

## Pay Guide - Legal Services Award 2010

[MA000116]

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Pay rates for this award will change from 01 November 2020. The rates in this guide apply from 01 July 2019.

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

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## Rates of pay

### Adult

### Full-time & part-time

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<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Early morning shift</b>	<b>Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)</b>	<b>Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours</b>	<b>Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours</b>
Legal clerical and administrative employee, level 1	\$826.60	\$21.75	\$23.93	\$25.01	\$32.63	\$43.50
Legal clerical and administrative employee, level 2	\$862.50	\$22.70	\$24.97	\$26.11	\$34.05	\$45.40
Legal clerical and administrative employee, level 3	\$911.00	\$23.97	\$26.37	\$27.57	\$35.96	\$47.94
Legal clerical and administrative employee, level 4	\$956.70	\$25.18	\$27.70	\$28.96	\$37.77	\$50.36
Legal clerical and administrative employee, level 5	\$995.50	\$26.20	\$28.82	\$30.13	\$39.30	\$52.40
Law graduate, level 5	\$995.50	\$26.20	\$28.82	\$30.13	\$39.30	\$52.40
Law clerk, level 6	\$1,055.20	\$27.77	\$30.55	\$31.94	\$41.66	\$55.54

**Table 2 of 5**

<b>Classification</b>	<b>Permanent night shift</b>	<b>Saturday - all shiftworkers</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>
Legal clerical and administrative employee, level 1	\$28.28	\$32.63	\$32.63	\$43.50	\$43.50	\$43.50
Legal clerical and administrative employee, level 2	\$29.51	\$34.05	\$34.05	\$45.40	\$45.40	\$45.40
Legal clerical and administrative employee, level 3	\$31.16	\$35.96	\$35.96	\$47.94	\$47.94	\$47.94
Legal clerical and administrative employee, level 4	\$32.73	\$37.77	\$37.77	\$50.36	\$50.36	\$50.36
Legal clerical and administrative employee, level 5	\$34.06	\$39.30	\$39.30	\$52.40	\$52.40	\$52.40
Law graduate, level 5	\$34.06	\$39.30	\$39.30	\$52.40	\$52.40	\$52.40
Law clerk, level 6	\$36.10	\$41.66	\$41.66	\$55.54	\$55.54	\$55.54

**Table 3 of 5**

<b>Classification</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$43.50	\$43.50	\$54.38	\$32.63	\$43.50	\$43.50
Legal clerical and administrative employee, level 2	\$45.40	\$45.40	\$56.75	\$34.05	\$45.40	\$45.40
Legal clerical and administrative employee, level 3	\$47.94	\$47.94	\$59.93	\$35.96	\$47.94	\$47.94
Legal clerical and administrative employee, level 4	\$50.36	\$50.36	\$62.95	\$37.77	\$50.36	\$50.36
Legal clerical and administrative employee, level 5	\$52.40	\$52.40	\$65.50	\$39.30	\$52.40	\$52.40
Law graduate, level 5	\$52.40	\$52.40	\$65.50	\$39.30	\$52.40	\$52.40
Law clerk, level 6	\$55.54	\$55.54	\$69.43	\$41.66	\$55.54	\$55.54

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$43.50	\$32.63	\$43.50	\$43.50	\$54.38	\$43.50
Legal clerical and administrative employee, level 2	\$45.40	\$34.05	\$45.40	\$45.40	\$56.75	\$45.40
Legal clerical and administrative employee, level 3	\$47.94	\$35.96	\$47.94	\$47.94	\$59.93	\$47.94
Legal clerical and administrative employee, level 4	\$50.36	\$37.77	\$50.36	\$50.36	\$62.95	\$50.36
Legal clerical and administrative employee, level 5	\$52.40	\$39.30	\$52.40	\$52.40	\$65.50	\$52.40
Law graduate, level 5	\$52.40	\$39.30	\$52.40	\$52.40	\$65.50	\$52.40
Law clerk, level 6	\$55.54	\$41.66	\$55.54	\$55.54	\$69.43	\$55.54

**Table 5 of 5**

<b>Classification</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$32.63	\$43.50	\$43.50	\$32.63	\$43.50	\$43.50
Legal clerical and administrative employee, level 2	\$34.05	\$45.40	\$45.40	\$34.05	\$45.40	\$45.40
Legal clerical and administrative employee, level 3	\$35.96	\$47.94	\$47.94	\$35.96	\$47.94	\$47.94
Legal clerical and administrative employee, level 4	\$37.77	\$50.36	\$50.36	\$37.77	\$50.36	\$50.36
Legal clerical and administrative employee, level 5	\$39.30	\$52.40	\$52.40	\$39.30	\$52.40	\$52.40
Law graduate, level 5	\$39.30	\$52.40	\$52.40	\$39.30	\$52.40	\$52.40
Law clerk, level 6	\$41.66	\$55.54	\$55.54	\$41.66	\$55.54	\$55.54

## Casual

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$27.19	\$29.36	\$30.45	\$38.06	\$48.94	\$33.71	\$38.06
Legal clerical and administrative employee, level 2	\$28.38	\$30.65	\$31.78	\$39.73	\$51.08	\$35.19	\$39.73
Legal clerical and administrative employee, level 3	\$29.96	\$32.36	\$33.56	\$41.95	\$53.93	\$37.15	\$41.95
Legal clerical and administrative employee, level 4	\$31.48	\$33.99	\$35.25	\$44.07	\$56.66	\$39.03	\$44.07
Legal clerical and administrative employee, level 5	\$32.75	\$35.37	\$36.68	\$45.85	\$58.95	\$40.61	\$45.85
Law graduate, level 5	\$32.75	\$35.37	\$36.68	\$45.85	\$58.95	\$40.61	\$45.85
Law clerk, level 6	\$34.71	\$37.49	\$38.88	\$48.60	\$62.48	\$43.04	\$48.60

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$38.06	\$48.94	\$48.94	\$48.94	\$48.94	\$48.94	\$59.81
Legal clerical and administrative employee, level 2	\$39.73	\$51.08	\$51.08	\$51.08	\$51.08	\$51.08	\$62.43
Legal clerical and administrative employee, level 3	\$41.95	\$53.93	\$53.93	\$53.93	\$53.93	\$53.93	\$65.92
Legal clerical and administrative employee, level 4	\$44.07	\$56.66	\$56.66	\$56.66	\$56.66	\$56.66	\$69.25
Legal clerical and administrative employee, level 5	\$45.85	\$58.95	\$58.95	\$58.95	\$58.95	\$58.95	\$72.05
Law graduate, level 5	\$45.85	\$58.95	\$58.95	\$58.95	\$58.95	\$58.95	\$72.05
Law clerk, level 6	\$48.60	\$62.48	\$62.48	\$62.48	\$62.48	\$62.48	\$76.37



