Pay Guide - Fast Food Industry Award [MA000003]

Published 24 June 2026

When do the rates in the pay guide apply from? The first full pay period starting on or after 01 July 2026.

What is in this pay guide? It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

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. If our information is inconsistent with the award, then the award applies.

If you need further assistance you can 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 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	$1,056.80	$27.81	$30.59	$31.98	$34.76	$34.76
Level 2	$1,119.10	$29.45	$32.40	$33.87	$36.81	$44.18
Level 3 - in charge of 1 or no persons	$1,136.40	$29.91	$32.90	$34.40	$37.39	$44.87
Level 3 - in charge of 2 or more persons	$1,150.40	$30.27	$33.30	$34.81	$37.84	$45.41

Table 2 of 2

Classification	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$62.57	$41.72	$55.62	$55.62	$69.53
Level 2	$66.26	$44.18	$58.90	$58.90	$73.63
Level 3 - in charge of 1 or no persons	$67.30	$44.87	$59.82	$59.82	$74.78
Level 3 - in charge of 2 or more persons	$68.11	$45.41	$60.54	$60.54	$75.68

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	$34.76	$37.54	$38.93	$41.72	$41.72	$69.53
Level 2	$36.81	$39.76	$41.23	$44.18	$51.54	$73.63
Level 3 - in charge of 1 or no persons	$37.39	$40.38	$41.87	$44.87	$52.34	$74.78
Level 3 - in charge of 2 or more persons	$37.84	$40.86	$42.38	$45.41	$52.97	$75.68

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$48.67	$62.57	$62.57	$76.48
Level 2	$51.54	$66.26	$66.26	$80.99
Level 3 - in charge of 1 or no persons	$52.34	$67.30	$67.30	$82.25
Level 3 - in charge of 2 or more persons	$52.97	$68.11	$68.11	$83.24

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	$422.72	$11.12	$12.23	$12.79	$13.90	$13.90
Level 2	$447.64	$11.78	$12.96	$13.55	$14.73	$17.67
Level 3 - in charge of 1 or no persons	$454.56	$11.96	$13.16	$13.75	$14.95	$17.94
Level 3 - in charge of 2 or more persons	$460.16	$12.11	$13.32	$13.93	$15.14	$18.17

Table 2 of 2

Classification	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$25.02	$16.68	$22.24	$22.24	$27.80
Level 2	$26.51	$17.67	$23.56	$23.56	$29.45
Level 3 - in charge of 1 or no persons	$26.91	$17.94	$23.92	$23.92	$29.90
Level 3 - in charge of 2 or more persons	$27.25	$18.17	$24.22	$24.22	$30.28

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	$528.40	$13.91	$15.30	$16.00	$17.39	$17.39
Level 2	$559.55	$14.73	$16.20	$16.94	$18.41	$22.10
Level 3 - in charge of 1 or no persons	$568.20	$14.95	$16.45	$17.19	$18.69	$22.43
Level 3 - in charge of 2 or more persons	$575.20	$15.14	$16.65	$17.41	$18.93	$22.71

Table 2 of 2

Classification	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$31.30	$20.87	$27.82	$27.82	$34.78
Level 2	$33.14	$22.10	$29.46	$29.46	$36.83
Level 3 - in charge of 1 or no persons	$33.64	$22.43	$29.90	$29.90	$37.38
Level 3 - in charge of 2 or more persons	$34.07	$22.71	$30.28	$30.28	$37.85

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	$634.08	$16.69	$18.36	$19.19	$20.86	$20.86
Level 2	$671.46	$17.67	$19.44	$20.32	$22.09	$26.51
Level 3 - in charge of 1 or no persons	$681.84	$17.94	$19.73	$20.63	$22.43	$26.91
Level 3 - in charge of 2 or more persons	$690.24	$18.16	$19.98	$20.88	$22.70	$27.24

Table 2 of 2

Classification	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$37.55	$25.04	$33.38	$33.38	$41.73
Level 2	$39.76	$26.51	$35.34	$35.34	$44.18
Level 3 - in charge of 1 or no persons	$40.37	$26.91	$35.88	$35.88	$44.85
Level 3 - in charge of 2 or more persons	$40.86	$27.24	$36.32	$36.32	$45.40

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	$739.76	$19.47	$21.42	$22.39	$24.34	$24.34
Level 2	$783.37	$20.62	$22.68	$23.71	$25.78	$30.93
Level 3 - in charge of 1 or no persons	$795.48	$20.93	$23.02	$24.07	$26.16	$31.40
Level 3 - in charge of 2 or more persons	$805.28	$21.19	$23.31	$24.37	$26.49	$31.79

Table 2 of 2

Classification	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$43.81	$29.21	$38.94	$38.94	$48.68
Level 2	$46.40	$30.93	$41.24	$41.24	$51.55
Level 3 - in charge of 1 or no persons	$47.09	$31.40	$41.86	$41.86	$52.33
Level 3 - in charge of 2 or more persons	$47.68	$31.79	$42.38	$42.38	$52.98

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	$845.44	$22.25	$24.48	$25.59	$27.81	$27.81
Level 2	$895.28	$23.56	$25.92	$27.09	$29.45	$35.34
Level 3 - in charge of 1 or no persons	$909.12	$23.92	$26.31	$27.51	$29.90	$35.88
Level 3 - in charge of 2 or more persons	$920.32	$24.22	$26.64	$27.85	$30.28	$36.33

Table 2 of 2

Classification	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$50.06	$33.38	$44.50	$44.50	$55.63
Level 2	$53.01	$35.34	$47.12	$47.12	$58.90
Level 3 - in charge of 1 or no persons	$53.82	$35.88	$47.84	$47.84	$59.80
Level 3 - in charge of 2 or more persons	$54.50	$36.33	$48.44	$48.44	$60.55

