | \$36.05 | \$46.35 | \$46.35 |
| Dental assistant - grade 1 | \$18.71 | \$24.05 | \$18.71 | \$24.05 | \$24.05 |
| Dental assistant - grade 2 | \$19.09 | \$24.55 | \$19.09 | \$24.55 | \$24.55 |
| Dental assistant - grade 3 | \$19.48 | \$25.04 | \$19.48 | \$25.04 | \$25.04 |
| Dental assistant - grade 4 | \$20.72 | \$26.64 | \$20.72 | \$26.64 | \$26.64 |
| Dental assistant - grade 5 | \$21.42 | \$27.54 | \$21.42 | \$27.54 | \$27.54 |
| Dental therapist grade 1 - level 1 | \$22.42 | \$28.82 | \$22.42 | \$28.82 | \$28.82 |
| Dental therapist grade 1 - level 2 | \$23.00 | \$29.57 | \$23.00 | \$29.57 | \$29.57 |
| Dental therapist grade 1 - level 3 | \$23.73 | \$30.51 | \$23.73 | \$30.51 | \$30.51 |
| Dental therapist grade 1 - level 4 | \$24.66 | \$31.70 | \$24.66 | \$31.70 | \$31.70 |
| Dental therapist grade 1 - level 5 | \$25.87 | \$33.26 | \$25.87 | \$33.26 | \$33.26 |
| Dental therapist grade 1 - level 6 | \$27.06 | \$34.79 | \$27.06 | \$34.79 | \$34.79 |
| Dental therapist grade 1 - level 7 | \$27.98 | \$35.98 | \$27.98 | \$35.98 | \$35.98 |
| Dental therapist grade 2 - level 1 | \$28.37 | \$36.47 | \$28.37 | \$36.47 | \$36.47 |
| Dental therapist grade 2 - level 2 | \$29.02 | \$37.31 | \$29.02 | \$37.31 | \$37.31 |
| Dental therapist grade 2 - level 3 | \$29.63 | \$38.09 | \$29.63 | \$38.09 | \$38.09 |
| Dental therapist grade 2 - level 4 | \$30.17 | \$38.79 | \$30.17 | \$38.79 | \$38.79 |
| Dental therapist grade 2 - level 5 | \$30.84 | \$39.65 | \$30.84 | \$39.65 | \$39.65 |
| Cleaner | \$19.46 | \$25.02 | \$19.46 | \$25.02 | \$25.02 |
| Driver - grade 1 | \$20.28 | \$26.08 | \$20.28 | \$26.08 | \$26.08 |
| Driver - grade 2 | \$20.81 | \$26.75 | \$20.81 | \$26.75 | \$26.75 |
| Caretaker | \$20.81 | \$26.75 | \$20.81 | \$26.75 | \$26.75 |

Junior - Casual - 17 years of age

Table 1 of 3

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|--|-----------------|--|--|--|------------------------|----------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$16.94 | \$18.97 | \$18.97 | \$21.00 | \$23.71 | \$30.49 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$18.14 | \$20.31 | \$20.31 | \$22.49 | \$25.39 | \$32.65 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$18.76 | \$21.01 | \$21.01 | \$23.27 | \$26.27 | \$33.77 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$19.75 | \$22.12 | \$22.12 | \$24.49 | \$27.65 | \$35.55 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$20.79 | \$23.28 | \$23.28 | \$25.78 | \$29.10 | \$37.42 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$21.79 | \$24.40 | \$24.40 | \$27.02 | \$30.50 | \$39.22 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$22.40 | \$25.09 | \$25.09 | \$27.78 | \$31.36 | \$40.32 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$23.00 | \$25.76 | \$25.76 | \$28.52 | \$32.20 | \$41.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$23.53 | \$26.35 | \$26.35 | \$29.17 | \$32.94 | \$42.35 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$24.09 | \$26.98 | \$26.98 | \$29.87 | \$33.72 | \$43.36 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$24.66 | \$27.62 | \$27.62 | \$30.58 | \$34.53 | \$44.39 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$25.25 | \$28.28 | \$28.28 | \$31.31 | \$35.35 | \$45.45 |
| Administrative grade 1 - level 1 | \$16.81 | \$18.83 | \$18.83 | \$20.85 | \$23.54 | \$30.26 |
| Administrative grade 1 - level 2 | \$16.86 | \$18.89 | \$18.89 | \$20.91 | \$23.61 | \$30.35 |
| Administrative grade 1 - level 3 | \$17.23 | \$19.29 | \$19.29 | \$21.36 | \$24.12 | \$31.01 |
| Administrative grade 1 - level 4 | \$17.46 | \$19.56 | \$19.56 | \$21.65 | \$24.45 | \$31.43 |
| Administrative grade 1 - level 5 | \$17.98 | \$20.13 | \$20.13 | \$22.29 | \$25.17 | \$32.36 |
| Administrative grade 2 - level 1 | \$18.25 | \$20.44 | \$20.44 | \$22.63 | \$25.55 | \$32.85 |
| Administrative grade 2 - level 2 | \$18.58 | \$20.80 | \$20.80 | \$23.03 | \$26.01 | \$33.44 |
| Administrative grade 2 - level 3 | \$18.90 | \$21.17 | \$21.17 | \$23.44 | \$26.46 | \$34.02 |
| Administrative grade 2 - level 4 | \$19.18 | \$21.48 | \$21.48 | \$23.78 | \$26.85 | \$34.52 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Administrative grade 2 - level 5 | \$19.50 | \$21.84 | \$21.84 | \$24.18 | \$27.30 | \$35.10 |
| Administrative grade 3 - level 1 | \$19.85 | \$22.23 | \$22.23 | \$24.61 | \$27.79 | \$35.73 |
| Administrative grade 3 - level 2 | \$20.20 | \$22.62 | \$22.62 | \$25.05 | \$28.28 | \$36.36 |
| Administrative grade 3 - level 3 | \$20.43 | \$22.88 | \$22.88 | \$25.33 | \$28.60 | \$36.77 |
| Administrative grade 3 - level 4 | \$20.79 | \$23.28 | \$23.28 | \$25.78 | \$29.10 | \$37.42 |
| Administrative grade 4 - level 1 | \$21.11 | \$23.65 | \$23.65 | \$26.18 | \$29.56 | \$38.00 |
| Administrative grade 4 - level 2 | \$21.63 | \$24.22 | \$24.22 | \$26.82 | \$30.28 | \$38.93 |
| Administrative grade 4 - level 3 | \$22.00 | \$24.64 | \$24.64 | \$27.28 | \$30.80 | \$39.60 |
| Administrative grade 4 - level 4 | \$22.41 | \$25.10 | \$25.10 | \$27.79 | \$31.38 | \$40.34 |
| Administrative grade 5 - level 1 | \$22.86 | \$25.61 | \$25.61 | \$28.35 | \$32.01 | \$41.15 |
| Administrative grade 5 - level 2 | \$23.34 | \$26.14 | \$26.14 | \$28.94 | \$32.67 | \$42.01 |
| Administrative grade 5 - level 3 | \$23.83 | \$26.68 | \$26.68 | \$29.54 | \$33.36 | \$42.89 |
| Administrative grade 6 - level 1 | \$24.10 | \$26.99 | \$26.99 | \$29.88 | \$33.74 | \$43.38 |
| Administrative grade 6 - level 2 | \$24.55 | \$27.50 | \$27.50 | \$30.44 | \$34.37 | \$44.19 |
| Administrative grade 6 - level 3 | \$25.06 | \$28.07 | \$28.07 | \$31.08 | \$35.09 | \$45.11 |
| Administrative grade 6 - level 4 | \$26.03 | \$29.15 | \$29.15 | \$32.27 | \$36.44 | \$46.85 |
| Administrative grade 6 - level 5 | \$26.80 | \$30.02 | \$30.02 | \$33.23 | \$37.52 | \$48.24 |
| Administrative grade 7 - level 1 | \$27.44 | \$30.73 | \$30.73 | \$34.02 | \$38.41 | \$49.39 |
| Administrative grade 7 - level 2 | \$28.18 | \$31.56 | \$31.56 | \$34.94 | \$39.45 | \$50.72 |
| Administrative grade 8 - level 1 | \$28.48 | \$31.89 | \$31.89 | \$35.31 | \$39.87 | \$51.26 |
| Administrative grade 8 - level 2 | \$29.20 | \$32.70 | \$32.70 | \$36.21 | \$40.88 | \$52.56 |
| Administrative grade 8 - level 3 | \$30.18 | \$33.80 | \$33.80 | \$37.42 | \$42.25 | \$54.32 |
| Administrative grade 8 - level 4 | \$30.89 | \$34.59 | \$34.59 | \$38.30 | \$43.24 | \$55.60 |
| Dental assistant - grade 1 | \$16.03 | \$17.95 | \$17.95 | \$19.87 | \$22.44 | \$28.85 |
| Dental assistant - grade 2 | \$16.36 | \$18.33 | \$18.33 | \$20.29 | \$22.91 | \$29.45 |
| Dental assistant - grade 3 | \$16.70 | \$18.70 | \$18.70 | \$20.71 | \$23.38 | \$30.06 |
| Dental assistant - grade 4 | \$17.75 | \$19.88 | \$19.88 | \$22.01 | \$24.85 | \$31.95 |
| Dental assistant - grade 5 | \$18.35 | \$20.55 | \$20.55 | \$22.75 | \$25.69 | \$33.03 |
| Dental therapist grade 1 - level 1 | \$19.21 | \$21.52 | \$21.52 | \$23.82 | \$26.90 | \$34.58 |
| Dental therapist grade 1 - level 2 | \$19.71 | \$22.08 | \$22.08 | \$24.44 | \$27.60 | \$35.48 |
| Dental therapist grade 1 - level 3 | \$20.34 | \$22.78 | \$22.78 | \$25.22 | \$28.47 | \$36.61 |
| Dental therapist grade 1 - level 4 | \$21.13 | \$23.66 | \$23.66 | \$26.20 | \$29.58 | \$38.03 |
| Dental therapist grade 1 - level 5 | \$22.18 | \$24.84 | \$24.84 | \$27.50 | \$31.05 | \$39.92 |
| Dental therapist grade 1 - level 6 | \$23.19 | \$25.97 | \$25.97 | \$28.75 | \$32.46 | \$41.74 |
| Dental therapist grade 1 - level 7 | \$23.98 | \$26.85 | \$26.85 | \$29.73 | \$33.57 | \$43.16 |
| Dental therapist grade 2 - level 1 | \$24.31 | \$27.23 | \$27.23 | \$30.15 | \$34.04 | \$43.76 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Dental therapist grade 2 - level 2 | \$24.86 | \$27.85 | \$27.85 | \$30.83 | \$34.81 | \$44.75 |
| Dental therapist grade 2 - level 3 | \$25.40 | \$28.45 | \$28.45 | \$31.50 | \$35.56 | \$45.72 |
| Dental therapist grade 2 - level 4 | \$25.85 | \$28.95 | \$28.95 | \$32.05 | \$36.19 | \$46.53 |
| Dental therapist grade 2 - level 5 | \$26.43 | \$29.60 | \$29.60 | \$32.77 | \$37.00 | \$47.57 |
| Cleaner | \$16.68 | \$18.68 | \$18.68 | \$20.68 | \$23.35 | \$30.02 |
| Driver - grade 1 | \$17.38 | \$19.46 | \$19.46 | \$21.55 | \$24.33 | \$31.28 |
| Driver - grade 2 | \$17.83 | \$19.96 | \$19.96 | \$22.10 | \$24.96 | \$32.09 |
| Caretaker | \$17.83 | \$19.96 | \$19.96 | \$22.10 | \$24.96 | \$32.09 |