**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$38.06	\$48.94	\$48.94	\$48.94	\$38.06	\$48.94	\$48.94
Legal clerical and administrative employee, level 2	\$39.73	\$51.08	\$51.08	\$51.08	\$39.73	\$51.08	\$51.08
Legal clerical and administrative employee, level 3	\$41.95	\$53.93	\$53.93	\$53.93	\$41.95	\$53.93	\$53.93
Legal clerical and administrative employee, level 4	\$44.07	\$56.66	\$56.66	\$56.66	\$44.07	\$56.66	\$56.66
Legal clerical and administrative employee, level 5	\$45.85	\$58.95	\$58.95	\$58.95	\$45.85	\$58.95	\$58.95
Law graduate, level 5	\$45.85	\$58.95	\$58.95	\$58.95	\$45.85	\$58.95	\$58.95
Law clerk, level 6	\$48.60	\$62.48	\$62.48	\$62.48	\$48.60	\$62.48	\$62.48

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$59.81	\$48.94	\$38.06	\$38.06	\$48.94	\$48.94
Legal clerical and administrative employee, level 2	\$62.43	\$51.08	\$39.73	\$39.73	\$51.08	\$51.08
Legal clerical and administrative employee, level 3	\$65.92	\$53.93	\$41.95	\$41.95	\$53.93	\$53.93
Legal clerical and administrative employee, level 4	\$69.25	\$56.66	\$44.07	\$44.07	\$56.66	\$56.66
Legal clerical and administrative employee, level 5	\$72.05	\$58.95	\$45.85	\$45.85	\$58.95	\$58.95
Law graduate, level 5	\$72.05	\$58.95	\$45.85	\$45.85	\$58.95	\$58.95
Law clerk, level 6	\$76.37	\$62.48	\$48.60	\$48.60	\$62.48	\$62.48

## Junior - Full-time & part-time - Under 16 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$9.79	\$10.77	\$11.26	\$14.69	\$19.58	\$12.73	\$14.69
Legal clerical and administrative employee, level 2	\$10.22	\$11.24	\$11.75	\$15.33	\$20.44	\$13.29	\$15.33
Legal clerical and administrative employee, level 3	\$10.79	\$11.87	\$12.41	\$16.19	\$21.58	\$14.03	\$16.19
Legal clerical and administrative employee, level 4	\$11.33	\$12.46	\$13.03	\$17.00	\$22.66	\$14.73	\$17.00
Legal clerical and administrative employee, level 5	\$11.79	\$12.97	\$13.56	\$17.69	\$23.58	\$15.33	\$17.69
Law graduate, level 5	\$11.79	\$12.97	\$13.56	\$17.69	\$23.58	\$15.33	\$17.69
Law clerk, level 6	\$12.50	\$13.75	\$14.38	\$18.75	\$25.00	\$16.25	\$18.75

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$14.69	\$19.58	\$19.58	\$19.58	\$19.58	\$19.58	\$24.48
Legal clerical and administrative employee, level 2	\$15.33	\$20.44	\$20.44	\$20.44	\$20.44	\$20.44	\$25.55
Legal clerical and administrative employee, level 3	\$16.19	\$21.58	\$21.58	\$21.58	\$21.58	\$21.58	\$26.98
Legal clerical and administrative employee, level 4	\$17.00	\$22.66	\$22.66	\$22.66	\$22.66	\$22.66	\$28.33
Legal clerical and administrative employee, level 5	\$17.69	\$23.58	\$23.58	\$23.58	\$23.58	\$23.58	\$29.48
Law graduate, level 5	\$17.69	\$23.58	\$23.58	\$23.58	\$23.58	\$23.58	\$29.48
Law clerk, level 6	\$18.75	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$31.25

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$14.69	\$19.58	\$19.58	\$19.58	\$14.69	\$19.58	\$19.58
Legal clerical and administrative employee, level 2	\$15.33	\$20.44	\$20.44	\$20.44	\$15.33	\$20.44	\$20.44
Legal clerical and administrative employee, level 3	\$16.19	\$21.58	\$21.58	\$21.58	\$16.19	\$21.58	\$21.58
Legal clerical and administrative employee, level 4	\$17.00	\$22.66	\$22.66	\$22.66	\$17.00	\$22.66	\$22.66
Legal clerical and administrative employee, level 5	\$17.69	\$23.58	\$23.58	\$23.58	\$17.69	\$23.58	\$23.58
Law graduate, level 5	\$17.69	\$23.58	\$23.58	\$23.58	\$17.69	\$23.58	\$23.58
Law clerk, level 6	\$18.75	\$25.00	\$25.00	\$25.00	\$18.75	\$25.00	\$25.00

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$24.48	\$19.58	\$14.69	\$19.58	\$19.58	\$14.69	\$19.58	\$19.58
Legal clerical and administrative employee, level 2	\$25.55	\$20.44	\$15.33	\$20.44	\$20.44	\$15.33	\$20.44	\$20.44
Legal clerical and administrative employee, level 3	\$26.98	\$21.58	\$16.19	\$21.58	\$21.58	\$16.19	\$21.58	\$21.58
Legal clerical and administrative employee, level 4	\$28.33	\$22.66	\$17.00	\$22.66	\$22.66	\$17.00	\$22.66	\$22.66
Legal clerical and administrative employee, level 5	\$29.48	\$23.58	\$17.69	\$23.58	\$23.58	\$17.69	\$23.58	\$23.58
Law graduate, level 5	\$29.48	\$23.58	\$17.69	\$23.58	\$23.58	\$17.69	\$23.58	\$23.58
Law clerk, level 6	\$31.25	\$25.00	\$18.75	\$25.00	\$25.00	\$18.75	\$25.00	\$25.00

## Junior - Full-time & part-time - 16 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$10.88	\$11.97	\$12.51	\$16.32	\$21.76	\$14.14	\$16.32
Legal clerical and administrative employee, level 2	\$11.35	\$12.49	\$13.05	\$17.03	\$22.70	\$14.76	\$17.03
Legal clerical and administrative employee, level 3	\$11.99	\$13.19	\$13.79	\$17.99	\$23.98	\$15.59	\$17.99
Legal clerical and administrative employee, level 4	\$12.59	\$13.85	\$14.48	\$18.89	\$25.18	\$16.37	\$18.89
Legal clerical and administrative employee, level 5	\$13.10	\$14.41	\$15.07	\$19.65	\$26.20	\$17.03	\$19.65
Law graduate, level 5	\$13.10	\$14.41	\$15.07	\$19.65	\$26.20	\$17.03	\$19.65
Law clerk, level 6	\$13.89	\$15.28	\$15.97	\$20.84	\$27.78	\$18.06	\$20.84

