# Pay Guide - Fast Food Industry Award

# [MA000003]

Published 26 June 2024

Pay rates change from 1 July each year, therates in this guide apply from the first full pay period on or after 01 July 2024.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) 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.

## Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/contact-us/). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

Note: Trade qualified juniors must be paid the appropriate adult rate.

### Adult

### Full-time & part-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $974.80 | $25.65 | $28.22 | $29.50 | $32.06 | $32.06 |
| Level 2 | $1,032.30 | $27.17 | $29.89 | $31.25 | $33.96 | $40.76 |
| Level 3 - in charge of 1 or no persons | $1,048.20 | $27.58 | $30.34 | $31.72 | $34.48 | $41.37 |
| Level 3 - in charge of 2 or more persons | $1,061.10 | $27.92 | $30.71 | $32.11 | $34.90 | $41.88 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $57.71 | $38.48 | $51.30 | $51.30 | $64.13 |
| Level 2 | $61.13 | $40.76 | $54.34 | $54.34 | $67.93 |
| Level 3 - in charge of 1 or no persons | $62.06 | $41.37 | $55.16 | $55.16 | $68.95 |
| Level 3 - in charge of 2 or more persons | $62.82 | $41.88 | $55.84 | $55.84 | $69.80 |

### Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $32.06 | $34.63 | $35.91 | | $38.48 | $38.48 | $64.13 |
| Level 2 | $33.96 | $36.68 | $38.04 | | $40.76 | $47.55 | $67.93 |
| Level 3 - in charge of 1 or no persons | $34.48 | $37.23 | $38.61 | | $41.37 | $48.27 | $68.95 |
| Level 3 - in charge of 2 or more persons | $34.90 | $37.69 | $39.09 | | $41.88 | $48.86 | $69.80 |

**Table 2 of 2**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Level 1 | $44.89 | $57.71 | $57.71 | $70.54 |
| Level 2 | $47.55 | $61.13 | $61.13 | $74.72 |
| Level 3 - in charge of 1 or no persons | $48.27 | $62.06 | $62.06 | $75.85 |
| Level 3 - in charge of 2 or more persons | $48.86 | $62.82 | $62.82 | $76.78 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $389.92 | $10.26 | $11.29 | $11.80 | $12.83 | $12.83 |
| Level 2 | $412.92 | $10.87 | $11.96 | $12.50 | $13.59 | $16.31 |
| Level 3 - in charge of 1 or no persons | $419.28 | $11.03 | $12.13 | $12.68 | $13.79 | $16.55 |
| Level 3 - in charge of 2 or more persons | $424.44 | $11.17 | $12.29 | $12.85 | $13.96 | $16.76 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $23.09 | $15.39 | $20.52 | $20.52 | $25.65 |
| Level 2 | $24.46 | $16.31 | $21.74 | $21.74 | $27.18 |
| Level 3 - in charge of 1 or no persons | $24.82 | $16.55 | $22.06 | $22.06 | $27.58 |
| Level 3 - in charge of 2 or more persons | $25.13 | $16.76 | $22.34 | $22.34 | $27.93 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $487.40 | $12.83 | $14.11 | $14.75 | $16.04 | $16.04 |
| Level 2 | $516.15 | $13.58 | $14.94 | $15.62 | $16.98 | $20.37 |
| Level 3 - in charge of 1 or no persons | $524.10 | $13.79 | $15.17 | $15.86 | $17.24 | $20.69 |
| Level 3 - in charge of 2 or more persons | $530.55 | $13.96 | $15.36 | $16.05 | $17.45 | $20.94 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $28.87 | $19.25 | $25.66 | $25.66 | $32.08 |
| Level 2 | $30.56 | $20.37 | $27.16 | $27.16 | $33.95 |
| Level 3 - in charge of 1 or no persons | $31.03 | $20.69 | $27.58 | $27.58 | $34.48 |
| Level 3 - in charge of 2 or more persons | $31.41 | $20.94 | $27.92 | $27.92 | $34.90 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $584.88 | $15.39 | $16.93 | $17.70 | $19.24 | $19.24 |
| Level 2 | $619.38 | $16.30 | $17.93 | $18.75 | $20.38 | $24.45 |
| Level 3 - in charge of 1 or no persons | $628.92 | $16.55 | $18.21 | $19.03 | $20.69 | $24.83 |
| Level 3 - in charge of 2 or more persons | $636.66 | $16.75 | $18.43 | $19.26 | $20.94 | $25.13 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $34.63 | $23.09 | $30.78 | $30.78 | $38.48 |
| Level 2 | $36.68 | $24.45 | $32.60 | $32.60 | $40.75 |
| Level 3 - in charge of 1 or no persons | $37.24 | $24.83 | $33.10 | $33.10 | $41.38 |
| Level 3 - in charge of 2 or more persons | $37.69 | $25.13 | $33.50 | $33.50 | $41.88 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $682.36 | $17.96 | $19.76 | $20.65 | $22.45 | $22.45 |
| Level 2 | $722.61 | $19.02 | $20.92 | $21.87 | $23.78 | $28.53 |
| Level 3 - in charge of 1 or no persons | $733.74 | $19.31 | $21.24 | $22.21 | $24.14 | $28.97 |
| Level 3 - in charge of 2 or more persons | $742.77 | $19.55 | $21.51 | $22.48 | $24.44 | $29.33 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $40.41 | $26.94 | $35.92 | $35.92 | $44.90 |
| Level 2 | $42.80 | $28.53 | $38.04 | $38.04 | $47.55 |
| Level 3 - in charge of 1 or no persons | $43.45 | $28.97 | $38.62 | $38.62 | $48.28 |
| Level 3 - in charge of 2 or more persons | $43.99 | $29.33 | $39.10 | $39.10 | $48.88 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $779.84 | $20.52 | $22.57 | $23.60 | $25.65 | $25.65 |
| Level 2 | $825.84 | $21.73 | $23.90 | $24.99 | $27.16 | $32.60 |
| Level 3 - in charge of 1 or no persons | $838.56 | $22.07 | $24.28 | $25.38 | $27.59 | $33.11 |
| Level 3 - in charge of 2 or more persons | $848.88 | $22.34 | $24.57 | $25.69 | $27.93 | $33.51 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $46.17 | $30.78 | $41.04 | $41.04 | $51.30 |
| Level 2 | $48.89 | $32.60 | $43.46 | $43.46 | $54.33 |
| Level 3 - in charge of 1 or no persons | $49.66 | $33.11 | $44.14 | $44.14 | $55.18 |
| Level 3 - in charge of 2 or more persons | $50.27 | $33.51 | $44.68 | $44.68 | $55.85 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $877.32 | $23.09 | $25.40 | $26.55 | $28.86 | $28.86 |
| Level 2 | $929.07 | $24.45 | $26.90 | $28.12 | $30.56 | $36.68 |
| Level 3 - in charge of 1 or no persons | $943.38 | $24.83 | $27.31 | $28.55 | $31.04 | $37.25 |
| Level 3 - in charge of 2 or more persons | $954.99 | $25.13 | $27.64 | $28.90 | $31.41 | $37.70 |