Table 2 of 3

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|--|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$20.33 | \$23.71 | \$30.49 | \$23.71 | \$30.49 | \$30.49 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$21.77 | \$25.39 | \$32.65 | \$25.39 | \$32.65 | \$32.65 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$22.52 | \$26.27 | \$33.77 | \$26.27 | \$33.77 | \$33.77 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$23.70 | \$27.65 | \$35.55 | \$27.65 | \$35.55 | \$35.55 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$24.95 | \$29.10 | \$37.42 | \$29.10 | \$37.42 | \$37.42 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$26.15 | \$30.50 | \$39.22 | \$30.50 | \$39.22 | \$39.22 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$26.88 | \$31.36 | \$40.32 | \$31.36 | \$40.32 | \$40.32 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$27.60 | \$32.20 | \$41.40 | \$32.20 | \$41.40 | \$41.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$28.23 | \$32.94 | \$42.35 | \$32.94 | \$42.35 | \$42.35 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$28.91 | \$33.72 | \$43.36 | \$33.72 | \$43.36 | \$43.36 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$29.60 | \$34.53 | \$44.39 | \$34.53 | \$44.39 | \$44.39 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|--|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$30.30 | \$35.35 | \$45.45 | \$35.35 | \$45.45 | \$45.45 |
| Administrative grade 1 - level 1 | \$20.18 | \$23.54 | \$30.26 | \$23.54 | \$30.26 | \$30.26 |
| Administrative grade 1 - level 2 | \$20.24 | \$23.61 | \$30.35 | \$23.61 | \$30.35 | \$30.35 |
| Administrative grade 1 - level 3 | \$20.67 | \$24.12 | \$31.01 | \$24.12 | \$31.01 | \$31.01 |
| Administrative grade 1 - level 4 | \$20.96 | \$24.45 | \$31.43 | \$24.45 | \$31.43 | \$31.43 |
| Administrative grade 1 - level 5 | \$21.57 | \$25.17 | \$32.36 | \$25.17 | \$32.36 | \$32.36 |
| Administrative grade 2 - level 1 | \$21.90 | \$25.55 | \$32.85 | \$25.55 | \$32.85 | \$32.85 |
| Administrative grade 2 - level 2 | \$22.29 | \$26.01 | \$33.44 | \$26.01 | \$33.44 | \$33.44 |
| Administrative grade 2 - level 3 | \$22.68 | \$26.46 | \$34.02 | \$26.46 | \$34.02 | \$34.02 |
| Administrative grade 2 - level 4 | \$23.01 | \$26.85 | \$34.52 | \$26.85 | \$34.52 | \$34.52 |
| Administrative grade 2 - level 5 | \$23.40 | \$27.30 | \$35.10 | \$27.30 | \$35.10 | \$35.10 |
| Administrative grade 3 - level 1 | \$23.82 | \$27.79 | \$35.73 | \$27.79 | \$35.73 | \$35.73 |
| Administrative grade 3 - level 2 | \$24.24 | \$28.28 | \$36.36 | \$28.28 | \$36.36 | \$36.36 |
| Administrative grade 3 - level 3 | \$24.51 | \$28.60 | \$36.77 | \$28.60 | \$36.77 | \$36.77 |
| Administrative grade 3 - level 4 | \$24.95 | \$29.10 | \$37.42 | \$29.10 | \$37.42 | \$37.42 |
| Administrative grade 4 - level 1 | \$25.34 | \$29.56 | \$38.00 | \$29.56 | \$38.00 | \$38.00 |
| Administrative grade 4 - level 2 | \$25.95 | \$30.28 | \$38.93 | \$30.28 | \$38.93 | \$38.93 |
| Administrative grade 4 - level 3 | \$26.40 | \$30.80 | \$39.60 | \$30.80 | \$39.60 | \$39.60 |
| Administrative grade 4 - level 4 | \$26.90 | \$31.38 | \$40.34 | \$31.38 | \$40.34 | \$40.34 |
| Administrative grade 5 - level 1 | \$27.44 | \$32.01 | \$41.15 | \$32.01 | \$41.15 | \$41.15 |
| Administrative grade 5 - level 2 | \$28.01 | \$32.67 | \$42.01 | \$32.67 | \$42.01 | \$42.01 |
| Administrative grade 5 - level 3 | \$28.59 | \$33.36 | \$42.89 | \$33.36 | \$42.89 | \$42.89 |
| Administrative grade 6 - level 1 | \$28.92 | \$33.74 | \$43.38 | \$33.74 | \$43.38 | \$43.38 |
| Administrative grade 6 - level 2 | \$29.46 | \$34.37 | \$44.19 | \$34.37 | \$44.19 | \$44.19 |
| Administrative grade 6 - level 3 | \$30.08 | \$35.09 | \$45.11 | \$35.09 | \$45.11 | \$45.11 |
| Administrative grade 6 - level 4 | \$31.23 | \$36.44 | \$46.85 | \$36.44 | \$46.85 | \$46.85 |
| Administrative grade 6 - level 5 | \$32.16 | \$37.52 | \$48.24 | \$37.52 | \$48.24 | \$48.24 |
| Administrative grade 7 - level 1 | \$32.93 | \$38.41 | \$49.39 | \$38.41 | \$49.39 | \$49.39 |
| Administrative grade 7 - level 2 | \$33.81 | \$39.45 | \$50.72 | \$39.45 | \$50.72 | \$50.72 |
| Administrative grade 8 - level 1 | \$34.17 | \$39.87 | \$51.26 | \$39.87 | \$51.26 | \$51.26 |
| Administrative grade 8 - level 2 | \$35.04 | \$40.88 | \$52.56 | \$40.88 | \$52.56 | \$52.56 |
| Administrative grade 8 - level 3 | \$36.21 | \$42.25 | \$54.32 | \$42.25 | \$54.32 | \$54.32 |
| Administrative grade 8 - level 4 | \$37.07 | \$43.24 | \$55.60 | \$43.24 | \$55.60 | \$55.60 |
| Dental assistant - grade 1 | \$19.23 | \$22.44 | \$28.85 | \$22.44 | \$28.85 | \$28.85 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|------------------------------------|----------------|--------------------------|--------------------------|---|---|--|
| Dental assistant - grade 2 | \$19.64 | \$22.91 | \$29.45 | \$22.91 | \$29.45 | \$29.45 |
| Dental assistant - grade 3 | \$20.04 | \$23.38 | \$30.06 | \$23.38 | \$30.06 | \$30.06 |
| Dental assistant - grade 4 | \$21.30 | \$24.85 | \$31.95 | \$24.85 | \$31.95 | \$31.95 |
| Dental assistant - grade 5 | \$22.02 | \$25.69 | \$33.03 | \$25.69 | \$33.03 | \$33.03 |
| Dental therapist grade 1 - level 1 | \$23.06 | \$26.90 | \$34.58 | \$26.90 | \$34.58 | \$34.58 |
| Dental therapist grade 1 - level 2 | \$23.66 | \$27.60 | \$35.48 | \$27.60 | \$35.48 | \$35.48 |
| Dental therapist grade 1 - level 3 | \$24.41 | \$28.47 | \$36.61 | \$28.47 | \$36.61 | \$36.61 |
| Dental therapist grade 1 - level 4 | \$25.35 | \$29.58 | \$38.03 | \$29.58 | \$38.03 | \$38.03 |
| Dental therapist grade 1 - level 5 | \$26.61 | \$31.05 | \$39.92 | \$31.05 | \$39.92 | \$39.92 |
| Dental therapist grade 1 - level 6 | \$27.83 | \$32.46 | \$41.74 | \$32.46 | \$41.74 | \$41.74 |
| Dental therapist grade 1 - level 7 | \$28.77 | \$33.57 | \$43.16 | \$33.57 | \$43.16 | \$43.16 |
| Dental therapist grade 2 - level 1 | \$29.18 | \$34.04 | \$43.76 | \$34.04 | \$43.76 | \$43.76 |
| Dental therapist grade 2 - level 2 | \$29.84 | \$34.81 | \$44.75 | \$34.81 | \$44.75 | \$44.75 |
| Dental therapist grade 2 - level 3 | \$30.48 | \$35.56 | \$45.72 | \$35.56 | \$45.72 | \$45.72 |
| Dental therapist grade 2 - level 4 | \$31.02 | \$36.19 | \$46.53 | \$36.19 | \$46.53 | \$46.53 |
| Dental therapist grade 2 - level 5 | \$31.71 | \$37.00 | \$47.57 | \$37.00 | \$47.57 | \$47.57 |
| Cleaner | \$20.01 | \$23.35 | \$30.02 | \$23.35 | \$30.02 | \$30.02 |
| Driver - grade 1 | \$20.85 | \$24.33 | \$31.28 | \$24.33 | \$31.28 | \$31.28 |
| Driver - grade 2 | \$21.39 | \$24.96 | \$32.09 | \$24.96 | \$32.09 | \$32.09 |
| Caretaker | \$21.39 | \$24.96 | \$32.09 | \$24.96 | \$32.09 | \$32.09 |

Table 3 of 3

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|---|---|---|---|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$23.71 | \$30.49 | \$23.71 | \$30.49 | \$30.49 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$25.39 | \$32.65 | \$25.39 | \$32.65 | \$32.65 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$26.27 | \$33.77 | \$26.27 | \$33.77 | \$33.77 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$27.65 | \$35.55 | \$27.65 | \$35.55 | \$35.55 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$29.10 | \$37.42 | \$29.10 | \$37.42 | \$37.42 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$30.50 | \$39.22 | \$30.50 | \$39.22 | \$39.22 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$31.36 | \$40.32 | \$31.36 | \$40.32 | \$40.32 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$32.20 | \$41.40 | \$32.20 | \$41.40 | \$41.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$32.94 | \$42.35 | \$32.94 | \$42.35 | \$42.35 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$33.72 | \$43.36 | \$33.72 | \$43.36 | \$43.36 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$34.53 | \$44.39 | \$34.53 | \$44.39 | \$44.39 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$35.35 | \$45.45 | \$35.35 | \$45.45 | \$45.45 |
| Administrative grade 1 - level 1 | \$23.54 | \$30.26 | \$23.54 | \$30.26 | \$30.26 |
| Administrative grade 1 - level 2 | \$23.61 | \$30.35 | \$23.61 | \$30.35 | \$30.35 |
| Administrative grade 1 - level 3 | \$24.12 | \$31.01 | \$24.12 | \$31.01 | \$31.01 |
| Administrative grade 1 - level 4 | \$24.45 | \$31.43 | \$24.45 | \$31.43 | \$31.43 |
| Administrative grade 1 - level 5 | \$25.17 | \$32.36 | \$25.17 | \$32.36 | \$32.36 |
| Administrative grade 2 - level 1 | \$25.55 | \$32.85 | \$25.55 | \$32.85 | \$32.85 |
| Administrative grade 2 - level 2 | \$26.01 | \$33.44 | \$26.01 | \$33.44 | \$33.44 |
| Administrative grade 2 - level 3 | \$26.46 | \$34.02 | \$26.46 | \$34.02 | \$34.02 |
| Administrative grade 2 - level 4 | \$26.85 | \$34.52 | \$26.85 | \$34.52 | \$34.52 |
| Administrative grade 2 - level 5 | \$27.30 | \$35.10 | \$27.30 | \$35.10 | \$35.10 |
| Administrative grade 3 - level 1 | \$27.79 | \$35.73 | \$27.79 | \$35.73 | \$35.73 |
| Administrative grade 3 - level 2 | \$28.28 | \$36.36 | \$28.28 | \$36.36 | \$36.36 |
| Administrative grade 3 - level 3 | \$28.60 | \$36.77 | \$28.60 | \$36.77 | \$36.77 |
| Administrative grade 3 - level 4 | \$29.10 | \$37.42 | \$29.10 | \$37.42 | \$37.42 |
| Administrative grade 4 - level 1 | \$29.56 | \$38.00 | \$29.56 | \$38.00 | \$38.00 |
| Administrative grade 4 - level 2 | \$30.28 | \$38.93 | \$30.28 | \$38.93 | \$38.93 |
| Administrative grade 4 - level 3 | \$30.80 | \$39.60 | \$30.80 | \$39.60 | \$39.60 |
| Administrative grade 4 - level 4 | \$31.38 | \$40.34 | \$31.38 | \$40.34 | \$40.34 |
| Administrative grade 5 - level 1 | \$32.01 | \$41.15 | \$32.01 | \$41.15 | \$41.15 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|--|--|--|--|---|
| Administrative grade 5 - level 2 | \$32.67 | \$42.01 | \$32.67 | \$42.01 | \$42.01 |
| Administrative grade 5 - level 3 | \$33.36 | \$42.89 | \$33.36 | \$42.89 | \$42.89 |
| Administrative grade 6 - level 1 | \$33.74 | \$43.38 | \$33.74 | \$43.38 | \$43.38 |
| Administrative grade 6 - level 2 | \$34.37 | \$44.19 | \$34.37 | \$44.19 | \$44.19 |
| Administrative grade 6 - level 3 | \$35.09 | \$45.11 | \$35.09 | \$45.11 | \$45.11 |
| Administrative grade 6 - level 4 | \$36.44 | \$46.85 | \$36.44 | \$46.85 | \$46.85 |
| Administrative grade 6 - level 5 | \$37.52 | \$48.24 | \$37.52 | \$48.24 | \$48.24 |
| Administrative grade 7 - level 1 | \$38.41 | \$49.39 | \$38.41 | \$49.39 | \$49.39 |
| Administrative grade 7 - level 2 | \$39.45 | \$50.72 | \$39.45 | \$50.72 | \$50.72 |
| Administrative grade 8 - level 1 | \$39.87 | \$51.26 | \$39.87 | \$51.26 | \$51.26 |
| Administrative grade 8 - level 2 | \$40.88 | \$52.56 | \$40.88 | \$52.56 | \$52.56 |
| Administrative grade 8 - level 3 | \$42.25 | \$54.32 | \$42.25 | \$54.32 | \$54.32 |
| Administrative grade 8 - level 4 | \$43.24 | \$55.60 | \$43.24 | \$55.60 | \$55.60 |
| Dental assistant - grade 1 | \$22.44 | \$28.85 | \$22.44 | \$28.85 | \$28.85 |
| Dental assistant - grade 2 | \$22.91 | \$29.45 | \$22.91 | \$29.45 | \$29.45 |
| Dental assistant - grade 3 | \$23.38 | \$30.06 | \$23.38 | \$30.06 | \$30.06 |
| Dental assistant - grade 4 | \$24.85 | \$31.95 | \$24.85 | \$31.95 | \$31.95 |
| Dental assistant - grade 5 | \$25.69 | \$33.03 | \$25.69 | \$33.03 | \$33.03 |
| Dental therapist grade 1 - level 1 | \$26.90 | \$34.58 | \$26.90 | \$34.58 | \$34.58 |
| Dental therapist grade 1 - level 2 | \$27.60 | \$35.48 | \$27.60 | \$35.48 | \$35.48 |
| Dental therapist grade 1 - level 3 | \$28.47 | \$36.61 | \$28.47 | \$36.61 | \$36.61 |
| Dental therapist grade 1 - level 4 | \$29.58 | \$38.03 | \$29.58 | \$38.03 | \$38.03 |
| Dental therapist grade 1 - level 5 | \$31.05 | \$39.92 | \$31.05 | \$39.92 | \$39.92 |
| Dental therapist grade 1 - level 6 | \$32.46 | \$41.74 | \$32.46 | \$41.74 | \$41.74 |
| Dental therapist grade 1 - level 7 | \$33.57 | \$43.16 | \$33.57 | \$43.16 | \$43.16 |
| Dental therapist grade 2 - level 1 | \$34.04 | \$43.76 | \$34.04 | \$43.76 | \$43.76 |
| Dental therapist grade 2 - level 2 | \$34.81 | \$44.75 | \$34.81 | \$44.75 | \$44.75 |
| Dental therapist grade 2 - level 3 | \$35.56 | \$45.72 | \$35.56 | \$45.72 | \$45.72 |
| Dental therapist grade 2 - level 4 | \$36.19 | \$46.53 | \$36.19 | \$46.53 | \$46.53 |
| Dental therapist grade 2 - level 5 | \$37.00 | \$47.57 | \$37.00 | \$47.57 | \$47.57 |
| Cleaner | \$23.35 | \$30.02 | \$23.35 | \$30.02 | \$30.02 |
| Driver - grade 1 | \$24.33 | \$31.28 | \$24.33 | \$31.28 | \$31.28 |
| Driver - grade 2 | \$24.96 | \$32.09 | \$24.96 | \$32.09 | \$32.09 |
| Caretaker | \$24.96 | \$32.09 | \$24.96 | \$32.09 | \$32.09 |