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$16.32	\$21.76	\$21.76	\$21.76	\$21.76	\$21.76	\$27.20
Legal clerical and administrative employee, level 2	\$17.03	\$22.70	\$22.70	\$22.70	\$22.70	\$22.70	\$28.38
Legal clerical and administrative employee, level 3	\$17.99	\$23.98	\$23.98	\$23.98	\$23.98	\$23.98	\$29.98
Legal clerical and administrative employee, level 4	\$18.89	\$25.18	\$25.18	\$25.18	\$25.18	\$25.18	\$31.48
Legal clerical and administrative employee, level 5	\$19.65	\$26.20	\$26.20	\$26.20	\$26.20	\$26.20	\$32.75
Law graduate, level 5	\$19.65	\$26.20	\$26.20	\$26.20	\$26.20	\$26.20	\$32.75
Law clerk, level 6	\$20.84	\$27.78	\$27.78	\$27.78	\$27.78	\$27.78	\$34.73



**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$16.32	\$21.76	\$21.76	\$21.76	\$16.32	\$21.76	\$21.76
Legal clerical and administrative employee, level 2	\$17.03	\$22.70	\$22.70	\$22.70	\$17.03	\$22.70	\$22.70
Legal clerical and administrative employee, level 3	\$17.99	\$23.98	\$23.98	\$23.98	\$17.99	\$23.98	\$23.98
Legal clerical and administrative employee, level 4	\$18.89	\$25.18	\$25.18	\$25.18	\$18.89	\$25.18	\$25.18
Legal clerical and administrative employee, level 5	\$19.65	\$26.20	\$26.20	\$26.20	\$19.65	\$26.20	\$26.20
Law graduate, level 5	\$19.65	\$26.20	\$26.20	\$26.20	\$19.65	\$26.20	\$26.20
Law clerk, level 6	\$20.84	\$27.78	\$27.78	\$27.78	\$20.84	\$27.78	\$27.78

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$27.20	\$21.76	\$16.32	\$21.76	\$21.76	\$16.32	\$21.76	\$21.76
Legal clerical and administrative employee, level 2	\$28.38	\$22.70	\$17.03	\$22.70	\$22.70	\$17.03	\$22.70	\$22.70
Legal clerical and administrative employee, level 3	\$29.98	\$23.98	\$17.99	\$23.98	\$23.98	\$17.99	\$23.98	\$23.98
Legal clerical and administrative employee, level 4	\$31.48	\$25.18	\$18.89	\$25.18	\$25.18	\$18.89	\$25.18	\$25.18
Legal clerical and administrative employee, level 5	\$32.75	\$26.20	\$19.65	\$26.20	\$26.20	\$19.65	\$26.20	\$26.20
Law graduate, level 5	\$32.75	\$26.20	\$19.65	\$26.20	\$26.20	\$19.65	\$26.20	\$26.20
Law clerk, level 6	\$34.73	\$27.78	\$20.84	\$27.78	\$27.78	\$20.84	\$27.78	\$27.78

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

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$13.05	\$14.36	\$15.01	\$19.58	\$26.10	\$16.97	\$19.58
Legal clerical and administrative employee, level 2	\$13.62	\$14.98	\$15.66	\$20.43	\$27.24	\$17.71	\$20.43
Legal clerical and administrative employee, level 3	\$14.38	\$15.82	\$16.54	\$21.57	\$28.76	\$18.69	\$21.57
Legal clerical and administrative employee, level 4	\$15.11	\$16.62	\$17.38	\$22.67	\$30.22	\$19.64	\$22.67
Legal clerical and administrative employee, level 5	\$15.72	\$17.29	\$18.08	\$23.58	\$31.44	\$20.44	\$23.58
Law graduate, level 5	\$15.72	\$17.29	\$18.08	\$23.58	\$31.44	\$20.44	\$23.58
Law clerk, level 6	\$16.66	\$18.33	\$19.16	\$24.99	\$33.32	\$21.66	\$24.99

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$19.58	\$26.10	\$26.10	\$26.10	\$26.10	\$26.10	\$32.63
Legal clerical and administrative employee, level 2	\$20.43	\$27.24	\$27.24	\$27.24	\$27.24	\$27.24	\$34.05
Legal clerical and administrative employee, level 3	\$21.57	\$28.76	\$28.76	\$28.76	\$28.76	\$28.76	\$35.95
Legal clerical and administrative employee, level 4	\$22.67	\$30.22	\$30.22	\$30.22	\$30.22	\$30.22	\$37.78
Legal clerical and administrative employee, level 5	\$23.58	\$31.44	\$31.44	\$31.44	\$31.44	\$31.44	\$39.30
Law graduate, level 5	\$23.58	\$31.44	\$31.44	\$31.44	\$31.44	\$31.44	\$39.30
Law clerk, level 6	\$24.99	\$33.32	\$33.32	\$33.32	\$33.32	\$33.32	\$41.65

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$19.58	\$26.10	\$26.10	\$26.10	\$19.58	\$26.10	\$26.10
Legal clerical and administrative employee, level 2	\$20.43	\$27.24	\$27.24	\$27.24	\$20.43	\$27.24	\$27.24
Legal clerical and administrative employee, level 3	\$21.57	\$28.76	\$28.76	\$28.76	\$21.57	\$28.76	\$28.76
Legal clerical and administrative employee, level 4	\$22.67	\$30.22	\$30.22	\$30.22	\$22.67	\$30.22	\$30.22
Legal clerical and administrative employee, level 5	\$23.58	\$31.44	\$31.44	\$31.44	\$23.58	\$31.44	\$31.44
Law graduate, level 5	\$23.58	\$31.44	\$31.44	\$31.44	\$23.58	\$31.44	\$31.44
Law clerk, level 6	\$24.99	\$33.32	\$33.32	\$33.32	\$24.99	\$33.32	\$33.32

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$32.63	\$26.10	\$19.58	\$26.10	\$26.10	\$19.58	\$26.10	\$26.10
Legal clerical and administrative employee, level 2	\$34.05	\$27.24	\$20.43	\$27.24	\$27.24	\$20.43	\$27.24	\$27.24
Legal clerical and administrative employee, level 3	\$35.95	\$28.76	\$21.57	\$28.76	\$28.76	\$21.57	\$28.76	\$28.76
Legal clerical and administrative employee, level 4	\$37.78	\$30.22	\$22.67	\$30.22	\$30.22	\$22.67	\$30.22	\$30.22
Legal clerical and administrative employee, level 5	\$39.30	\$31.44	\$23.58	\$31.44	\$31.44	\$23.58	\$31.44	\$31.44
Law graduate, level 5	\$39.30	\$31.44	\$23.58	\$31.44	\$31.44	\$23.58	\$31.44	\$31.44
Law clerk, level 6	\$41.65	\$33.32	\$24.99	\$33.32	\$33.32	\$24.99	\$33.32	\$33.32