**Table 2 of 2**

| **Classification** | **Public holiday** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $51.95 | $34.64 | $46.18 | $46.18 | $57.73 |
| Level 2 | $55.01 | $36.68 | $48.90 | $48.90 | $61.13 |
| Level 3 - in charge of 1 or no persons | $55.87 | $37.25 | $49.66 | $49.66 | $62.08 |
| Level 3 - in charge of 2 or more persons | $56.54 | $37.70 | $50.26 | $50.26 | $62.83 |

### Junior - Casual - Under 16 years of age

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $12.83 | $13.85 | $14.36 | $15.39 | $15.39 | $25.65 |
| Level 2 | $13.59 | $14.67 | $15.22 | $16.31 | $19.02 | $27.18 |
| Level 3 - in charge of 1 or no persons | $13.79 | $14.89 | $15.44 | $16.55 | $19.30 | $27.58 |
| Level 3 - in charge of 2 or more persons | $13.96 | $15.08 | $15.64 | $16.76 | $19.55 | $27.93 |

**Table 2 of 2**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Level 1 | $17.96 | $23.09 | $23.09 | $28.22 |
| Level 2 | $19.02 | $24.46 | $24.46 | $29.89 |
| Level 3 - in charge of 1 or no persons | $19.30 | $24.82 | $24.82 | $30.33 |
| Level 3 - in charge of 2 or more persons | $19.55 | $25.13 | $25.13 | $30.72 |

### Junior - Casual - 16 years of age

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $16.04 | $17.32 | $17.96 | $19.25 | $19.25 | $32.08 |
| Level 2 | $16.98 | $18.33 | $19.01 | $20.37 | $23.77 | $33.95 |
| Level 3 - in charge of 1 or no persons | $17.24 | $18.62 | $19.31 | $20.69 | $24.13 | $34.48 |
| Level 3 - in charge of 2 or more persons | $17.45 | $18.85 | $19.54 | $20.94 | $24.43 | $34.90 |

**Table 2 of 2**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Level 1 | $22.45 | $28.87 | $28.87 | $35.28 |
| Level 2 | $23.77 | $30.56 | $30.56 | $37.35 |
| Level 3 - in charge of 1 or no persons | $24.13 | $31.03 | $31.03 | $37.92 |
| Level 3 - in charge of 2 or more persons | $24.43 | $31.41 | $31.41 | $38.39 |

### Junior - Casual - 17 years of age

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $19.24 | $20.78 | $21.55 | $23.09 | $23.09 | $38.48 |
| Level 2 | $20.38 | $22.01 | $22.82 | $24.45 | $28.53 | $40.75 |
| Level 3 - in charge of 1 or no persons | $20.69 | $22.34 | $23.17 | $24.83 | $28.96 | $41.38 |
| Level 3 - in charge of 2 or more persons | $20.94 | $22.61 | $23.45 | $25.13 | $29.31 | $41.88 |