Junior - Casual - 18 years of age

Table 1 of 3

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|--|-----------------|--|--|--|------------------------|----------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$19.76 | \$22.13 | \$22.13 | \$24.51 | \$27.67 | \$35.57 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$21.16 | \$23.70 | \$23.70 | \$26.24 | \$29.63 | \$38.09 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$21.89 | \$24.51 | \$24.51 | \$27.14 | \$30.64 | \$39.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$23.04 | \$25.80 | \$25.80 | \$28.57 | \$32.25 | \$41.47 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$24.25 | \$27.16 | \$27.16 | \$30.07 | \$33.95 | \$43.65 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$25.43 | \$28.48 | \$28.48 | \$31.53 | \$35.60 | \$45.77 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$26.13 | \$29.26 | \$29.26 | \$32.40 | \$36.58 | \$47.03 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$26.84 | \$30.06 | \$30.06 | \$33.28 | \$37.57 | \$48.31 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$27.45 | \$30.74 | \$30.74 | \$34.04 | \$38.43 | \$49.41 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$28.10 | \$31.47 | \$31.47 | \$34.84 | \$39.34 | \$50.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$28.78 | \$32.23 | \$32.23 | \$35.68 | \$40.29 | \$51.80 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$29.46 | \$33.00 | \$33.00 | \$36.53 | \$41.25 | \$53.03 |
| Administrative grade 1 - level 1 | \$19.61 | \$21.97 | \$21.97 | \$24.32 | \$27.46 | \$35.30 |
| Administrative grade 1 - level 2 | \$19.68 | \$22.04 | \$22.04 | \$24.40 | \$27.55 | \$35.42 |
| Administrative grade 1 - level 3 | \$20.10 | \$22.51 | \$22.51 | \$24.92 | \$28.14 | \$36.18 |
| Administrative grade 1 - level 4 | \$20.38 | \$22.82 | \$22.82 | \$25.27 | \$28.53 | \$36.68 |
| Administrative grade 1 - level 5 | \$20.98 | \$23.49 | \$23.49 | \$26.01 | \$29.37 | \$37.76 |
| Administrative grade 2 - level 1 | \$21.30 | \$23.86 | \$23.86 | \$26.41 | \$29.82 | \$38.34 |
| Administrative grade 2 - level 2 | \$21.68 | \$24.28 | \$24.28 | \$26.88 | \$30.35 | \$39.02 |
| Administrative grade 2 - level 3 | \$22.05 | \$24.70 | \$24.70 | \$27.34 | \$30.87 | \$39.69 |
| Administrative grade 2 - level 4 | \$22.36 | \$25.05 | \$25.05 | \$27.73 | \$31.31 | \$40.25 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Administrative grade 2 - level 5 | \$22.75 | \$25.48 | \$25.48 | \$28.21 | \$31.85 | \$40.95 |
| Administrative grade 3 - level 1 | \$23.16 | \$25.94 | \$25.94 | \$28.72 | \$32.43 | \$41.69 |
| Administrative grade 3 - level 2 | \$23.58 | \$26.40 | \$26.40 | \$29.23 | \$33.01 | \$42.44 |
| Administrative grade 3 - level 3 | \$23.83 | \$26.68 | \$26.68 | \$29.54 | \$33.36 | \$42.89 |
| Administrative grade 3 - level 4 | \$24.25 | \$27.16 | \$27.16 | \$30.07 | \$33.95 | \$43.65 |
| Administrative grade 4 - level 1 | \$24.64 | \$27.59 | \$27.59 | \$30.55 | \$34.49 | \$44.35 |
| Administrative grade 4 - level 2 | \$25.23 | \$28.25 | \$28.25 | \$31.28 | \$35.32 | \$45.41 |
| Administrative grade 4 - level 3 | \$25.68 | \$28.76 | \$28.76 | \$31.84 | \$35.95 | \$46.22 |
| Administrative grade 4 - level 4 | \$26.15 | \$29.29 | \$29.29 | \$32.43 | \$36.61 | \$47.07 |
| Administrative grade 5 - level 1 | \$26.68 | \$29.88 | \$29.88 | \$33.08 | \$37.35 | \$48.02 |
| Administrative grade 5 - level 2 | \$27.23 | \$30.49 | \$30.49 | \$33.76 | \$38.12 | \$49.01 |
| Administrative grade 5 - level 3 | \$27.80 | \$31.14 | \$31.14 | \$34.47 | \$38.92 | \$50.04 |
| Administrative grade 6 - level 1 | \$28.11 | \$31.49 | \$31.49 | \$34.86 | \$39.36 | \$50.60 |
| Administrative grade 6 - level 2 | \$28.65 | \$32.09 | \$32.09 | \$35.53 | \$40.11 | \$51.57 |
| Administrative grade 6 - level 3 | \$29.24 | \$32.75 | \$32.75 | \$36.25 | \$40.93 | \$52.63 |
| Administrative grade 6 - level 4 | \$30.36 | \$34.01 | \$34.01 | \$37.65 | \$42.51 | \$54.65 |
| Administrative grade 6 - level 5 | \$31.26 | \$35.01 | \$35.01 | \$38.77 | \$43.77 | \$56.27 |
| Administrative grade 7 - level 1 | \$32.01 | \$35.85 | \$35.85 | \$39.70 | \$44.82 | \$57.62 |
| Administrative grade 7 - level 2 | \$32.88 | \$36.82 | \$36.82 | \$40.77 | \$46.03 | \$59.18 |
| Administrative grade 8 - level 1 | \$33.21 | \$37.20 | \$37.20 | \$41.18 | \$46.50 | \$59.78 |
| Administrative grade 8 - level 2 | \$34.06 | \$38.15 | \$38.15 | \$42.24 | \$47.69 | \$61.31 |
| Administrative grade 8 - level 3 | \$35.21 | \$39.44 | \$39.44 | \$43.66 | \$49.30 | \$63.38 |
| Administrative grade 8 - level 4 | \$36.04 | \$40.36 | \$40.36 | \$44.69 | \$50.45 | \$64.87 |
| Dental assistant - grade 1 | \$18.70 | \$20.94 | \$20.94 | \$23.19 | \$26.18 | \$33.66 |
| Dental assistant - grade 2 | \$19.09 | \$21.38 | \$21.38 | \$23.67 | \$26.72 | \$34.36 |
| Dental assistant - grade 3 | \$19.48 | \$21.81 | \$21.81 | \$24.15 | \$27.27 | \$35.06 |
| Dental assistant - grade 4 | \$20.71 | \$23.20 | \$23.20 | \$25.68 | \$29.00 | \$37.28 |
| Dental assistant - grade 5 | \$21.41 | \$23.98 | \$23.98 | \$26.55 | \$29.98 | \$38.54 |
| Dental therapist grade 1 - level 1 | \$22.41 | \$25.10 | \$25.10 | \$27.79 | \$31.38 | \$40.34 |
| Dental therapist grade 1 - level 2 | \$23.00 | \$25.76 | \$25.76 | \$28.52 | \$32.20 | \$41.40 |
| Dental therapist grade 1 - level 3 | \$23.73 | \$26.57 | \$26.57 | \$29.42 | \$33.22 | \$42.71 |
| Dental therapist grade 1 - level 4 | \$24.65 | \$27.61 | \$27.61 | \$30.57 | \$34.51 | \$44.37 |
| Dental therapist grade 1 - level 5 | \$25.86 | \$28.97 | \$28.97 | \$32.07 | \$36.21 | \$46.55 |
| Dental therapist grade 1 - level 6 | \$27.05 | \$30.30 | \$30.30 | \$33.54 | \$37.87 | \$48.69 |
| Dental therapist grade 1 - level 7 | \$27.98 | \$31.33 | \$31.33 | \$34.69 | \$39.17 | \$50.36 |
| Dental therapist grade 2 - level 1 | \$28.36 | \$31.77 | \$31.77 | \$35.17 | \$39.71 | \$51.05 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Dental therapist grade 2 - level 2 | \$29.01 | \$32.49 | \$32.49 | \$35.98 | \$40.62 | \$52.22 |
| Dental therapist grade 2 - level 3 | \$29.63 | \$33.18 | \$33.18 | \$36.74 | \$41.48 | \$53.33 |
| Dental therapist grade 2 - level 4 | \$30.16 | \$33.78 | \$33.78 | \$37.40 | \$42.23 | \$54.29 |
| Dental therapist grade 2 - level 5 | \$30.84 | \$34.54 | \$34.54 | \$38.24 | \$43.17 | \$55.51 |
| Cleaner | \$19.46 | \$21.80 | \$21.80 | \$24.13 | \$27.25 | \$35.03 |
| Driver - grade 1 | \$20.28 | \$22.71 | \$22.71 | \$25.14 | \$28.39 | \$36.50 |
| Driver - grade 2 | \$20.80 | \$23.30 | \$23.30 | \$25.79 | \$29.12 | \$37.44 |
| Caretaker | \$20.80 | \$23.30 | \$23.30 | \$25.79 | \$29.12 | \$37.44 |