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

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$15.23	\$16.75	\$17.51	\$22.85	\$30.46	\$19.80	\$22.85
Legal clerical and administrative employee, level 2	\$15.89	\$17.48	\$18.27	\$23.84	\$31.78	\$20.66	\$23.84
Legal clerical and administrative employee, level 3	\$16.78	\$18.46	\$19.30	\$25.17	\$33.56	\$21.81	\$25.17
Legal clerical and administrative employee, level 4	\$17.63	\$19.39	\$20.27	\$26.45	\$35.26	\$22.92	\$26.45
Legal clerical and administrative employee, level 5	\$18.34	\$20.17	\$21.09	\$27.51	\$36.68	\$23.84	\$27.51
Law graduate, level 5	\$18.34	\$20.17	\$21.09	\$27.51	\$36.68	\$23.84	\$27.51
Law clerk, level 6	\$19.44	\$21.38	\$22.36	\$29.16	\$38.88	\$25.27	\$29.16

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$22.85	\$30.46	\$30.46	\$30.46	\$30.46	\$30.46	\$38.08
Legal clerical and administrative employee, level 2	\$23.84	\$31.78	\$31.78	\$31.78	\$31.78	\$31.78	\$39.73
Legal clerical and administrative employee, level 3	\$25.17	\$33.56	\$33.56	\$33.56	\$33.56	\$33.56	\$41.95
Legal clerical and administrative employee, level 4	\$26.45	\$35.26	\$35.26	\$35.26	\$35.26	\$35.26	\$44.08
Legal clerical and administrative employee, level 5	\$27.51	\$36.68	\$36.68	\$36.68	\$36.68	\$36.68	\$45.85
Law graduate, level 5	\$27.51	\$36.68	\$36.68	\$36.68	\$36.68	\$36.68	\$45.85
Law clerk, level 6	\$29.16	\$38.88	\$38.88	\$38.88	\$38.88	\$38.88	\$48.60



**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$22.85	\$30.46	\$30.46	\$30.46	\$22.85	\$30.46	\$30.46
Legal clerical and administrative employee, level 2	\$23.84	\$31.78	\$31.78	\$31.78	\$23.84	\$31.78	\$31.78
Legal clerical and administrative employee, level 3	\$25.17	\$33.56	\$33.56	\$33.56	\$25.17	\$33.56	\$33.56
Legal clerical and administrative employee, level 4	\$26.45	\$35.26	\$35.26	\$35.26	\$26.45	\$35.26	\$35.26
Legal clerical and administrative employee, level 5	\$27.51	\$36.68	\$36.68	\$36.68	\$27.51	\$36.68	\$36.68
Law graduate, level 5	\$27.51	\$36.68	\$36.68	\$36.68	\$27.51	\$36.68	\$36.68
Law clerk, level 6	\$29.16	\$38.88	\$38.88	\$38.88	\$29.16	\$38.88	\$38.88

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$38.08	\$30.46	\$22.85	\$30.46	\$30.46	\$22.85	\$30.46	\$30.46
Legal clerical and administrative employee, level 2	\$39.73	\$31.78	\$23.84	\$31.78	\$31.78	\$23.84	\$31.78	\$31.78
Legal clerical and administrative employee, level 3	\$41.95	\$33.56	\$25.17	\$33.56	\$33.56	\$25.17	\$33.56	\$33.56
Legal clerical and administrative employee, level 4	\$44.08	\$35.26	\$26.45	\$35.26	\$35.26	\$26.45	\$35.26	\$35.26
Legal clerical and administrative employee, level 5	\$45.85	\$36.68	\$27.51	\$36.68	\$36.68	\$27.51	\$36.68	\$36.68
Law graduate, level 5	\$45.85	\$36.68	\$27.51	\$36.68	\$36.68	\$27.51	\$36.68	\$36.68
Law clerk, level 6	\$48.60	\$38.88	\$29.16	\$38.88	\$38.88	\$29.16	\$38.88	\$38.88

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

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$17.40	\$19.14	\$20.01	\$26.10	\$34.80	\$22.62	\$26.10
Legal clerical and administrative employee, level 2	\$18.16	\$19.98	\$20.88	\$27.24	\$36.32	\$23.61	\$27.24
Legal clerical and administrative employee, level 3	\$19.18	\$21.10	\$22.06	\$28.77	\$38.36	\$24.93	\$28.77
Legal clerical and administrative employee, level 4	\$20.14	\$22.15	\$23.16	\$30.21	\$40.28	\$26.18	\$30.21
Legal clerical and administrative employee, level 5	\$20.96	\$23.06	\$24.10	\$31.44	\$41.92	\$27.25	\$31.44
Law graduate, level 5	\$20.96	\$23.06	\$24.10	\$31.44	\$41.92	\$27.25	\$31.44
Law clerk, level 6	\$22.22	\$24.44	\$25.55	\$33.33	\$44.44	\$28.89	\$33.33

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$26.10	\$34.80	\$34.80	\$34.80	\$34.80	\$34.80	\$43.50
Legal clerical and administrative employee, level 2	\$27.24	\$36.32	\$36.32	\$36.32	\$36.32	\$36.32	\$45.40
Legal clerical and administrative employee, level 3	\$28.77	\$38.36	\$38.36	\$38.36	\$38.36	\$38.36	\$47.95
Legal clerical and administrative employee, level 4	\$30.21	\$40.28	\$40.28	\$40.28	\$40.28	\$40.28	\$50.35
Legal clerical and administrative employee, level 5	\$31.44	\$41.92	\$41.92	\$41.92	\$41.92	\$41.92	\$52.40
Law graduate, level 5	\$31.44	\$41.92	\$41.92	\$41.92	\$41.92	\$41.92	\$52.40
Law clerk, level 6	\$33.33	\$44.44	\$44.44	\$44.44	\$44.44	\$44.44	\$55.55

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$26.10	\$34.80	\$34.80	\$34.80	\$26.10	\$34.80	\$34.80
Legal clerical and administrative employee, level 2	\$27.24	\$36.32	\$36.32	\$36.32	\$27.24	\$36.32	\$36.32
Legal clerical and administrative employee, level 3	\$28.77	\$38.36	\$38.36	\$38.36	\$28.77	\$38.36	\$38.36
Legal clerical and administrative employee, level 4	\$30.21	\$40.28	\$40.28	\$40.28	\$30.21	\$40.28	\$40.28
Legal clerical and administrative employee, level 5	\$31.44	\$41.92	\$41.92	\$41.92	\$31.44	\$41.92	\$41.92
Law graduate, level 5	\$31.44	\$41.92	\$41.92	\$41.92	\$31.44	\$41.92	\$41.92
Law clerk, level 6	\$33.33	\$44.44	\$44.44	\$44.44	\$33.33	\$44.44	\$44.44