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	$951.12	$25.03	$27.53	$28.78	$31.29	$31.29
Level 2	$1,007.19	$26.51	$29.16	$30.49	$33.14	$39.77
Level 3 - in charge of 1 or no persons	$1,022.76	$26.91	$29.60	$30.95	$33.64	$40.37
Level 3 - in charge of 2 or more persons	$1,035.36	$27.25	$29.98	$31.34	$34.06	$40.88

Table 2 of 2

Classification	Public holiday	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$56.32	$37.55	$50.06	$50.06	$62.58
Level 2	$59.65	$39.77	$53.02	$53.02	$66.28
Level 3 - in charge of 1 or no persons	$60.55	$40.37	$53.82	$53.82	$67.28
Level 3 - in charge of 2 or more persons	$61.31	$40.88	$54.50	$54.50	$68.13

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	$13.90	$15.01	$15.57	$16.68	$16.68	$27.80
Level 2	$14.73	$15.90	$16.49	$17.67	$20.62	$29.45
Level 3 - in charge of 1 or no persons	$14.95	$16.15	$16.74	$17.94	$20.93	$29.90
Level 3 - in charge of 2 or more persons	$15.14	$16.35	$16.95	$18.17	$21.19	$30.28

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$19.46	$25.02	$25.02	$30.58
Level 2	$20.62	$26.51	$26.51	$32.40
Level 3 - in charge of 1 or no persons	$20.93	$26.91	$26.91	$32.89
Level 3 - in charge of 2 or more persons	$21.19	$27.25	$27.25	$33.30

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	$17.39	$18.78	$19.47	$20.87	$20.87	$34.78
Level 2	$18.41	$19.89	$20.62	$22.10	$25.78	$36.83
Level 3 - in charge of 1 or no persons	$18.69	$20.18	$20.93	$22.43	$26.16	$37.38
Level 3 - in charge of 2 or more persons	$18.93	$20.44	$21.20	$22.71	$26.50	$37.85

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$24.34	$31.30	$31.30	$38.25
Level 2	$25.78	$33.14	$33.14	$40.51
Level 3 - in charge of 1 or no persons	$26.16	$33.64	$33.64	$41.11
Level 3 - in charge of 2 or more persons	$26.50	$34.07	$34.07	$41.64

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	$20.86	$22.53	$23.37	$25.04	$25.04	$41.73
Level 2	$22.09	$23.85	$24.74	$26.51	$30.92	$44.18
Level 3 - in charge of 1 or no persons	$22.43	$24.22	$25.12	$26.91	$31.40	$44.85
Level 3 - in charge of 2 or more persons	$22.70	$24.52	$25.42	$27.24	$31.78	$45.40

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$29.21	$37.55	$37.55	$45.90
Level 2	$30.92	$39.76	$39.76	$48.59
Level 3 - in charge of 1 or no persons	$31.40	$40.37	$40.37	$49.34
Level 3 - in charge of 2 or more persons	$31.78	$40.86	$40.86	$49.94

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	$24.34	$26.28	$27.26	$29.21	$29.21	$48.68
Level 2	$25.78	$27.84	$28.87	$30.93	$36.09	$51.55
Level 3 - in charge of 1 or no persons	$26.16	$28.26	$29.30	$31.40	$36.63	$52.33
Level 3 - in charge of 2 or more persons	$26.49	$28.61	$29.67	$31.79	$37.08	$52.98

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$34.07	$43.81	$43.81	$53.54
Level 2	$36.09	$46.40	$46.40	$56.71
Level 3 - in charge of 1 or no persons	$36.63	$47.09	$47.09	$57.56
Level 3 - in charge of 2 or more persons	$37.08	$47.68	$47.68	$58.27

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	$27.81	$30.04	$31.15	$33.38	$33.38	$55.63
Level 2	$29.45	$31.81	$32.98	$35.34	$41.23	$58.90
Level 3 - in charge of 1 or no persons	$29.90	$32.29	$33.49	$35.88	$41.86	$59.80
Level 3 - in charge of 2 or more persons	$30.28	$32.70	$33.91	$36.33	$42.39	$60.55

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$38.94	$50.06	$50.06	$61.19
Level 2	$41.23	$53.01	$53.01	$64.79
Level 3 - in charge of 1 or no persons	$41.86	$53.82	$53.82	$65.78
Level 3 - in charge of 2 or more persons	$42.39	$54.50	$54.50	$66.61

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	$31.29	$33.79	$35.04	$37.55	$37.55	$62.58
Level 2	$33.14	$35.79	$37.11	$39.77	$46.39	$66.28
Level 3 - in charge of 1 or no persons	$33.64	$36.33	$37.67	$40.37	$47.09	$67.28
Level 3 - in charge of 2 or more persons	$34.06	$36.79	$38.15	$40.88	$47.69	$68.13

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1	$43.80	$56.32	$56.32	$68.83
Level 2	$46.39	$59.65	$59.65	$72.90
Level 3 - in charge of 1 or no persons	$47.09	$60.55	$60.55	$74.00
Level 3 - in charge of 2 or more persons	$47.69	$61.31	$61.31	$74.94

Allowances

Allowances	Rate
Cold work allowance	$0.38 per hour plus $0.59 per hour for each hour working in temperatures below 0°C
District allowance - Broken Hill	$47.90 per week
Laundry allowance - full-time employees	$6.42 per week
Laundry allowance - part-time or casual employees	$1.28 per shift
Meal allowance - overtime	$17.33 with a further $15.66 when more than 4 hours of overtime is worked
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 of moving the employee and their immediate family
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	$0.53 per km
Vehicle allowance - not delivery drivers	$1.00 per km