Table 2 of 3

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|--|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$23.72 | \$27.67 | \$35.57 | \$27.67 | \$35.57 | \$35.57 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$25.40 | \$29.63 | \$38.09 | \$29.63 | \$38.09 | \$38.09 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$26.27 | \$30.64 | \$39.40 | \$30.64 | \$39.40 | \$39.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$27.65 | \$32.25 | \$41.47 | \$32.25 | \$41.47 | \$41.47 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$29.10 | \$33.95 | \$43.65 | \$33.95 | \$43.65 | \$43.65 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$30.51 | \$35.60 | \$45.77 | \$35.60 | \$45.77 | \$45.77 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$31.35 | \$36.58 | \$47.03 | \$36.58 | \$47.03 | \$47.03 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$32.21 | \$37.57 | \$48.31 | \$37.57 | \$48.31 | \$48.31 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$32.94 | \$38.43 | \$49.41 | \$38.43 | \$49.41 | \$49.41 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$33.72 | \$39.34 | \$50.58 | \$39.34 | \$50.58 | \$50.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$34.53 | \$40.29 | \$51.80 | \$40.29 | \$51.80 | \$51.80 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|--|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$35.36 | \$41.25 | \$53.03 | \$41.25 | \$53.03 | \$53.03 |
| Administrative grade 1 - level 1 | \$23.54 | \$27.46 | \$35.30 | \$27.46 | \$35.30 | \$35.30 |
| Administrative grade 1 - level 2 | \$23.61 | \$27.55 | \$35.42 | \$27.55 | \$35.42 | \$35.42 |
| Administrative grade 1 - level 3 | \$24.12 | \$28.14 | \$36.18 | \$28.14 | \$36.18 | \$36.18 |
| Administrative grade 1 - level 4 | \$24.45 | \$28.53 | \$36.68 | \$28.53 | \$36.68 | \$36.68 |
| Administrative grade 1 - level 5 | \$25.17 | \$29.37 | \$37.76 | \$29.37 | \$37.76 | \$37.76 |
| Administrative grade 2 - level 1 | \$25.56 | \$29.82 | \$38.34 | \$29.82 | \$38.34 | \$38.34 |
| Administrative grade 2 - level 2 | \$26.01 | \$30.35 | \$39.02 | \$30.35 | \$39.02 | \$39.02 |
| Administrative grade 2 - level 3 | \$26.46 | \$30.87 | \$39.69 | \$30.87 | \$39.69 | \$39.69 |
| Administrative grade 2 - level 4 | \$26.84 | \$31.31 | \$40.25 | \$31.31 | \$40.25 | \$40.25 |
| Administrative grade 2 - level 5 | \$27.30 | \$31.85 | \$40.95 | \$31.85 | \$40.95 | \$40.95 |
| Administrative grade 3 - level 1 | \$27.80 | \$32.43 | \$41.69 | \$32.43 | \$41.69 | \$41.69 |
| Administrative grade 3 - level 2 | \$28.29 | \$33.01 | \$42.44 | \$33.01 | \$42.44 | \$42.44 |
| Administrative grade 3 - level 3 | \$28.59 | \$33.36 | \$42.89 | \$33.36 | \$42.89 | \$42.89 |
| Administrative grade 3 - level 4 | \$29.10 | \$33.95 | \$43.65 | \$33.95 | \$43.65 | \$43.65 |
| Administrative grade 4 - level 1 | \$29.57 | \$34.49 | \$44.35 | \$34.49 | \$44.35 | \$44.35 |
| Administrative grade 4 - level 2 | \$30.27 | \$35.32 | \$45.41 | \$35.32 | \$45.41 | \$45.41 |
| Administrative grade 4 - level 3 | \$30.81 | \$35.95 | \$46.22 | \$35.95 | \$46.22 | \$46.22 |
| Administrative grade 4 - level 4 | \$31.38 | \$36.61 | \$47.07 | \$36.61 | \$47.07 | \$47.07 |
| Administrative grade 5 - level 1 | \$32.01 | \$37.35 | \$48.02 | \$37.35 | \$48.02 | \$48.02 |
| Administrative grade 5 - level 2 | \$32.67 | \$38.12 | \$49.01 | \$38.12 | \$49.01 | \$49.01 |
| Administrative grade 5 - level 3 | \$33.36 | \$38.92 | \$50.04 | \$38.92 | \$50.04 | \$50.04 |
| Administrative grade 6 - level 1 | \$33.74 | \$39.36 | \$50.60 | \$39.36 | \$50.60 | \$50.60 |
| Administrative grade 6 - level 2 | \$34.38 | \$40.11 | \$51.57 | \$40.11 | \$51.57 | \$51.57 |
| Administrative grade 6 - level 3 | \$35.09 | \$40.93 | \$52.63 | \$40.93 | \$52.63 | \$52.63 |
| Administrative grade 6 - level 4 | \$36.44 | \$42.51 | \$54.65 | \$42.51 | \$54.65 | \$54.65 |
| Administrative grade 6 - level 5 | \$37.52 | \$43.77 | \$56.27 | \$43.77 | \$56.27 | \$56.27 |
| Administrative grade 7 - level 1 | \$38.42 | \$44.82 | \$57.62 | \$44.82 | \$57.62 | \$57.62 |
| Administrative grade 7 - level 2 | \$39.45 | \$46.03 | \$59.18 | \$46.03 | \$59.18 | \$59.18 |
| Administrative grade 8 - level 1 | \$39.86 | \$46.50 | \$59.78 | \$46.50 | \$59.78 | \$59.78 |
| Administrative grade 8 - level 2 | \$40.88 | \$47.69 | \$61.31 | \$47.69 | \$61.31 | \$61.31 |
| Administrative grade 8 - level 3 | \$42.26 | \$49.30 | \$63.38 | \$49.30 | \$63.38 | \$63.38 |
| Administrative grade 8 - level 4 | \$43.25 | \$50.45 | \$64.87 | \$50.45 | \$64.87 | \$64.87 |
| Dental assistant - grade 1 | \$22.44 | \$26.18 | \$33.66 | \$26.18 | \$33.66 | \$33.66 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|------------------------------------|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Dental assistant - grade 2 | \$22.91 | \$26.72 | \$34.36 | \$26.72 | \$34.36 | \$34.36 |
| Dental assistant - grade 3 | \$23.37 | \$27.27 | \$35.06 | \$27.27 | \$35.06 | \$35.06 |
| Dental assistant - grade 4 | \$24.86 | \$29.00 | \$37.28 | \$29.00 | \$37.28 | \$37.28 |
| Dental assistant - grade 5 | \$25.70 | \$29.98 | \$38.54 | \$29.98 | \$38.54 | \$38.54 |
| Dental therapist grade 1 - level 1 | \$26.90 | \$31.38 | \$40.34 | \$31.38 | \$40.34 | \$40.34 |
| Dental therapist grade 1 - level 2 | \$27.60 | \$32.20 | \$41.40 | \$32.20 | \$41.40 | \$41.40 |
| Dental therapist grade 1 - level 3 | \$28.47 | \$33.22 | \$42.71 | \$33.22 | \$42.71 | \$42.71 |
| Dental therapist grade 1 - level 4 | \$29.58 | \$34.51 | \$44.37 | \$34.51 | \$44.37 | \$44.37 |
| Dental therapist grade 1 - level 5 | \$31.04 | \$36.21 | \$46.55 | \$36.21 | \$46.55 | \$46.55 |
| Dental therapist grade 1 - level 6 | \$32.46 | \$37.87 | \$48.69 | \$37.87 | \$48.69 | \$48.69 |
| Dental therapist grade 1 - level 7 | \$33.57 | \$39.17 | \$50.36 | \$39.17 | \$50.36 | \$50.36 |
| Dental therapist grade 2 - level 1 | \$34.04 | \$39.71 | \$51.05 | \$39.71 | \$51.05 | \$51.05 |
| Dental therapist grade 2 - level 2 | \$34.82 | \$40.62 | \$52.22 | \$40.62 | \$52.22 | \$52.22 |
| Dental therapist grade 2 - level 3 | \$35.55 | \$41.48 | \$53.33 | \$41.48 | \$53.33 | \$53.33 |
| Dental therapist grade 2 - level 4 | \$36.20 | \$42.23 | \$54.29 | \$42.23 | \$54.29 | \$54.29 |
| Dental therapist grade 2 - level 5 | \$37.01 | \$43.17 | \$55.51 | \$43.17 | \$55.51 | \$55.51 |
| Cleaner | \$23.36 | \$27.25 | \$35.03 | \$27.25 | \$35.03 | \$35.03 |
| Driver - grade 1 | \$24.33 | \$28.39 | \$36.50 | \$28.39 | \$36.50 | \$36.50 |
| Driver - grade 2 | \$24.96 | \$29.12 | \$37.44 | \$29.12 | \$37.44 | \$37.44 |
| Caretaker | \$24.96 | \$29.12 | \$37.44 | \$29.12 | \$37.44 | \$37.44 |

Table 3 of 3

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$27.67 | \$35.57 | \$27.67 | \$35.57 | \$35.57 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$29.63 | \$38.09 | \$29.63 | \$38.09 | \$38.09 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$30.64 | \$39.40 | \$30.64 | \$39.40 | \$39.40 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$32.25 | \$41.47 | \$32.25 | \$41.47 | \$41.47 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$33.95 | \$43.65 | \$33.95 | \$43.65 | \$43.65 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$35.60 | \$45.77 | \$35.60 | \$45.77 | \$45.77 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$36.58 | \$47.03 | \$36.58 | \$47.03 | \$47.03 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$37.57 | \$48.31 | \$37.57 | \$48.31 | \$48.31 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$38.43 | \$49.41 | \$38.43 | \$49.41 | \$49.41 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$39.34 | \$50.58 | \$39.34 | \$50.58 | \$50.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$40.29 | \$51.80 | \$40.29 | \$51.80 | \$51.80 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$41.25 | \$53.03 | \$41.25 | \$53.03 | \$53.03 |
| Administrative grade 1 - level 1 | \$27.46 | \$35.30 | \$27.46 | \$35.30 | \$35.30 |
| Administrative grade 1 - level 2 | \$27.55 | \$35.42 | \$27.55 | \$35.42 | \$35.42 |
| Administrative grade 1 - level 3 | \$28.14 | \$36.18 | \$28.14 | \$36.18 | \$36.18 |
| Administrative grade 1 - level 4 | \$28.53 | \$36.68 | \$28.53 | \$36.68 | \$36.68 |
| Administrative grade 1 - level 5 | \$29.37 | \$37.76 | \$29.37 | \$37.76 | \$37.76 |
| Administrative grade 2 - level 1 | \$29.82 | \$38.34 | \$29.82 | \$38.34 | \$38.34 |
| Administrative grade 2 - level 2 | \$30.35 | \$39.02 | \$30.35 | \$39.02 | \$39.02 |
| Administrative grade 2 - level 3 | \$30.87 | \$39.69 | \$30.87 | \$39.69 | \$39.69 |
| Administrative grade 2 - level 4 | \$31.31 | \$40.25 | \$31.31 | \$40.25 | \$40.25 |
| Administrative grade 2 - level 5 | \$31.85 | \$40.95 | \$31.85 | \$40.95 | \$40.95 |
| Administrative grade 3 - level 1 | \$32.43 | \$41.69 | \$32.43 | \$41.69 | \$41.69 |
| Administrative grade 3 - level 2 | \$33.01 | \$42.44 | \$33.01 | \$42.44 | \$42.44 |
| Administrative grade 3 - level 3 | \$33.36 | \$42.89 | \$33.36 | \$42.89 | \$42.89 |
| Administrative grade 3 - level 4 | \$33.95 | \$43.65 | \$33.95 | \$43.65 | \$43.65 |
| Administrative grade 4 - level 1 | \$34.49 | \$44.35 | \$34.49 | \$44.35 | \$44.35 |
| Administrative grade 4 - level 2 | \$35.32 | \$45.41 | \$35.32 | \$45.41 | \$45.41 |
| Administrative grade 4 - level 3 | \$35.95 | \$46.22 | \$35.95 | \$46.22 | \$46.22 |
| Administrative grade 4 - level 4 | \$36.61 | \$47.07 | \$36.61 | \$47.07 | \$47.07 |
| Administrative grade 5 - level 1 | \$37.35 | \$48.02 | \$37.35 | \$48.02 | \$48.02 |
| Administrative grade 5 - level 2 | \$38.12 | \$49.01 | \$38.12 | \$49.01 | \$49.01 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|--|--|--|--|---|
| Administrative grade 5 - level 3 | \$38.92 | \$50.04 | \$38.92 | \$50.04 | \$50.04 |
| Administrative grade 6 - level 1 | \$39.36 | \$50.60 | \$39.36 | \$50.60 | \$50.60 |
| Administrative grade 6 - level 2 | \$40.11 | \$51.57 | \$40.11 | \$51.57 | \$51.57 |
| Administrative grade 6 - level 3 | \$40.93 | \$52.63 | \$40.93 | \$52.63 | \$52.63 |
| Administrative grade 6 - level 4 | \$42.51 | \$54.65 | \$42.51 | \$54.65 | \$54.65 |
| Administrative grade 6 - level 5 | \$43.77 | \$56.27 | \$43.77 | \$56.27 | \$56.27 |
| Administrative grade 7 - level 1 | \$44.82 | \$57.62 | \$44.82 | \$57.62 | \$57.62 |
| Administrative grade 7 - level 2 | \$46.03 | \$59.18 | \$46.03 | \$59.18 | \$59.18 |
| Administrative grade 8 - level 1 | \$46.50 | \$59.78 | \$46.50 | \$59.78 | \$59.78 |
| Administrative grade 8 - level 2 | \$47.69 | \$61.31 | \$47.69 | \$61.31 | \$61.31 |
| Administrative grade 8 - level 3 | \$49.30 | \$63.38 | \$49.30 | \$63.38 | \$63.38 |
| Administrative grade 8 - level 4 | \$50.45 | \$64.87 | \$50.45 | \$64.87 | \$64.87 |
| Dental assistant - grade 1 | \$26.18 | \$33.66 | \$26.18 | \$33.66 | \$33.66 |
| Dental assistant - grade 2 | \$26.72 | \$34.36 | \$26.72 | \$34.36 | \$34.36 |
| Dental assistant - grade 3 | \$27.27 | \$35.06 | \$27.27 | \$35.06 | \$35.06 |
| Dental assistant - grade 4 | \$29.00 | \$37.28 | \$29.00 | \$37.28 | \$37.28 |
| Dental assistant - grade 5 | \$29.98 | \$38.54 | \$29.98 | \$38.54 | \$38.54 |
| Dental therapist grade 1 - level 1 | \$31.38 | \$40.34 | \$31.38 | \$40.34 | \$40.34 |
| Dental therapist grade 1 - level 2 | \$32.20 | \$41.40 | \$32.20 | \$41.40 | \$41.40 |
| Dental therapist grade 1 - level 3 | \$33.22 | \$42.71 | \$33.22 | \$42.71 | \$42.71 |
| Dental therapist grade 1 - level 4 | \$34.51 | \$44.37 | \$34.51 | \$44.37 | \$44.37 |
| Dental therapist grade 1 - level 5 | \$36.21 | \$46.55 | \$36.21 | \$46.55 | \$46.55 |
| Dental therapist grade 1 - level 6 | \$37.87 | \$48.69 | \$37.87 | \$48.69 | \$48.69 |
| Dental therapist grade 1 - level 7 | \$39.17 | \$50.36 | \$39.17 | \$50.36 | \$50.36 |
| Dental therapist grade 2 - level 1 | \$39.71 | \$51.05 | \$39.71 | \$51.05 | \$51.05 |
| Dental therapist grade 2 - level 2 | \$40.62 | \$52.22 | \$40.62 | \$52.22 | \$52.22 |
| Dental therapist grade 2 - level 3 | \$41.48 | \$53.33 | \$41.48 | \$53.33 | \$53.33 |
| Dental therapist grade 2 - level 4 | \$42.23 | \$54.29 | \$42.23 | \$54.29 | \$54.29 |
| Dental therapist grade 2 - level 5 | \$43.17 | \$55.51 | \$43.17 | \$55.51 | \$55.51 |
| Cleaner | \$27.25 | \$35.03 | \$27.25 | \$35.03 | \$35.03 |
| Driver - grade 1 | \$28.39 | \$36.50 | \$28.39 | \$36.50 | \$36.50 |
| Driver - grade 2 | \$29.12 | \$37.44 | \$29.12 | \$37.44 | \$37.44 |
| Caretaker | \$29.12 | \$37.44 | \$29.12 | \$37.44 | \$37.44 |