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$43.50	\$34.80	\$26.10	\$34.80	\$34.80	\$26.10	\$34.80	\$34.80
Legal clerical and administrative employee, level 2	\$45.40	\$36.32	\$27.24	\$36.32	\$36.32	\$27.24	\$36.32	\$36.32
Legal clerical and administrative employee, level 3	\$47.95	\$38.36	\$28.77	\$38.36	\$38.36	\$28.77	\$38.36	\$38.36
Legal clerical and administrative employee, level 4	\$50.35	\$40.28	\$30.21	\$40.28	\$40.28	\$30.21	\$40.28	\$40.28
Legal clerical and administrative employee, level 5	\$52.40	\$41.92	\$31.44	\$41.92	\$41.92	\$31.44	\$41.92	\$41.92
Law graduate, level 5	\$52.40	\$41.92	\$31.44	\$41.92	\$41.92	\$31.44	\$41.92	\$41.92
Law clerk, level 6	\$55.55	\$44.44	\$33.33	\$44.44	\$44.44	\$33.33	\$44.44	\$44.44

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

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$19.58	\$21.54	\$22.52	\$29.37	\$39.16	\$25.45	\$29.37
Legal clerical and administrative employee, level 2	\$20.43	\$22.47	\$23.49	\$30.65	\$40.86	\$26.56	\$30.65
Legal clerical and administrative employee, level 3	\$21.57	\$23.73	\$24.81	\$32.36	\$43.14	\$28.04	\$32.36
Legal clerical and administrative employee, level 4	\$22.66	\$24.93	\$26.06	\$33.99	\$45.32	\$29.46	\$33.99
Legal clerical and administrative employee, level 5	\$23.58	\$25.94	\$27.12	\$35.37	\$47.16	\$30.65	\$35.37
Law graduate, level 5	\$23.58	\$25.94	\$27.12	\$35.37	\$47.16	\$30.65	\$35.37
Law clerk, level 6	\$24.99	\$27.49	\$28.74	\$37.49	\$49.98	\$32.49	\$37.49

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$29.37	\$39.16	\$39.16	\$39.16	\$39.16	\$39.16	\$48.95
Legal clerical and administrative employee, level 2	\$30.65	\$40.86	\$40.86	\$40.86	\$40.86	\$40.86	\$51.08
Legal clerical and administrative employee, level 3	\$32.36	\$43.14	\$43.14	\$43.14	\$43.14	\$43.14	\$53.93
Legal clerical and administrative employee, level 4	\$33.99	\$45.32	\$45.32	\$45.32	\$45.32	\$45.32	\$56.65
Legal clerical and administrative employee, level 5	\$35.37	\$47.16	\$47.16	\$47.16	\$47.16	\$47.16	\$58.95
Law graduate, level 5	\$35.37	\$47.16	\$47.16	\$47.16	\$47.16	\$47.16	\$58.95
Law clerk, level 6	\$37.49	\$49.98	\$49.98	\$49.98	\$49.98	\$49.98	\$62.48



**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$29.37	\$39.16	\$39.16	\$39.16	\$29.37	\$39.16	\$39.16
Legal clerical and administrative employee, level 2	\$30.65	\$40.86	\$40.86	\$40.86	\$30.65	\$40.86	\$40.86
Legal clerical and administrative employee, level 3	\$32.36	\$43.14	\$43.14	\$43.14	\$32.36	\$43.14	\$43.14
Legal clerical and administrative employee, level 4	\$33.99	\$45.32	\$45.32	\$45.32	\$33.99	\$45.32	\$45.32
Legal clerical and administrative employee, level 5	\$35.37	\$47.16	\$47.16	\$47.16	\$35.37	\$47.16	\$47.16
Law graduate, level 5	\$35.37	\$47.16	\$47.16	\$47.16	\$35.37	\$47.16	\$47.16
Law clerk, level 6	\$37.49	\$49.98	\$49.98	\$49.98	\$37.49	\$49.98	\$49.98

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$48.95	\$39.16	\$29.37	\$39.16	\$39.16	\$29.37	\$39.16	\$39.16
Legal clerical and administrative employee, level 2	\$51.08	\$40.86	\$30.65	\$40.86	\$40.86	\$30.65	\$40.86	\$40.86
Legal clerical and administrative employee, level 3	\$53.93	\$43.14	\$32.36	\$43.14	\$43.14	\$32.36	\$43.14	\$43.14
Legal clerical and administrative employee, level 4	\$56.65	\$45.32	\$33.99	\$45.32	\$45.32	\$33.99	\$45.32	\$45.32
Legal clerical and administrative employee, level 5	\$58.95	\$47.16	\$35.37	\$47.16	\$47.16	\$35.37	\$47.16	\$47.16
Law graduate, level 5	\$58.95	\$47.16	\$35.37	\$47.16	\$47.16	\$35.37	\$47.16	\$47.16
Law clerk, level 6	\$62.48	\$49.98	\$37.49	\$49.98	\$49.98	\$37.49	\$49.98	\$49.98

## Junior - Casual - Under 16 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$12.24	\$13.22	\$13.71	\$17.13	\$22.03	\$15.17	\$17.13
Legal clerical and administrative employee, level 2	\$12.78	\$13.80	\$14.31	\$17.89	\$23.00	\$15.84	\$17.89
Legal clerical and administrative employee, level 3	\$13.49	\$14.57	\$15.11	\$18.88	\$24.28	\$16.72	\$18.88
Legal clerical and administrative employee, level 4	\$14.16	\$15.30	\$15.86	\$19.83	\$25.49	\$17.56	\$19.83
Legal clerical and administrative employee, level 5	\$14.74	\$15.92	\$16.51	\$20.63	\$26.53	\$18.27	\$20.63
Law graduate, level 5	\$14.74	\$15.92	\$16.51	\$20.63	\$26.53	\$18.27	\$20.63
Law clerk, level 6	\$15.63	\$16.88	\$17.50	\$21.88	\$28.13	\$19.38	\$21.88

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$17.13	\$22.03	\$22.03	\$22.03	\$22.03	\$22.03	\$26.92
Legal clerical and administrative employee, level 2	\$17.89	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00	\$28.11
Legal clerical and administrative employee, level 3	\$18.88	\$24.28	\$24.28	\$24.28	\$24.28	\$24.28	\$29.67
Legal clerical and administrative employee, level 4	\$19.83	\$25.49	\$25.49	\$25.49	\$25.49	\$25.49	\$31.16
Legal clerical and administrative employee, level 5	\$20.63	\$26.53	\$26.53	\$26.53	\$26.53	\$26.53	\$32.42
Law graduate, level 5	\$20.63	\$26.53	\$26.53	\$26.53	\$26.53	\$26.53	\$32.42
Law clerk, level 6	\$21.88	\$28.13	\$28.13	\$28.13	\$28.13	\$28.13	\$34.38

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$17.13	\$22.03	\$22.03	\$22.03	\$17.13	\$22.03	\$22.03
Legal clerical and administrative employee, level 2	\$17.89	\$23.00	\$23.00	\$23.00	\$17.89	\$23.00	\$23.00
Legal clerical and administrative employee, level 3	\$18.88	\$24.28	\$24.28	\$24.28	\$18.88	\$24.28	\$24.28
Legal clerical and administrative employee, level 4	\$19.83	\$25.49	\$25.49	\$25.49	\$19.83	\$25.49	\$25.49
Legal clerical and administrative employee, level 5	\$20.63	\$26.53	\$26.53	\$26.53	\$20.63	\$26.53	\$26.53
Law graduate, level 5	\$20.63	\$26.53	\$26.53	\$26.53	\$20.63	\$26.53	\$26.53
Law clerk, level 6	\$21.88	\$28.13	\$28.13	\$28.13	\$21.88	\$28.13	\$28.13