**Table 2 of 2**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Level 1 | $26.93 | $34.63 | $34.63 | $42.32 |
| Level 2 | $28.53 | $36.68 | $36.68 | $44.83 |
| Level 3 - in charge of 1 or no persons | $28.96 | $37.24 | $37.24 | $45.51 |
| Level 3 - in charge of 2 or more persons | $29.31 | $37.69 | $37.69 | $46.06 |

### Junior - Casual - 18 years of age

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $22.45 | $24.25 | $25.14 | $26.94 | $26.94 | $44.90 |
| Level 2 | $23.78 | $25.68 | $26.63 | $28.53 | $33.29 | $47.55 |
| Level 3 - in charge of 1 or no persons | $24.14 | $26.07 | $27.03 | $28.97 | $33.79 | $48.28 |
| Level 3 - in charge of 2 or more persons | $24.44 | $26.39 | $27.37 | $29.33 | $34.21 | $48.88 |

**Table 2 of 2**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Level 1 | $31.43 | $40.41 | $40.41 | $49.39 |
| Level 2 | $33.29 | $42.80 | $42.80 | $52.31 |
| Level 3 - in charge of 1 or no persons | $33.79 | $43.45 | $43.45 | $53.10 |
| Level 3 - in charge of 2 or more persons | $34.21 | $43.99 | $43.99 | $53.76 |

### Junior - Casual - 19 years of age

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $25.65 | $27.70 | $28.73 | $30.78 | $30.78 | $51.30 |
| Level 2 | $27.16 | $29.34 | $30.42 | $32.60 | $38.03 | $54.33 |
| Level 3 - in charge of 1 or no persons | $27.59 | $29.79 | $30.90 | $33.11 | $38.62 | $55.18 |
| Level 3 - in charge of 2 or more persons | $27.93 | $30.16 | $31.28 | $33.51 | $39.10 | $55.85 |

**Table 2 of 2**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Level 1 | $35.91 | $46.17 | $46.17 | $56.43 |
| Level 2 | $38.03 | $48.89 | $48.89 | $59.76 |
| Level 3 - in charge of 1 or no persons | $38.62 | $49.66 | $49.66 | $60.69 |
| Level 3 - in charge of 2 or more persons | $39.10 | $50.27 | $50.27 | $61.44 |

### Junior - Casual - 20 years of age

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Evening work - Monday to Friday - 10pm to midnight** | **Evening work - Monday to Friday - midnight to 6am** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $28.86 | $31.17 | $32.33 | $34.64 | $34.64 | $57.73 |
| Level 2 | $30.56 | $33.01 | $34.23 | $36.68 | $42.79 | $61.13 |
| Level 3 - in charge of 1 or no persons | $31.04 | $33.52 | $34.76 | $37.25 | $43.45 | $62.08 |
| Level 3 - in charge of 2 or more persons | $31.41 | $33.93 | $35.18 | $37.70 | $43.98 | $62.83 |

**Table 2 of 2**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Level 1 | $40.41 | $51.95 | $51.95 | $63.50 |
| Level 2 | $42.79 | $55.01 | $55.01 | $67.24 |
| Level 3 - in charge of 1 or no persons | $43.45 | $55.87 | $55.87 | $68.28 |
| Level 3 - in charge of 2 or more persons | $43.98 | $56.54 | $56.54 | $69.11 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Cold work allowance | $0.35 per hour plus $0.54 per hour for each hour working in temperatures below 0°C |
| District allowance - Broken Hill | $44.19 per week |
| Laundry allowance - full-time employees | $6.25 per week |
| Laundry allowance - part-time or casual employees | $1.25 per shift |
| Meal allowance - overtime | $16.23 for the first meal and $14.66 for the second meal |
| Special clothing reimbursement | reimbursement for the cost of purchasing the clothing and replacement costs, when replacement is due to normal wear and tear |
| Transfer to another township reimbursement | payment of the whole moving expenses, including fares and transport charges |
| Transport reimbursement - starting or finishing after 10pm or before 7 am - normal means of transport unavailable | reimbursement for reasonable costs of commercial passenger vehicle transport between the place of employment to their usual place of residence |
| Working away from usual workplace - excess fares reimbursement | reimbursement for the cost of any fares reasonably incurred in excess of those normally incurred in travelling between home and the usual place of employment |
| Working away from usual workplace - travelling time reimbursement - Monday to Saturday | payment at the minimum hourly rate for time spent travelling in excess of time normally spent travelling between home and the usual place of employment |
| Working away from usual workplace - travelling time reimbursement - Sunday and public holidays | payment at the minimum hourly rate + 50% for time spent travelling in excess of time normally spent travelling between home and the usual place of employment |
| Working away from usual workplace - excess travel costs reimbursement | reimbursement for all extra transport costs incurred |
| Vehicle allowance - delivery drivers | $0.52 per km |
| Vehicle allowance - not delivery drivers | $0.98 per km |