Junior - Casual - 19 years of age

Table 1 of 3

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|--|-----------------|--|--|--|------------------------|----------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$22.58 | \$25.28 | \$25.28 | \$27.99 | \$31.61 | \$40.64 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$24.19 | \$27.09 | \$27.09 | \$29.99 | \$33.86 | \$43.54 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$25.03 | \$28.03 | \$28.03 | \$31.03 | \$35.04 | \$45.05 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$26.33 | \$29.48 | \$29.48 | \$32.64 | \$36.86 | \$47.39 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$27.71 | \$31.04 | \$31.04 | \$34.36 | \$38.80 | \$49.88 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$29.05 | \$32.54 | \$32.54 | \$36.02 | \$40.67 | \$52.29 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$29.86 | \$33.45 | \$33.45 | \$37.03 | \$41.81 | \$53.75 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$30.68 | \$34.36 | \$34.36 | \$38.04 | \$42.95 | \$55.22 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$31.38 | \$35.14 | \$35.14 | \$38.91 | \$43.93 | \$56.48 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$32.13 | \$35.98 | \$35.98 | \$39.84 | \$44.98 | \$57.83 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$32.88 | \$36.82 | \$36.82 | \$40.77 | \$46.03 | \$59.18 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$33.68 | \$37.72 | \$37.72 | \$41.76 | \$47.15 | \$60.62 |
| Administrative grade 1 - level 1 | \$22.41 | \$25.10 | \$25.10 | \$27.79 | \$31.38 | \$40.34 |
| Administrative grade 1 - level 2 | \$22.49 | \$25.19 | \$25.19 | \$27.88 | \$31.48 | \$40.48 |
| Administrative grade 1 - level 3 | \$22.98 | \$25.73 | \$25.73 | \$28.49 | \$32.17 | \$41.36 |
| Administrative grade 1 - level 4 | \$23.29 | \$26.08 | \$26.08 | \$28.88 | \$32.60 | \$41.92 |
| Administrative grade 1 - level 5 | \$23.98 | \$26.85 | \$26.85 | \$29.73 | \$33.57 | \$43.16 |
| Administrative grade 2 - level 1 | \$24.34 | \$27.26 | \$27.26 | \$30.18 | \$34.07 | \$43.81 |
| Administrative grade 2 - level 2 | \$24.78 | \$27.75 | \$27.75 | \$30.72 | \$34.69 | \$44.60 |
| Administrative grade 2 - level 3 | \$25.20 | \$28.22 | \$28.22 | \$31.25 | \$35.28 | \$45.36 |
| Administrative grade 2 - level 4 | \$25.56 | \$28.63 | \$28.63 | \$31.70 | \$35.79 | \$46.01 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Administrative grade 2 - level 5 | \$26.00 | \$29.12 | \$29.12 | \$32.24 | \$36.40 | \$46.80 |
| Administrative grade 3 - level 1 | \$26.48 | \$29.65 | \$29.65 | \$32.83 | \$37.07 | \$47.66 |
| Administrative grade 3 - level 2 | \$26.94 | \$30.17 | \$30.17 | \$33.40 | \$37.71 | \$48.49 |
| Administrative grade 3 - level 3 | \$27.23 | \$30.49 | \$30.49 | \$33.76 | \$38.12 | \$49.01 |
| Administrative grade 3 - level 4 | \$27.73 | \$31.05 | \$31.05 | \$34.38 | \$38.82 | \$49.91 |
| Administrative grade 4 - level 1 | \$28.15 | \$31.53 | \$31.53 | \$34.91 | \$39.41 | \$50.67 |
| Administrative grade 4 - level 2 | \$28.83 | \$32.28 | \$32.28 | \$35.74 | \$40.36 | \$51.89 |
| Administrative grade 4 - level 3 | \$29.34 | \$32.86 | \$32.86 | \$36.38 | \$41.07 | \$52.81 |
| Administrative grade 4 - level 4 | \$29.89 | \$33.47 | \$33.47 | \$37.06 | \$41.84 | \$53.80 |
| Administrative grade 5 - level 1 | \$30.48 | \$34.13 | \$34.13 | \$37.79 | \$42.67 | \$54.86 |
| Administrative grade 5 - level 2 | \$31.11 | \$34.85 | \$34.85 | \$38.58 | \$43.56 | \$56.00 |
| Administrative grade 5 - level 3 | \$31.78 | \$35.59 | \$35.59 | \$39.40 | \$44.49 | \$57.20 |
| Administrative grade 6 - level 1 | \$32.13 | \$35.98 | \$35.98 | \$39.84 | \$44.98 | \$57.83 |
| Administrative grade 6 - level 2 | \$32.74 | \$36.67 | \$36.67 | \$40.59 | \$45.83 | \$58.93 |
| Administrative grade 6 - level 3 | \$33.43 | \$37.44 | \$37.44 | \$41.45 | \$46.80 | \$60.17 |
| Administrative grade 6 - level 4 | \$34.70 | \$38.86 | \$38.86 | \$43.03 | \$48.58 | \$62.46 |
| Administrative grade 6 - level 5 | \$35.73 | \$40.01 | \$40.01 | \$44.30 | \$50.02 | \$64.31 |
| Administrative grade 7 - level 1 | \$36.58 | \$40.96 | \$40.96 | \$45.35 | \$51.21 | \$65.84 |
| Administrative grade 7 - level 2 | \$37.58 | \$42.08 | \$42.08 | \$46.59 | \$52.61 | \$67.64 |
| Administrative grade 8 - level 1 | \$37.96 | \$42.52 | \$42.52 | \$47.07 | \$53.15 | \$68.33 |
| Administrative grade 8 - level 2 | \$38.93 | \$43.60 | \$43.60 | \$48.27 | \$54.50 | \$70.07 |
| Administrative grade 8 - level 3 | \$40.24 | \$45.07 | \$45.07 | \$49.89 | \$56.33 | \$72.43 |
| Administrative grade 8 - level 4 | \$41.19 | \$46.13 | \$46.13 | \$51.07 | \$57.66 | \$74.14 |
| Dental assistant - grade 1 | \$21.38 | \$23.94 | \$23.94 | \$26.51 | \$29.93 | \$38.48 |
| Dental assistant - grade 2 | \$21.81 | \$24.43 | \$24.43 | \$27.05 | \$30.54 | \$39.26 |
| Dental assistant - grade 3 | \$22.26 | \$24.93 | \$24.93 | \$27.61 | \$31.17 | \$40.07 |
| Dental assistant - grade 4 | \$23.68 | \$26.52 | \$26.52 | \$29.36 | \$33.15 | \$42.62 |
| Dental assistant - grade 5 | \$24.48 | \$27.41 | \$27.41 | \$30.35 | \$34.27 | \$44.06 |
| Dental therapist grade 1 - level 1 | \$25.61 | \$28.69 | \$28.69 | \$31.76 | \$35.86 | \$46.10 |
| Dental therapist grade 1 - level 2 | \$26.28 | \$29.43 | \$29.43 | \$32.58 | \$36.79 | \$47.30 |
| Dental therapist grade 1 - level 3 | \$27.13 | \$30.38 | \$30.38 | \$33.64 | \$37.98 | \$48.83 |
| Dental therapist grade 1 - level 4 | \$28.18 | \$31.56 | \$31.56 | \$34.94 | \$39.45 | \$50.72 |
| Dental therapist grade 1 - level 5 | \$29.56 | \$33.11 | \$33.11 | \$36.66 | \$41.39 | \$53.21 |
| Dental therapist grade 1 - level 6 | \$30.93 | \$34.64 | \$34.64 | \$38.35 | \$43.30 | \$55.67 |
| Dental therapist grade 1 - level 7 | \$31.98 | \$35.81 | \$35.81 | \$39.65 | \$44.77 | \$57.56 |
| Dental therapist grade 2 - level 1 | \$32.43 | \$36.32 | \$36.32 | \$40.21 | \$45.40 | \$58.37 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|-----------------|--|--|--|------------------------|----------------------|
| Dental therapist grade 2 - level 2 | \$33.15 | \$37.13 | \$37.13 | \$41.11 | \$46.41 | \$59.67 |
| Dental therapist grade 2 - level 3 | \$33.86 | \$37.93 | \$37.93 | \$41.99 | \$47.41 | \$60.95 |
| Dental therapist grade 2 - level 4 | \$34.48 | \$38.61 | \$38.61 | \$42.75 | \$48.27 | \$62.06 |
| Dental therapist grade 2 - level 5 | \$35.24 | \$39.47 | \$39.47 | \$43.69 | \$49.33 | \$63.43 |
| Cleaner | \$22.24 | \$24.91 | \$24.91 | \$27.57 | \$31.13 | \$40.03 |
| Driver - grade 1 | \$23.18 | \$25.96 | \$25.96 | \$28.74 | \$32.45 | \$41.72 |
| Driver - grade 2 | \$23.78 | \$26.63 | \$26.63 | \$29.48 | \$33.29 | \$42.80 |
| Caretaker | \$23.78 | \$26.63 | \$26.63 | \$29.48 | \$33.29 | \$42.80 |

Table 2 of 3

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|--|----------------|--------------------------|--------------------------|---|---|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$27.09 | \$31.61 | \$40.64 | \$31.61 | \$40.64 | \$40.64 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$29.03 | \$33.86 | \$43.54 | \$33.86 | \$43.54 | \$43.54 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$30.03 | \$35.04 | \$45.05 | \$35.04 | \$45.05 | \$45.05 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$31.59 | \$36.86 | \$47.39 | \$36.86 | \$47.39 | \$47.39 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$33.26 | \$38.80 | \$49.88 | \$38.80 | \$49.88 | \$49.88 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$34.86 | \$40.67 | \$52.29 | \$40.67 | \$52.29 | \$52.29 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$35.84 | \$41.81 | \$53.75 | \$41.81 | \$53.75 | \$53.75 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$36.81 | \$42.95 | \$55.22 | \$42.95 | \$55.22 | \$55.22 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$37.65 | \$43.93 | \$56.48 | \$43.93 | \$56.48 | \$56.48 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$38.55 | \$44.98 | \$57.83 | \$44.98 | \$57.83 | \$57.83 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$39.45 | \$46.03 | \$59.18 | \$46.03 | \$59.18 | \$59.18 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|--|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$40.41 | \$47.15 | \$60.62 | \$47.15 | \$60.62 | \$60.62 |
| Administrative grade 1 - level 1 | \$26.90 | \$31.38 | \$40.34 | \$31.38 | \$40.34 | \$40.34 |
| Administrative grade 1 - level 2 | \$26.99 | \$31.48 | \$40.48 | \$31.48 | \$40.48 | \$40.48 |
| Administrative grade 1 - level 3 | \$27.57 | \$32.17 | \$41.36 | \$32.17 | \$41.36 | \$41.36 |
| Administrative grade 1 - level 4 | \$27.95 | \$32.60 | \$41.92 | \$32.60 | \$41.92 | \$41.92 |
| Administrative grade 1 - level 5 | \$28.77 | \$33.57 | \$43.16 | \$33.57 | \$43.16 | \$43.16 |
| Administrative grade 2 - level 1 | \$29.21 | \$34.07 | \$43.81 | \$34.07 | \$43.81 | \$43.81 |
| Administrative grade 2 - level 2 | \$29.73 | \$34.69 | \$44.60 | \$34.69 | \$44.60 | \$44.60 |
| Administrative grade 2 - level 3 | \$30.24 | \$35.28 | \$45.36 | \$35.28 | \$45.36 | \$45.36 |
| Administrative grade 2 - level 4 | \$30.68 | \$35.79 | \$46.01 | \$35.79 | \$46.01 | \$46.01 |
| Administrative grade 2 - level 5 | \$31.20 | \$36.40 | \$46.80 | \$36.40 | \$46.80 | \$46.80 |
| Administrative grade 3 - level 1 | \$31.77 | \$37.07 | \$47.66 | \$37.07 | \$47.66 | \$47.66 |
| Administrative grade 3 - level 2 | \$32.33 | \$37.71 | \$48.49 | \$37.71 | \$48.49 | \$48.49 |
| Administrative grade 3 - level 3 | \$32.67 | \$38.12 | \$49.01 | \$38.12 | \$49.01 | \$49.01 |
| Administrative grade 3 - level 4 | \$33.27 | \$38.82 | \$49.91 | \$38.82 | \$49.91 | \$49.91 |
| Administrative grade 4 - level 1 | \$33.78 | \$39.41 | \$50.67 | \$39.41 | \$50.67 | \$50.67 |
| Administrative grade 4 - level 2 | \$34.59 | \$40.36 | \$51.89 | \$40.36 | \$51.89 | \$51.89 |
| Administrative grade 4 - level 3 | \$35.21 | \$41.07 | \$52.81 | \$41.07 | \$52.81 | \$52.81 |
| Administrative grade 4 - level 4 | \$35.87 | \$41.84 | \$53.80 | \$41.84 | \$53.80 | \$53.80 |
| Administrative grade 5 - level 1 | \$36.57 | \$42.67 | \$54.86 | \$42.67 | \$54.86 | \$54.86 |
| Administrative grade 5 - level 2 | \$37.34 | \$43.56 | \$56.00 | \$43.56 | \$56.00 | \$56.00 |
| Administrative grade 5 - level 3 | \$38.13 | \$44.49 | \$57.20 | \$44.49 | \$57.20 | \$57.20 |
| Administrative grade 6 - level 1 | \$38.55 | \$44.98 | \$57.83 | \$44.98 | \$57.83 | \$57.83 |
| Administrative grade 6 - level 2 | \$39.29 | \$45.83 | \$58.93 | \$45.83 | \$58.93 | \$58.93 |
| Administrative grade 6 - level 3 | \$40.11 | \$46.80 | \$60.17 | \$46.80 | \$60.17 | \$60.17 |
| Administrative grade 6 - level 4 | \$41.64 | \$48.58 | \$62.46 | \$48.58 | \$62.46 | \$62.46 |
| Administrative grade 6 - level 5 | \$42.87 | \$50.02 | \$64.31 | \$50.02 | \$64.31 | \$64.31 |
| Administrative grade 7 - level 1 | \$43.89 | \$51.21 | \$65.84 | \$51.21 | \$65.84 | \$65.84 |
| Administrative grade 7 - level 2 | \$45.09 | \$52.61 | \$67.64 | \$52.61 | \$67.64 | \$67.64 |
| Administrative grade 8 - level 1 | \$45.56 | \$53.15 | \$68.33 | \$53.15 | \$68.33 | \$68.33 |
| Administrative grade 8 - level 2 | \$46.71 | \$54.50 | \$70.07 | \$54.50 | \$70.07 | \$70.07 |
| Administrative grade 8 - level 3 | \$48.29 | \$56.33 | \$72.43 | \$56.33 | \$72.43 | \$72.43 |
| Administrative grade 8 - level 4 | \$49.43 | \$57.66 | \$74.14 | \$57.66 | \$74.14 | \$74.14 |
| Dental assistant - grade 1 | \$25.65 | \$29.93 | \$38.48 | \$29.93 | \$38.48 | \$38.48 |
| Dental assistant - grade 2 | \$26.18 | \$30.54 | \$39.26 | \$30.54 | \$39.26 | \$39.26 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|------------------------------------|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Dental assistant - grade 3 | \$26.72 | \$31.17 | \$40.07 | \$31.17 | \$40.07 | \$40.07 |
| Dental assistant - grade 4 | \$28.41 | \$33.15 | \$42.62 | \$33.15 | \$42.62 | \$42.62 |
| Dental assistant - grade 5 | \$29.37 | \$34.27 | \$44.06 | \$34.27 | \$44.06 | \$44.06 |
| Dental therapist grade 1 - level 1 | \$30.74 | \$35.86 | \$46.10 | \$35.86 | \$46.10 | \$46.10 |
| Dental therapist grade 1 - level 2 | \$31.53 | \$36.79 | \$47.30 | \$36.79 | \$47.30 | \$47.30 |
| Dental therapist grade 1 - level 3 | \$32.55 | \$37.98 | \$48.83 | \$37.98 | \$48.83 | \$48.83 |
| Dental therapist grade 1 - level 4 | \$33.81 | \$39.45 | \$50.72 | \$39.45 | \$50.72 | \$50.72 |
| Dental therapist grade 1 - level 5 | \$35.48 | \$41.39 | \$53.21 | \$41.39 | \$53.21 | \$53.21 |
| Dental therapist grade 1 - level 6 | \$37.11 | \$43.30 | \$55.67 | \$43.30 | \$55.67 | \$55.67 |
| Dental therapist grade 1 - level 7 | \$38.37 | \$44.77 | \$57.56 | \$44.77 | \$57.56 | \$57.56 |
| Dental therapist grade 2 - level 1 | \$38.91 | \$45.40 | \$58.37 | \$45.40 | \$58.37 | \$58.37 |
| Dental therapist grade 2 - level 2 | \$39.78 | \$46.41 | \$59.67 | \$46.41 | \$59.67 | \$59.67 |
| Dental therapist grade 2 - level 3 | \$40.64 | \$47.41 | \$60.95 | \$47.41 | \$60.95 | \$60.95 |
| Dental therapist grade 2 - level 4 | \$41.37 | \$48.27 | \$62.06 | \$48.27 | \$62.06 | \$62.06 |
| Dental therapist grade 2 - level 5 | \$42.29 | \$49.33 | \$63.43 | \$49.33 | \$63.43 | \$63.43 |
| Cleaner | \$26.69 | \$31.13 | \$40.03 | \$31.13 | \$40.03 | \$40.03 |
| Driver - grade 1 | \$27.81 | \$32.45 | \$41.72 | \$32.45 | \$41.72 | \$41.72 |
| Driver - grade 2 | \$28.53 | \$33.29 | \$42.80 | \$33.29 | \$42.80 | \$42.80 |
| Caretaker | \$28.53 | \$33.29 | \$42.80 | \$33.29 | \$42.80 | \$42.80 |