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$26.92	\$22.03	\$17.13	\$17.13	\$22.03	\$22.03
Legal clerical and administrative employee, level 2	\$28.11	\$23.00	\$17.89	\$17.89	\$23.00	\$23.00
Legal clerical and administrative employee, level 3	\$29.67	\$24.28	\$18.88	\$18.88	\$24.28	\$24.28
Legal clerical and administrative employee, level 4	\$31.16	\$25.49	\$19.83	\$19.83	\$25.49	\$25.49
Legal clerical and administrative employee, level 5	\$32.42	\$26.53	\$20.63	\$20.63	\$26.53	\$26.53
Law graduate, level 5	\$32.42	\$26.53	\$20.63	\$20.63	\$26.53	\$26.53
Law clerk, level 6	\$34.38	\$28.13	\$21.88	\$21.88	\$28.13	\$28.13

## Junior - Casual - 16 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$13.60	\$14.69	\$15.23	\$19.04	\$24.48	\$16.86	\$19.04
Legal clerical and administrative employee, level 2	\$14.19	\$15.32	\$15.89	\$19.86	\$25.54	\$17.59	\$19.86
Legal clerical and administrative employee, level 3	\$14.99	\$16.19	\$16.79	\$20.98	\$26.98	\$18.58	\$20.98
Legal clerical and administrative employee, level 4	\$15.74	\$17.00	\$17.63	\$22.03	\$28.33	\$19.51	\$22.03
Legal clerical and administrative employee, level 5	\$16.38	\$17.69	\$18.34	\$22.93	\$29.48	\$20.31	\$22.93
Law graduate, level 5	\$16.38	\$17.69	\$18.34	\$22.93	\$29.48	\$20.31	\$22.93
Law clerk, level 6	\$17.36	\$18.75	\$19.45	\$24.31	\$31.25	\$21.53	\$24.31

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$19.04	\$24.48	\$24.48	\$24.48	\$24.48	\$24.48	\$29.92
Legal clerical and administrative employee, level 2	\$19.86	\$25.54	\$25.54	\$25.54	\$25.54	\$25.54	\$31.21
Legal clerical and administrative employee, level 3	\$20.98	\$26.98	\$26.98	\$26.98	\$26.98	\$26.98	\$32.97
Legal clerical and administrative employee, level 4	\$22.03	\$28.33	\$28.33	\$28.33	\$28.33	\$28.33	\$34.62
Legal clerical and administrative employee, level 5	\$22.93	\$29.48	\$29.48	\$29.48	\$29.48	\$29.48	\$36.03
Law graduate, level 5	\$22.93	\$29.48	\$29.48	\$29.48	\$29.48	\$29.48	\$36.03
Law clerk, level 6	\$24.31	\$31.25	\$31.25	\$31.25	\$31.25	\$31.25	\$38.20



**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$19.04	\$24.48	\$24.48	\$24.48	\$19.04	\$24.48	\$24.48
Legal clerical and administrative employee, level 2	\$19.86	\$25.54	\$25.54	\$25.54	\$19.86	\$25.54	\$25.54
Legal clerical and administrative employee, level 3	\$20.98	\$26.98	\$26.98	\$26.98	\$20.98	\$26.98	\$26.98
Legal clerical and administrative employee, level 4	\$22.03	\$28.33	\$28.33	\$28.33	\$22.03	\$28.33	\$28.33
Legal clerical and administrative employee, level 5	\$22.93	\$29.48	\$29.48	\$29.48	\$22.93	\$29.48	\$29.48
Law graduate, level 5	\$22.93	\$29.48	\$29.48	\$29.48	\$22.93	\$29.48	\$29.48
Law clerk, level 6	\$24.31	\$31.25	\$31.25	\$31.25	\$24.31	\$31.25	\$31.25

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$29.92	\$24.48	\$19.04	\$19.04	\$24.48	\$24.48
Legal clerical and administrative employee, level 2	\$31.21	\$25.54	\$19.86	\$19.86	\$25.54	\$25.54
Legal clerical and administrative employee, level 3	\$32.97	\$26.98	\$20.98	\$20.98	\$26.98	\$26.98
Legal clerical and administrative employee, level 4	\$34.62	\$28.33	\$22.03	\$22.03	\$28.33	\$28.33
Legal clerical and administrative employee, level 5	\$36.03	\$29.48	\$22.93	\$22.93	\$29.48	\$29.48
Law graduate, level 5	\$36.03	\$29.48	\$22.93	\$22.93	\$29.48	\$29.48
Law clerk, level 6	\$38.20	\$31.25	\$24.31	\$24.31	\$31.25	\$31.25

## Junior - Casual - 17 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$16.31	\$17.62	\$18.27	\$22.84	\$29.36	\$20.23	\$22.84
Legal clerical and administrative employee, level 2	\$17.03	\$18.39	\$19.07	\$23.84	\$30.65	\$21.11	\$23.84
Legal clerical and administrative employee, level 3	\$17.98	\$19.41	\$20.13	\$25.17	\$32.36	\$22.29	\$25.17
Legal clerical and administrative employee, level 4	\$18.89	\$20.40	\$21.15	\$26.44	\$34.00	\$23.42	\$26.44
Legal clerical and administrative employee, level 5	\$19.65	\$21.22	\$22.01	\$27.51	\$35.37	\$24.37	\$27.51
Law graduate, level 5	\$19.65	\$21.22	\$22.01	\$27.51	\$35.37	\$24.37	\$27.51
Law clerk, level 6	\$20.83	\$22.49	\$23.32	\$29.16	\$37.49	\$25.82	\$29.16

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$22.84	\$29.36	\$29.36	\$29.36	\$29.36	\$29.36	\$35.89
Legal clerical and administrative employee, level 2	\$23.84	\$30.65	\$30.65	\$30.65	\$30.65	\$30.65	\$37.46
Legal clerical and administrative employee, level 3	\$25.17	\$32.36	\$32.36	\$32.36	\$32.36	\$32.36	\$39.55
Legal clerical and administrative employee, level 4	\$26.44	\$34.00	\$34.00	\$34.00	\$34.00	\$34.00	\$41.55
Legal clerical and administrative employee, level 5	\$27.51	\$35.37	\$35.37	\$35.37	\$35.37	\$35.37	\$43.23
Law graduate, level 5	\$27.51	\$35.37	\$35.37	\$35.37	\$35.37	\$35.37	\$43.23
Law clerk, level 6	\$29.16	\$37.49	\$37.49	\$37.49	\$37.49	\$37.49	\$45.82