Table 3 of 3

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$31.61 | \$40.64 | \$31.61 | \$40.64 | \$40.64 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$33.86 | \$43.54 | \$33.86 | \$43.54 | \$43.54 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$35.04 | \$45.05 | \$35.04 | \$45.05 | \$45.05 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$36.86 | \$47.39 | \$36.86 | \$47.39 | \$47.39 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$38.80 | \$49.88 | \$38.80 | \$49.88 | \$49.88 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$40.67 | \$52.29 | \$40.67 | \$52.29 | \$52.29 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$41.81 | \$53.75 | \$41.81 | \$53.75 | \$53.75 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$42.95 | \$55.22 | \$42.95 | \$55.22 | \$55.22 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$43.93 | \$56.48 | \$43.93 | \$56.48 | \$56.48 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$44.98 | \$57.83 | \$44.98 | \$57.83 | \$57.83 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$46.03 | \$59.18 | \$46.03 | \$59.18 | \$59.18 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$47.15 | \$60.62 | \$47.15 | \$60.62 | \$60.62 |
| Administrative grade 1 - level 1 | \$31.38 | \$40.34 | \$31.38 | \$40.34 | \$40.34 |
| Administrative grade 1 - level 2 | \$31.48 | \$40.48 | \$31.48 | \$40.48 | \$40.48 |
| Administrative grade 1 - level 3 | \$32.17 | \$41.36 | \$32.17 | \$41.36 | \$41.36 |
| Administrative grade 1 - level 4 | \$32.60 | \$41.92 | \$32.60 | \$41.92 | \$41.92 |
| Administrative grade 1 - level 5 | \$33.57 | \$43.16 | \$33.57 | \$43.16 | \$43.16 |
| Administrative grade 2 - level 1 | \$34.07 | \$43.81 | \$34.07 | \$43.81 | \$43.81 |
| Administrative grade 2 - level 2 | \$34.69 | \$44.60 | \$34.69 | \$44.60 | \$44.60 |
| Administrative grade 2 - level 3 | \$35.28 | \$45.36 | \$35.28 | \$45.36 | \$45.36 |
| Administrative grade 2 - level 4 | \$35.79 | \$46.01 | \$35.79 | \$46.01 | \$46.01 |
| Administrative grade 2 - level 5 | \$36.40 | \$46.80 | \$36.40 | \$46.80 | \$46.80 |
| Administrative grade 3 - level 1 | \$37.07 | \$47.66 | \$37.07 | \$47.66 | \$47.66 |
| Administrative grade 3 - level 2 | \$37.71 | \$48.49 | \$37.71 | \$48.49 | \$48.49 |
| Administrative grade 3 - level 3 | \$38.12 | \$49.01 | \$38.12 | \$49.01 | \$49.01 |
| Administrative grade 3 - level 4 | \$38.82 | \$49.91 | \$38.82 | \$49.91 | \$49.91 |
| Administrative grade 4 - level 1 | \$39.41 | \$50.67 | \$39.41 | \$50.67 | \$50.67 |
| Administrative grade 4 - level 2 | \$40.36 | \$51.89 | \$40.36 | \$51.89 | \$51.89 |
| Administrative grade 4 - level 3 | \$41.07 | \$52.81 | \$41.07 | \$52.81 | \$52.81 |
| Administrative grade 4 - level 4 | \$41.84 | \$53.80 | \$41.84 | \$53.80 | \$53.80 |
| Administrative grade 5 - level 1 | \$42.67 | \$54.86 | \$42.67 | \$54.86 | \$54.86 |
| Administrative grade 5 - level 2 | \$43.56 | \$56.00 | \$43.56 | \$56.00 | \$56.00 |
| Administrative grade 5 - level 3 | \$44.49 | \$57.20 | \$44.49 | \$57.20 | \$57.20 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|--|--|--|--|---|
| Administrative grade 6 - level 1 | \$44.98 | \$57.83 | \$44.98 | \$57.83 | \$57.83 |
| Administrative grade 6 - level 2 | \$45.83 | \$58.93 | \$45.83 | \$58.93 | \$58.93 |
| Administrative grade 6 - level 3 | \$46.80 | \$60.17 | \$46.80 | \$60.17 | \$60.17 |
| Administrative grade 6 - level 4 | \$48.58 | \$62.46 | \$48.58 | \$62.46 | \$62.46 |
| Administrative grade 6 - level 5 | \$50.02 | \$64.31 | \$50.02 | \$64.31 | \$64.31 |
| Administrative grade 7 - level 1 | \$51.21 | \$65.84 | \$51.21 | \$65.84 | \$65.84 |
| Administrative grade 7 - level 2 | \$52.61 | \$67.64 | \$52.61 | \$67.64 | \$67.64 |
| Administrative grade 8 - level 1 | \$53.15 | \$68.33 | \$53.15 | \$68.33 | \$68.33 |
| Administrative grade 8 - level 2 | \$54.50 | \$70.07 | \$54.50 | \$70.07 | \$70.07 |
| Administrative grade 8 - level 3 | \$56.33 | \$72.43 | \$56.33 | \$72.43 | \$72.43 |
| Administrative grade 8 - level 4 | \$57.66 | \$74.14 | \$57.66 | \$74.14 | \$74.14 |
| Dental assistant - grade 1 | \$29.93 | \$38.48 | \$29.93 | \$38.48 | \$38.48 |
| Dental assistant - grade 2 | \$30.54 | \$39.26 | \$30.54 | \$39.26 | \$39.26 |
| Dental assistant - grade 3 | \$31.17 | \$40.07 | \$31.17 | \$40.07 | \$40.07 |
| Dental assistant - grade 4 | \$33.15 | \$42.62 | \$33.15 | \$42.62 | \$42.62 |
| Dental assistant - grade 5 | \$34.27 | \$44.06 | \$34.27 | \$44.06 | \$44.06 |
| Dental therapist grade 1 - level 1 | \$35.86 | \$46.10 | \$35.86 | \$46.10 | \$46.10 |
| Dental therapist grade 1 - level 2 | \$36.79 | \$47.30 | \$36.79 | \$47.30 | \$47.30 |
| Dental therapist grade 1 - level 3 | \$37.98 | \$48.83 | \$37.98 | \$48.83 | \$48.83 |
| Dental therapist grade 1 - level 4 | \$39.45 | \$50.72 | \$39.45 | \$50.72 | \$50.72 |
| Dental therapist grade 1 - level 5 | \$41.39 | \$53.21 | \$41.39 | \$53.21 | \$53.21 |
| Dental therapist grade 1 - level 6 | \$43.30 | \$55.67 | \$43.30 | \$55.67 | \$55.67 |
| Dental therapist grade 1 - level 7 | \$44.77 | \$57.56 | \$44.77 | \$57.56 | \$57.56 |
| Dental therapist grade 2 - level 1 | \$45.40 | \$58.37 | \$45.40 | \$58.37 | \$58.37 |
| Dental therapist grade 2 - level 2 | \$46.41 | \$59.67 | \$46.41 | \$59.67 | \$59.67 |
| Dental therapist grade 2 - level 3 | \$47.41 | \$60.95 | \$47.41 | \$60.95 | \$60.95 |
| Dental therapist grade 2 - level 4 | \$48.27 | \$62.06 | \$48.27 | \$62.06 | \$62.06 |
| Dental therapist grade 2 - level 5 | \$49.33 | \$63.43 | \$49.33 | \$63.43 | \$63.43 |
| Cleaner | \$31.13 | \$40.03 | \$31.13 | \$40.03 | \$40.03 |
| Driver - grade 1 | \$32.45 | \$41.72 | \$32.45 | \$41.72 | \$41.72 |
| Driver - grade 2 | \$33.29 | \$42.80 | \$33.29 | \$42.80 | \$42.80 |
| Caretaker | \$33.29 | \$42.80 | \$33.29 | \$42.80 | \$42.80 |

Junior - Casual - 20 years of age

Table 1 of 3

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|--|-----------------|--|--|--|------------------------|----------------------|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$25.40 | \$28.45 | \$28.45 | \$31.50 | \$35.56 | \$45.72 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$27.21 | \$30.48 | \$30.48 | \$33.74 | \$38.10 | \$48.98 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$28.15 | \$31.53 | \$31.53 | \$34.91 | \$39.41 | \$50.67 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$29.63 | \$33.18 | \$33.18 | \$36.74 | \$41.48 | \$53.33 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$31.18 | \$34.92 | \$34.92 | \$38.66 | \$43.65 | \$56.12 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$32.69 | \$36.61 | \$36.61 | \$40.53 | \$45.76 | \$58.84 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$33.59 | \$37.62 | \$37.62 | \$41.65 | \$47.02 | \$60.46 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$34.50 | \$38.64 | \$38.64 | \$42.78 | \$48.30 | \$62.10 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$35.29 | \$39.52 | \$39.52 | \$43.76 | \$49.40 | \$63.52 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$36.14 | \$40.47 | \$40.47 | \$44.81 | \$50.59 | \$65.05 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$36.99 | \$41.43 | \$41.43 | \$45.86 | \$51.78 | \$66.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$37.88 | \$42.42 | \$42.42 | \$46.97 | \$53.03 | \$68.18 |
| Administrative grade 1 - level 1 | \$25.21 | \$28.24 | \$28.24 | \$31.26 | \$35.30 | \$45.38 |
| Administrative grade 1 - level 2 | \$25.30 | \$28.34 | \$28.34 | \$31.37 | \$35.42 | \$45.54 |
| Administrative grade 1 - level 3 | \$25.84 | \$28.94 | \$28.94 | \$32.04 | \$36.17 | \$46.51 |
| Administrative grade 1 - level 4 | \$26.20 | \$29.34 | \$29.34 | \$32.49 | \$36.68 | \$47.16 |
| Administrative grade 1 - level 5 | \$26.96 | \$30.20 | \$30.20 | \$33.43 | \$37.75 | \$48.53 |
| Administrative grade 2 - level 1 | \$27.39 | \$30.67 | \$30.67 | \$33.96 | \$38.34 | \$49.30 |
| Administrative grade 2 - level 2 | \$27.86 | \$31.21 | \$31.21 | \$34.55 | \$39.01 | \$50.15 |
| Administrative grade 2 - level 3 | \$28.35 | \$31.75 | \$31.75 | \$35.15 | \$39.69 | \$51.03 |
| Administrative grade 2 - level 4 | \$28.75 | \$32.20 | \$32.20 | \$35.65 | \$40.25 | \$51.75 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|------------------------|---|---|---|-------------------------------|-----------------------------|
| Administrative grade 2 - level 5 | \$29.25 | \$32.76 | \$32.76 | \$36.27 | \$40.95 | \$52.65 |
| Administrative grade 3 - level 1 | \$29.78 | \$33.35 | \$33.35 | \$36.92 | \$41.69 | \$53.60 |
| Administrative grade 3 - level 2 | \$30.31 | \$33.95 | \$33.95 | \$37.59 | \$42.44 | \$54.56 |
| Administrative grade 3 - level 3 | \$30.64 | \$34.31 | \$34.31 | \$37.99 | \$42.89 | \$55.15 |
| Administrative grade 3 - level 4 | \$31.19 | \$34.93 | \$34.93 | \$38.67 | \$43.66 | \$56.14 |
| Administrative grade 4 - level 1 | \$31.68 | \$35.48 | \$35.48 | \$39.28 | \$44.35 | \$57.02 |
| Administrative grade 4 - level 2 | \$32.44 | \$36.33 | \$36.33 | \$40.22 | \$45.41 | \$58.39 |
| Administrative grade 4 - level 3 | \$33.01 | \$36.97 | \$36.97 | \$40.94 | \$46.22 | \$59.42 |
| Administrative grade 4 - level 4 | \$33.63 | \$37.66 | \$37.66 | \$41.70 | \$47.08 | \$60.53 |
| Administrative grade 5 - level 1 | \$34.29 | \$38.40 | \$38.40 | \$42.52 | \$48.00 | \$61.72 |
| Administrative grade 5 - level 2 | \$35.00 | \$39.20 | \$39.20 | \$43.40 | \$49.00 | \$63.00 |
| Administrative grade 5 - level 3 | \$35.74 | \$40.03 | \$40.03 | \$44.31 | \$50.03 | \$64.33 |
| Administrative grade 6 - level 1 | \$36.15 | \$40.49 | \$40.49 | \$44.83 | \$50.61 | \$65.07 |
| Administrative grade 6 - level 2 | \$36.84 | \$41.26 | \$41.26 | \$45.68 | \$51.57 | \$66.31 |
| Administrative grade 6 - level 3 | \$37.60 | \$42.11 | \$42.11 | \$46.62 | \$52.64 | \$67.68 |
| Administrative grade 6 - level 4 | \$39.04 | \$43.72 | \$43.72 | \$48.41 | \$54.65 | \$70.27 |
| Administrative grade 6 - level 5 | \$40.20 | \$45.02 | \$45.02 | \$49.85 | \$56.28 | \$72.36 |
| Administrative grade 7 - level 1 | \$41.15 | \$46.09 | \$46.09 | \$51.03 | \$57.61 | \$74.07 |
| Administrative grade 7 - level 2 | \$42.26 | \$47.33 | \$47.33 | \$52.41 | \$59.17 | \$76.07 |
| Administrative grade 8 - level 1 | \$42.70 | \$47.82 | \$47.82 | \$52.95 | \$59.78 | \$76.86 |
| Administrative grade 8 - level 2 | \$43.80 | \$49.06 | \$49.06 | \$54.31 | \$61.32 | \$78.84 |
| Administrative grade 8 - level 3 | \$45.28 | \$50.71 | \$50.71 | \$56.14 | \$63.39 | \$81.50 |
| Administrative grade 8 - level 4 | \$46.34 | \$51.90 | \$51.90 | \$57.46 | \$64.87 | \$83.41 |
| Dental assistant - grade 1 | \$24.04 | \$26.92 | \$26.92 | \$29.81 | \$33.65 | \$43.27 |
| Dental assistant - grade 2 | \$24.54 | \$27.48 | \$27.48 | \$30.43 | \$34.35 | \$44.17 |
| Dental assistant - grade 3 | \$25.04 | \$28.04 | \$28.04 | \$31.05 | \$35.05 | \$45.07 |
| Dental assistant - grade 4 | \$26.63 | \$29.82 | \$29.82 | \$33.02 | \$37.28 | \$47.93 |
| Dental assistant - grade 5 | \$27.53 | \$30.83 | \$30.83 | \$34.13 | \$38.54 | \$49.55 |
| Dental therapist grade 1 - level 1 | \$28.81 | \$32.27 | \$32.27 | \$35.73 | \$40.34 | \$51.86 |
| Dental therapist grade 1 - level 2 | \$29.56 | \$33.11 | \$33.11 | \$36.66 | \$41.39 | \$53.21 |
| Dental therapist grade 1 - level 3 | \$30.51 | \$34.17 | \$34.17 | \$37.84 | \$42.72 | \$54.92 |
| Dental therapist grade 1 - level 4 | \$31.69 | \$35.49 | \$35.49 | \$39.29 | \$44.36 | \$57.04 |
| Dental therapist grade 1 - level 5 | \$33.25 | \$37.24 | \$37.24 | \$41.23 | \$46.55 | \$59.85 |
| Dental therapist grade 1 - level 6 | \$34.79 | \$38.96 | \$38.96 | \$43.14 | \$48.70 | \$62.62 |
| Dental therapist grade 1 - level 7 | \$35.96 | \$40.28 | \$40.28 | \$44.59 | \$50.35 | \$64.73 |
| Dental therapist grade 2 - level 1 | \$36.48 | \$40.85 | \$40.85 | \$45.23 | \$51.07 | \$65.66 |

| Classification | Hourly pay rate | Evening shift - finishes between 7pm and 7am | Night shift - starts between 7pm and 7am | Night shift - between 7pm and 7am - more than 4 weeks in a row | Saturday - shiftworker | Sunday - shiftworker |
|------------------------------------|-----------------|--|--|--|------------------------|----------------------|
| Dental therapist grade 2 - level 2 | \$37.30 | \$41.78 | \$41.78 | \$46.25 | \$52.22 | \$67.14 |
| Dental therapist grade 2 - level 3 | \$38.09 | \$42.66 | \$42.66 | \$47.23 | \$53.32 | \$68.56 |
| Dental therapist grade 2 - level 4 | \$38.78 | \$43.43 | \$43.43 | \$48.08 | \$54.29 | \$69.80 |
| Dental therapist grade 2 - level 5 | \$39.65 | \$44.41 | \$44.41 | \$49.17 | \$55.51 | \$71.37 |
| Cleaner | \$25.03 | \$28.03 | \$28.03 | \$31.03 | \$35.04 | \$45.05 |
| Driver - grade 1 | \$26.06 | \$29.19 | \$29.19 | \$32.32 | \$36.49 | \$46.91 |
| Driver - grade 2 | \$26.74 | \$29.95 | \$29.95 | \$33.15 | \$37.43 | \$48.13 |
| Caretaker | \$26.74 | \$29.95 | \$29.95 | \$33.15 | \$37.43 | \$48.13 |

Table 2 of 3

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|--|----------------|--------------------------|--------------------------|---|---|--|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$30.48 | \$35.56 | \$45.72 | \$35.56 | \$45.72 | \$45.72 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$32.66 | \$38.10 | \$48.98 | \$38.10 | \$48.98 | \$48.98 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$33.78 | \$39.41 | \$50.67 | \$39.41 | \$50.67 | \$50.67 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$35.55 | \$41.48 | \$53.33 | \$41.48 | \$53.33 | \$53.33 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$37.41 | \$43.65 | \$56.12 | \$43.65 | \$56.12 | \$56.12 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$39.23 | \$45.76 | \$58.84 | \$45.76 | \$58.84 | \$58.84 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$40.31 | \$47.02 | \$60.46 | \$47.02 | \$60.46 | \$60.46 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$41.40 | \$48.30 | \$62.10 | \$48.30 | \$62.10 | \$62.10 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$42.35 | \$49.40 | \$63.52 | \$49.40 | \$63.52 | \$63.52 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$43.37 | \$50.59 | \$65.05 | \$50.59 | \$65.05 | \$65.05 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$44.39 | \$51.78 | \$66.58 | \$51.78 | \$66.58 | \$66.58 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|--|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$45.45 | \$53.03 | \$68.18 | \$53.03 | \$68.18 | \$68.18 |
| Administrative grade 1 - level 1 | \$30.26 | \$35.30 | \$45.38 | \$35.30 | \$45.38 | \$45.38 |
| Administrative grade 1 - level 2 | \$30.36 | \$35.42 | \$45.54 | \$35.42 | \$45.54 | \$45.54 |
| Administrative grade 1 - level 3 | \$31.01 | \$36.17 | \$46.51 | \$36.17 | \$46.51 | \$46.51 |
| Administrative grade 1 - level 4 | \$31.44 | \$36.68 | \$47.16 | \$36.68 | \$47.16 | \$47.16 |
| Administrative grade 1 - level 5 | \$32.36 | \$37.75 | \$48.53 | \$37.75 | \$48.53 | \$48.53 |
| Administrative grade 2 - level 1 | \$32.87 | \$38.34 | \$49.30 | \$38.34 | \$49.30 | \$49.30 |
| Administrative grade 2 - level 2 | \$33.44 | \$39.01 | \$50.15 | \$39.01 | \$50.15 | \$50.15 |
| Administrative grade 2 - level 3 | \$34.02 | \$39.69 | \$51.03 | \$39.69 | \$51.03 | \$51.03 |
| Administrative grade 2 - level 4 | \$34.50 | \$40.25 | \$51.75 | \$40.25 | \$51.75 | \$51.75 |
| Administrative grade 2 - level 5 | \$35.10 | \$40.95 | \$52.65 | \$40.95 | \$52.65 | \$52.65 |
| Administrative grade 3 - level 1 | \$35.73 | \$41.69 | \$53.60 | \$41.69 | \$53.60 | \$53.60 |
| Administrative grade 3 - level 2 | \$36.38 | \$42.44 | \$54.56 | \$42.44 | \$54.56 | \$54.56 |
| Administrative grade 3 - level 3 | \$36.77 | \$42.89 | \$55.15 | \$42.89 | \$55.15 | \$55.15 |
| Administrative grade 3 - level 4 | \$37.43 | \$43.66 | \$56.14 | \$43.66 | \$56.14 | \$56.14 |
| Administrative grade 4 - level 1 | \$38.01 | \$44.35 | \$57.02 | \$44.35 | \$57.02 | \$57.02 |
| Administrative grade 4 - level 2 | \$38.93 | \$45.41 | \$58.39 | \$45.41 | \$58.39 | \$58.39 |
| Administrative grade 4 - level 3 | \$39.62 | \$46.22 | \$59.42 | \$46.22 | \$59.42 | \$59.42 |
| Administrative grade 4 - level 4 | \$40.35 | \$47.08 | \$60.53 | \$47.08 | \$60.53 | \$60.53 |
| Administrative grade 5 - level 1 | \$41.15 | \$48.00 | \$61.72 | \$48.00 | \$61.72 | \$61.72 |
| Administrative grade 5 - level 2 | \$42.00 | \$49.00 | \$63.00 | \$49.00 | \$63.00 | \$63.00 |
| Administrative grade 5 - level 3 | \$42.89 | \$50.03 | \$64.33 | \$50.03 | \$64.33 | \$64.33 |
| Administrative grade 6 - level 1 | \$43.38 | \$50.61 | \$65.07 | \$50.61 | \$65.07 | \$65.07 |
| Administrative grade 6 - level 2 | \$44.21 | \$51.57 | \$66.31 | \$51.57 | \$66.31 | \$66.31 |
| Administrative grade 6 - level 3 | \$45.12 | \$52.64 | \$67.68 | \$52.64 | \$67.68 | \$67.68 |
| Administrative grade 6 - level 4 | \$46.85 | \$54.65 | \$70.27 | \$54.65 | \$70.27 | \$70.27 |
| Administrative grade 6 - level 5 | \$48.24 | \$56.28 | \$72.36 | \$56.28 | \$72.36 | \$72.36 |
| Administrative grade 7 - level 1 | \$49.38 | \$57.61 | \$74.07 | \$57.61 | \$74.07 | \$74.07 |
| Administrative grade 7 - level 2 | \$50.72 | \$59.17 | \$76.07 | \$59.17 | \$76.07 | \$76.07 |
| Administrative grade 8 - level 1 | \$51.24 | \$59.78 | \$76.86 | \$59.78 | \$76.86 | \$76.86 |
| Administrative grade 8 - level 2 | \$52.56 | \$61.32 | \$78.84 | \$61.32 | \$78.84 | \$78.84 |
| Administrative grade 8 - level 3 | \$54.33 | \$63.39 | \$81.50 | \$63.39 | \$81.50 | \$81.50 |
| Administrative grade 8 - level 4 | \$55.61 | \$64.87 | \$83.41 | \$64.87 | \$83.41 | \$83.41 |
| Dental assistant - grade 1 | \$28.85 | \$33.65 | \$43.27 | \$33.65 | \$43.27 | \$43.27 |