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$22.84	\$29.36	\$29.36	\$29.36	\$22.84	\$29.36	\$29.36
Legal clerical and administrative employee, level 2	\$23.84	\$30.65	\$30.65	\$30.65	\$23.84	\$30.65	\$30.65
Legal clerical and administrative employee, level 3	\$25.17	\$32.36	\$32.36	\$32.36	\$25.17	\$32.36	\$32.36
Legal clerical and administrative employee, level 4	\$26.44	\$34.00	\$34.00	\$34.00	\$26.44	\$34.00	\$34.00
Legal clerical and administrative employee, level 5	\$27.51	\$35.37	\$35.37	\$35.37	\$27.51	\$35.37	\$35.37
Law graduate, level 5	\$27.51	\$35.37	\$35.37	\$35.37	\$27.51	\$35.37	\$35.37
Law clerk, level 6	\$29.16	\$37.49	\$37.49	\$37.49	\$29.16	\$37.49	\$37.49

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$35.89	\$29.36	\$22.84	\$22.84	\$29.36	\$29.36
Legal clerical and administrative employee, level 2	\$37.46	\$30.65	\$23.84	\$23.84	\$30.65	\$30.65
Legal clerical and administrative employee, level 3	\$39.55	\$32.36	\$25.17	\$25.17	\$32.36	\$32.36
Legal clerical and administrative employee, level 4	\$41.55	\$34.00	\$26.44	\$26.44	\$34.00	\$34.00
Legal clerical and administrative employee, level 5	\$43.23	\$35.37	\$27.51	\$27.51	\$35.37	\$35.37
Law graduate, level 5	\$43.23	\$35.37	\$27.51	\$27.51	\$35.37	\$35.37
Law clerk, level 6	\$45.82	\$37.49	\$29.16	\$29.16	\$37.49	\$37.49

## Junior - Casual - 18 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$19.04	\$20.56	\$21.32	\$26.65	\$34.27	\$23.61	\$26.65
Legal clerical and administrative employee, level 2	\$19.86	\$21.45	\$22.25	\$27.81	\$35.75	\$24.63	\$27.81
Legal clerical and administrative employee, level 3	\$20.98	\$22.65	\$23.49	\$29.37	\$37.76	\$26.01	\$29.37
Legal clerical and administrative employee, level 4	\$22.04	\$23.80	\$24.68	\$30.85	\$39.67	\$27.33	\$30.85
Legal clerical and administrative employee, level 5	\$22.93	\$24.76	\$25.68	\$32.10	\$41.27	\$28.43	\$32.10
Law graduate, level 5	\$22.93	\$24.76	\$25.68	\$32.10	\$41.27	\$28.43	\$32.10
Law clerk, level 6	\$24.30	\$26.24	\$27.22	\$34.02	\$43.74	\$30.13	\$34.02

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$26.65	\$34.27	\$34.27	\$34.27	\$34.27	\$34.27	\$41.88
Legal clerical and administrative employee, level 2	\$27.81	\$35.75	\$35.75	\$35.75	\$35.75	\$35.75	\$43.70
Legal clerical and administrative employee, level 3	\$29.37	\$37.76	\$37.76	\$37.76	\$37.76	\$37.76	\$46.15
Legal clerical and administrative employee, level 4	\$30.85	\$39.67	\$39.67	\$39.67	\$39.67	\$39.67	\$48.48
Legal clerical and administrative employee, level 5	\$32.10	\$41.27	\$41.27	\$41.27	\$41.27	\$41.27	\$50.44
Law graduate, level 5	\$32.10	\$41.27	\$41.27	\$41.27	\$41.27	\$41.27	\$50.44
Law clerk, level 6	\$34.02	\$43.74	\$43.74	\$43.74	\$43.74	\$43.74	\$53.46



**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$26.65	\$34.27	\$34.27	\$34.27	\$26.65	\$34.27	\$34.27
Legal clerical and administrative employee, level 2	\$27.81	\$35.75	\$35.75	\$35.75	\$27.81	\$35.75	\$35.75
Legal clerical and administrative employee, level 3	\$29.37	\$37.76	\$37.76	\$37.76	\$29.37	\$37.76	\$37.76
Legal clerical and administrative employee, level 4	\$30.85	\$39.67	\$39.67	\$39.67	\$30.85	\$39.67	\$39.67
Legal clerical and administrative employee, level 5	\$32.10	\$41.27	\$41.27	\$41.27	\$32.10	\$41.27	\$41.27
Law graduate, level 5	\$32.10	\$41.27	\$41.27	\$41.27	\$32.10	\$41.27	\$41.27
Law clerk, level 6	\$34.02	\$43.74	\$43.74	\$43.74	\$34.02	\$43.74	\$43.74

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$41.88	\$34.27	\$26.65	\$26.65	\$34.27	\$34.27
Legal clerical and administrative employee, level 2	\$43.70	\$35.75	\$27.81	\$27.81	\$35.75	\$35.75
Legal clerical and administrative employee, level 3	\$46.15	\$37.76	\$29.37	\$29.37	\$37.76	\$37.76
Legal clerical and administrative employee, level 4	\$48.48	\$39.67	\$30.85	\$30.85	\$39.67	\$39.67
Legal clerical and administrative employee, level 5	\$50.44	\$41.27	\$32.10	\$32.10	\$41.27	\$41.27
Law graduate, level 5	\$50.44	\$41.27	\$32.10	\$32.10	\$41.27	\$41.27
Law clerk, level 6	\$53.46	\$43.74	\$34.02	\$34.02	\$43.74	\$43.74

## Junior - Casual - 19 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$21.75	\$23.49	\$24.36	\$30.45	\$39.15	\$26.97	\$30.45
Legal clerical and administrative employee, level 2	\$22.70	\$24.52	\$25.42	\$31.78	\$40.86	\$28.15	\$31.78
Legal clerical and administrative employee, level 3	\$23.98	\$25.89	\$26.85	\$33.57	\$43.16	\$29.73	\$33.57
Legal clerical and administrative employee, level 4	\$25.18	\$27.19	\$28.20	\$35.25	\$45.32	\$31.22	\$35.25
Legal clerical and administrative employee, level 5	\$26.20	\$28.30	\$29.34	\$36.68	\$47.16	\$32.49	\$36.68
Law graduate, level 5	\$26.20	\$28.30	\$29.34	\$36.68	\$47.16	\$32.49	\$36.68
Law clerk, level 6	\$27.78	\$30.00	\$31.11	\$38.89	\$50.00	\$34.44	\$38.89