| Classification | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - broken shift - more than 9 but less than 12 hours after the start of the first shift | Overtime - broken shift - more than 12 hours after the start of the first shift | Less than 10 hour break after overtime |
|------------------------------------|-----------------------|---------------------------------|---------------------------------|--|--|---|
| Dental assistant - grade 2 | \$29.45 | \$34.35 | \$44.17 | \$34.35 | \$44.17 | \$44.17 |
| Dental assistant - grade 3 | \$30.05 | \$35.05 | \$45.07 | \$35.05 | \$45.07 | \$45.07 |
| Dental assistant - grade 4 | \$31.95 | \$37.28 | \$47.93 | \$37.28 | \$47.93 | \$47.93 |
| Dental assistant - grade 5 | \$33.03 | \$38.54 | \$49.55 | \$38.54 | \$49.55 | \$49.55 |
| Dental therapist grade 1 - level 1 | \$34.58 | \$40.34 | \$51.86 | \$40.34 | \$51.86 | \$51.86 |
| Dental therapist grade 1 - level 2 | \$35.48 | \$41.39 | \$53.21 | \$41.39 | \$53.21 | \$53.21 |
| Dental therapist grade 1 - level 3 | \$36.62 | \$42.72 | \$54.92 | \$42.72 | \$54.92 | \$54.92 |
| Dental therapist grade 1 - level 4 | \$38.03 | \$44.36 | \$57.04 | \$44.36 | \$57.04 | \$57.04 |
| Dental therapist grade 1 - level 5 | \$39.90 | \$46.55 | \$59.85 | \$46.55 | \$59.85 | \$59.85 |
| Dental therapist grade 1 - level 6 | \$41.75 | \$48.70 | \$62.62 | \$48.70 | \$62.62 | \$62.62 |
| Dental therapist grade 1 - level 7 | \$43.16 | \$50.35 | \$64.73 | \$50.35 | \$64.73 | \$64.73 |
| Dental therapist grade 2 - level 1 | \$43.77 | \$51.07 | \$65.66 | \$51.07 | \$65.66 | \$65.66 |
| Dental therapist grade 2 - level 2 | \$44.76 | \$52.22 | \$67.14 | \$52.22 | \$67.14 | \$67.14 |
| Dental therapist grade 2 - level 3 | \$45.71 | \$53.32 | \$68.56 | \$53.32 | \$68.56 | \$68.56 |
| Dental therapist grade 2 - level 4 | \$46.53 | \$54.29 | \$69.80 | \$54.29 | \$69.80 | \$69.80 |
| Dental therapist grade 2 - level 5 | \$47.58 | \$55.51 | \$71.37 | \$55.51 | \$71.37 | \$71.37 |
| Cleaner | \$30.03 | \$35.04 | \$45.05 | \$35.04 | \$45.05 | \$45.05 |
| Driver - grade 1 | \$31.28 | \$36.49 | \$46.91 | \$36.49 | \$46.91 | \$46.91 |
| Driver - grade 2 | \$32.09 | \$37.43 | \$48.13 | \$37.43 | \$48.13 | \$48.13 |
| Caretaker | \$32.09 | \$37.43 | \$48.13 | \$37.43 | \$48.13 | \$48.13 |

Table 3 of 3

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 1 - level 1 | \$35.56 | \$45.72 | \$35.56 | \$45.72 | \$45.72 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 1 | \$38.10 | \$48.98 | \$38.10 | \$48.98 | \$48.98 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 2 - level 2 | \$39.41 | \$50.67 | \$39.41 | \$50.67 | \$50.67 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 1 | \$41.48 | \$53.33 | \$41.48 | \$53.33 | \$53.33 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|--|--|--|--|--|---|
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 2 | \$43.65 | \$56.12 | \$43.65 | \$56.12 | \$56.12 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 3 - level 3 | \$45.76 | \$58.84 | \$45.76 | \$58.84 | \$58.84 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 1 | \$47.02 | \$60.46 | \$47.02 | \$60.46 | \$60.46 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 2 | \$48.30 | \$62.10 | \$48.30 | \$62.10 | \$62.10 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 4 - level 3 | \$49.40 | \$63.52 | \$49.40 | \$63.52 | \$63.52 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 1 | \$50.59 | \$65.05 | \$50.59 | \$65.05 | \$65.05 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 2 | \$51.78 | \$66.58 | \$51.78 | \$66.58 | \$66.58 |
| Aboriginal and/or Torres Strait Islander Health Worker / Community Health Worker - Grade 5 - level 3 | \$53.03 | \$68.18 | \$53.03 | \$68.18 | \$68.18 |
| Administrative grade 1 - level 1 | \$35.30 | \$45.38 | \$35.30 | \$45.38 | \$45.38 |
| Administrative grade 1 - level 2 | \$35.42 | \$45.54 | \$35.42 | \$45.54 | \$45.54 |
| Administrative grade 1 - level 3 | \$36.17 | \$46.51 | \$36.17 | \$46.51 | \$46.51 |
| Administrative grade 1 - level 4 | \$36.68 | \$47.16 | \$36.68 | \$47.16 | \$47.16 |
| Administrative grade 1 - level 5 | \$37.75 | \$48.53 | \$37.75 | \$48.53 | \$48.53 |
| Administrative grade 2 - level 1 | \$38.34 | \$49.30 | \$38.34 | \$49.30 | \$49.30 |
| Administrative grade 2 - level 2 | \$39.01 | \$50.15 | \$39.01 | \$50.15 | \$50.15 |
| Administrative grade 2 - level 3 | \$39.69 | \$51.03 | \$39.69 | \$51.03 | \$51.03 |
| Administrative grade 2 - level 4 | \$40.25 | \$51.75 | \$40.25 | \$51.75 | \$51.75 |
| Administrative grade 2 - level 5 | \$40.95 | \$52.65 | \$40.95 | \$52.65 | \$52.65 |
| Administrative grade 3 - level 1 | \$41.69 | \$53.60 | \$41.69 | \$53.60 | \$53.60 |
| Administrative grade 3 - level 2 | \$42.44 | \$54.56 | \$42.44 | \$54.56 | \$54.56 |
| Administrative grade 3 - level 3 | \$42.89 | \$55.15 | \$42.89 | \$55.15 | \$55.15 |
| Administrative grade 3 - level 4 | \$43.66 | \$56.14 | \$43.66 | \$56.14 | \$56.14 |
| Administrative grade 4 - level 1 | \$44.35 | \$57.02 | \$44.35 | \$57.02 | \$57.02 |
| Administrative grade 4 - level 2 | \$45.41 | \$58.39 | \$45.41 | \$58.39 | \$58.39 |
| Administrative grade 4 - level 3 | \$46.22 | \$59.42 | \$46.22 | \$59.42 | \$59.42 |
| Administrative grade 4 - level 4 | \$47.08 | \$60.53 | \$47.08 | \$60.53 | \$60.53 |
| Administrative grade 5 - level 1 | \$48.00 | \$61.72 | \$48.00 | \$61.72 | \$61.72 |

| Classification | Recall (during off duty period) first 2 hours | Recall (during off duty period) after 2 hours | Recall (when on call) - less than 12 hours after the start of the last normal shift | Recall (when on call) - more than 12 hours after the start of the last normal shift | Recall (when on call) - public holiday |
|------------------------------------|--|--|--|--|---|
| Administrative grade 5 - level 2 | \$49.00 | \$63.00 | \$49.00 | \$63.00 | \$63.00 |
| Administrative grade 5 - level 3 | \$50.03 | \$64.33 | \$50.03 | \$64.33 | \$64.33 |
| Administrative grade 6 - level 1 | \$50.61 | \$65.07 | \$50.61 | \$65.07 | \$65.07 |
| Administrative grade 6 - level 2 | \$51.57 | \$66.31 | \$51.57 | \$66.31 | \$66.31 |
| Administrative grade 6 - level 3 | \$52.64 | \$67.68 | \$52.64 | \$67.68 | \$67.68 |
| Administrative grade 6 - level 4 | \$54.65 | \$70.27 | \$54.65 | \$70.27 | \$70.27 |
| Administrative grade 6 - level 5 | \$56.28 | \$72.36 | \$56.28 | \$72.36 | \$72.36 |
| Administrative grade 7 - level 1 | \$57.61 | \$74.07 | \$57.61 | \$74.07 | \$74.07 |
| Administrative grade 7 - level 2 | \$59.17 | \$76.07 | \$59.17 | \$76.07 | \$76.07 |
| Administrative grade 8 - level 1 | \$59.78 | \$76.86 | \$59.78 | \$76.86 | \$76.86 |
| Administrative grade 8 - level 2 | \$61.32 | \$78.84 | \$61.32 | \$78.84 | \$78.84 |
| Administrative grade 8 - level 3 | \$63.39 | \$81.50 | \$63.39 | \$81.50 | \$81.50 |
| Administrative grade 8 - level 4 | \$64.87 | \$83.41 | \$64.87 | \$83.41 | \$83.41 |
| Dental assistant - grade 1 | \$33.65 | \$43.27 | \$33.65 | \$43.27 | \$43.27 |
| Dental assistant - grade 2 | \$34.35 | \$44.17 | \$34.35 | \$44.17 | \$44.17 |
| Dental assistant - grade 3 | \$35.05 | \$45.07 | \$35.05 | \$45.07 | \$45.07 |
| Dental assistant - grade 4 | \$37.28 | \$47.93 | \$37.28 | \$47.93 | \$47.93 |
| Dental assistant - grade 5 | \$38.54 | \$49.55 | \$38.54 | \$49.55 | \$49.55 |
| Dental therapist grade 1 - level 1 | \$40.34 | \$51.86 | \$40.34 | \$51.86 | \$51.86 |
| Dental therapist grade 1 - level 2 | \$41.39 | \$53.21 | \$41.39 | \$53.21 | \$53.21 |
| Dental therapist grade 1 - level 3 | \$42.72 | \$54.92 | \$42.72 | \$54.92 | \$54.92 |
| Dental therapist grade 1 - level 4 | \$44.36 | \$57.04 | \$44.36 | \$57.04 | \$57.04 |
| Dental therapist grade 1 - level 5 | \$46.55 | \$59.85 | \$46.55 | \$59.85 | \$59.85 |
| Dental therapist grade 1 - level 6 | \$48.70 | \$62.62 | \$48.70 | \$62.62 | \$62.62 |
| Dental therapist grade 1 - level 7 | \$50.35 | \$64.73 | \$50.35 | \$64.73 | \$64.73 |
| Dental therapist grade 2 - level 1 | \$51.07 | \$65.66 | \$51.07 | \$65.66 | \$65.66 |
| Dental therapist grade 2 - level 2 | \$52.22 | \$67.14 | \$52.22 | \$67.14 | \$67.14 |
| Dental therapist grade 2 - level 3 | \$53.32 | \$68.56 | \$53.32 | \$68.56 | \$68.56 |
| Dental therapist grade 2 - level 4 | \$54.29 | \$69.80 | \$54.29 | \$69.80 | \$69.80 |
| Dental therapist grade 2 - level 5 | \$55.51 | \$71.37 | \$55.51 | \$71.37 | \$71.37 |
| Cleaner | \$35.04 | \$45.05 | \$35.04 | \$45.05 | \$45.05 |
| Driver - grade 1 | \$36.49 | \$46.91 | \$36.49 | \$46.91 | \$46.91 |
| Driver - grade 2 | \$37.43 | \$48.13 | \$37.43 | \$48.13 | \$48.13 |
| Caretaker | \$37.43 | \$48.13 | \$37.43 | \$48.13 | \$48.13 |

Allowances

| Allowances | Rate |
|--|--|
| Bilingual qualification allowance - level 1 | \$2,070.33 per year |
| Bilingual qualification allowance - level 2 | \$4,143.87 per year |
| Blood count allowance | reimbursement for any out of pocket expenses for tests |
| Laundry allowance | reimbursement for reasonable laundering and maintenance of special clothing, or an allowance of \$0.26 per day or part thereof or \$1.29 per week (whichever is the lesser amount) |
| Meal allowance - overtime | \$13.78 for the first meal and \$12.42 per meal for further meals |
| Medication administration allowance | \$2.50 per week |
| Nauseous work allowance | \$0.49 per hour with a minimum amount of \$2.70 per week |
| On call - off duty period | \$19.71 per 24 hour period or part thereof |
| On call - public holiday | \$39.42 per 24 hour period or part thereof |
| Telephone allowance | reimbursement for the telephone installation cost and ongoing rental charges |
| Travelling expenses reimbursement | reimbursement for the reasonably incurred costs of fares, meals and accommodation on producing of receipts or other acceptable evidence |
| Travelling time allowance - working away from normal workplace | payment at the minimum hourly rate of pay for all time reasonably spent travelling to and from the place of work |
| Uniform and special clothing allowance | reimbursement of the cost of purchasing a reasonable number of the special clothing, or an allowance of \$1.20 per day or part thereof or \$5.92 per week (whichever is the lesser amount) |
| 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.