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$30.45	\$39.15	\$39.15	\$39.15	\$39.15	\$39.15	\$47.85
Legal clerical and administrative employee, level 2	\$31.78	\$40.86	\$40.86	\$40.86	\$40.86	\$40.86	\$49.94
Legal clerical and administrative employee, level 3	\$33.57	\$43.16	\$43.16	\$43.16	\$43.16	\$43.16	\$52.75
Legal clerical and administrative employee, level 4	\$35.25	\$45.32	\$45.32	\$45.32	\$45.32	\$45.32	\$55.39
Legal clerical and administrative employee, level 5	\$36.68	\$47.16	\$47.16	\$47.16	\$47.16	\$47.16	\$57.64
Law graduate, level 5	\$36.68	\$47.16	\$47.16	\$47.16	\$47.16	\$47.16	\$57.64
Law clerk, level 6	\$38.89	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$61.11

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$30.45	\$39.15	\$39.15	\$39.15	\$30.45	\$39.15	\$39.15
Legal clerical and administrative employee, level 2	\$31.78	\$40.86	\$40.86	\$40.86	\$31.78	\$40.86	\$40.86
Legal clerical and administrative employee, level 3	\$33.57	\$43.16	\$43.16	\$43.16	\$33.57	\$43.16	\$43.16
Legal clerical and administrative employee, level 4	\$35.25	\$45.32	\$45.32	\$45.32	\$35.25	\$45.32	\$45.32
Legal clerical and administrative employee, level 5	\$36.68	\$47.16	\$47.16	\$47.16	\$36.68	\$47.16	\$47.16
Law graduate, level 5	\$36.68	\$47.16	\$47.16	\$47.16	\$36.68	\$47.16	\$47.16
Law clerk, level 6	\$38.89	\$50.00	\$50.00	\$50.00	\$38.89	\$50.00	\$50.00

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$47.85	\$39.15	\$30.45	\$30.45	\$39.15	\$39.15
Legal clerical and administrative employee, level 2	\$49.94	\$40.86	\$31.78	\$31.78	\$40.86	\$40.86
Legal clerical and administrative employee, level 3	\$52.75	\$43.16	\$33.57	\$33.57	\$43.16	\$43.16
Legal clerical and administrative employee, level 4	\$55.39	\$45.32	\$35.25	\$35.25	\$45.32	\$45.32
Legal clerical and administrative employee, level 5	\$57.64	\$47.16	\$36.68	\$36.68	\$47.16	\$47.16
Law graduate, level 5	\$57.64	\$47.16	\$36.68	\$36.68	\$47.16	\$47.16
Law clerk, level 6	\$61.11	\$50.00	\$38.89	\$38.89	\$50.00	\$50.00

## Junior - Casual - 20 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$24.48	\$26.43	\$27.41	\$34.27	\$44.06	\$30.35	\$34.27
Legal clerical and administrative employee, level 2	\$25.54	\$27.58	\$28.60	\$35.75	\$45.97	\$31.67	\$35.75
Legal clerical and administrative employee, level 3	\$26.96	\$29.12	\$30.20	\$37.75	\$48.53	\$33.43	\$37.75
Legal clerical and administrative employee, level 4	\$28.33	\$30.59	\$31.72	\$39.66	\$50.99	\$35.12	\$39.66
Legal clerical and administrative employee, level 5	\$29.48	\$31.83	\$33.01	\$41.27	\$53.06	\$36.55	\$41.27
Law graduate, level 5	\$29.48	\$31.83	\$33.01	\$41.27	\$53.06	\$36.55	\$41.27
Law clerk, level 6	\$31.24	\$33.74	\$34.99	\$43.73	\$56.23	\$38.73	\$43.73

**Table 2 of 4**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$34.27	\$44.06	\$44.06	\$44.06	\$44.06	\$44.06	\$53.85
Legal clerical and administrative employee, level 2	\$35.75	\$45.97	\$45.97	\$45.97	\$45.97	\$45.97	\$56.18
Legal clerical and administrative employee, level 3	\$37.75	\$48.53	\$48.53	\$48.53	\$48.53	\$48.53	\$59.32
Legal clerical and administrative employee, level 4	\$39.66	\$50.99	\$50.99	\$50.99	\$50.99	\$50.99	\$62.32
Legal clerical and administrative employee, level 5	\$41.27	\$53.06	\$53.06	\$53.06	\$53.06	\$53.06	\$64.85
Law graduate, level 5	\$41.27	\$53.06	\$53.06	\$53.06	\$53.06	\$53.06	\$64.85
Law clerk, level 6	\$43.73	\$56.23	\$56.23	\$56.23	\$56.23	\$56.23	\$68.72



**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$34.27	\$44.06	\$44.06	\$44.06	\$34.27	\$44.06	\$44.06
Legal clerical and administrative employee, level 2	\$35.75	\$45.97	\$45.97	\$45.97	\$35.75	\$45.97	\$45.97
Legal clerical and administrative employee, level 3	\$37.75	\$48.53	\$48.53	\$48.53	\$37.75	\$48.53	\$48.53
Legal clerical and administrative employee, level 4	\$39.66	\$50.99	\$50.99	\$50.99	\$39.66	\$50.99	\$50.99
Legal clerical and administrative employee, level 5	\$41.27	\$53.06	\$53.06	\$53.06	\$41.27	\$53.06	\$53.06
Law graduate, level 5	\$41.27	\$53.06	\$53.06	\$53.06	\$41.27	\$53.06	\$53.06
Law clerk, level 6	\$43.73	\$56.23	\$56.23	\$56.23	\$43.73	\$56.23	\$56.23

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$53.85	\$44.06	\$34.27	\$34.27	\$44.06	\$44.06
Legal clerical and administrative employee, level 2	\$56.18	\$45.97	\$35.75	\$35.75	\$45.97	\$45.97
Legal clerical and administrative employee, level 3	\$59.32	\$48.53	\$37.75	\$37.75	\$48.53	\$48.53
Legal clerical and administrative employee, level 4	\$62.32	\$50.99	\$39.66	\$39.66	\$50.99	\$50.99
Legal clerical and administrative employee, level 5	\$64.85	\$53.06	\$41.27	\$41.27	\$53.06	\$53.06
Law graduate, level 5	\$64.85	\$53.06	\$41.27	\$41.27	\$53.06	\$53.06
Law clerk, level 6	\$68.72	\$56.23	\$43.73	\$43.73	\$56.23	\$56.23

## Allowances

Allowances	Rate
Living away from home allowance - board and lodging	payment to cover all reasonable expenses for board and lodging
Living away from home - fares allowance	payment to cover all fares to and from the temporary place of work
Living away from home - travelling time allowance	payment at the minimum hourly rate with a maximum payment of 8 hours in each 24 hour period
Meal allowance	\$15.94 for the first meal and \$12.71 for an extra meal
Uniform or special clothing allowance	\$3.65 per week
Protective clothing reimbursement	reimbursement for the cost of uniforms and/or protective clothing
Standing by allowance	payment at the minimum hourly rate for time spent standing by
Transport after overtime reimbursement	reimbursement for the cost of transport to return home
Vehicle allowance - motor car	\$0.78 per km
Vehicle allowance - motorcycle	\$0.26 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.