Australian Government Fair Work OMBUDSMAN

Pay Guide - Higher Education Industry - General Staff - Award [MA000007]

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

If an apprentice started their apprenticeship before 1 January 2014, please use the Pay and Conditions Tool to calculate minimum rates, penalty rates and overtime.

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

Adult - Full-time & part-time

Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$27.24	$40.86	$54.48	$54.48	$68.10	$54.48
HEW Level 1.2	$27.65	$41.48	$55.30	$55.30	$69.13	$55.30
HEW Level 1.3	$28.05	$42.08	$56.10	$56.10	$70.13	$56.10
HEW Level 2.1	$28.55	$42.83	$57.10	$57.10	$71.38	$57.10
HEW Level 2.2	$28.97	$43.46	$57.94	$57.94	$72.43	$57.94
HEW Level 3.1	$29.57	$44.36	$59.14	$59.14	$73.93	$59.14
HEW Level 3.2	$30.09	$45.14	$60.18	$60.18	$75.23	$60.18
HEW Level 3.3	$30.60	$45.90	$61.20	$61.20	$76.50	$61.20
HEW Level 3.4	$31.11	$46.67	$62.22	$62.22	$77.78	$62.22
HEW Level 3.5	$31.53	$47.30	$63.06	$63.06	$78.83	$63.06
HEW Level 4.1	$32.22	$48.33	$64.44	$64.44	$80.55	$64.44
HEW Level 4.2	$32.81	$49.22	$65.62	$65.62	$82.03	$65.62
HEW Level 4.3	$33.41	$50.12	$66.82	$66.82	$83.53	$66.82
HEW Level 5.1	$33.87	$50.81	$67.74	$67.74	$84.68	$67.74
HEW Level 5.2	$34.57	$51.86	$69.14	$69.14	$86.43	$69.14
HEW Level 5.3	$35.03	$52.55	$70.06	$70.06	$87.58	$70.06
HEW Level 5.4	$35.73	$53.60	$71.46	$71.46	$89.33	$71.46
HEW Level 5.5	$36.43	$54.65	$72.86	$72.86	$91.08	$72.86
HEW Level 6.1	$37.30	$55.95	$74.60	$74.60	$93.25	$74.60
HEW Level 6.2	$38.00	$57.00	$76.00	$76.00	$95.00	$76.00
HEW Level 6.3	$38.61	$57.92	$77.22	$77.22	$96.53	$77.22
HEW Level 6.4	$39.31	$58.97	$78.62	$78.62	$98.28	$78.62
HEW Level 7.1	$40.11	N/A	N/A	N/A	N/A	$80.22
HEW Level 7.2	$40.96	N/A	N/A	N/A	N/A	$81.92

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 7.3	$41.82	N/A	N/A	N/A	N/A	$83.64
HEW Level 7.4	$42.67	N/A	N/A	N/A	N/A	$85.34
HEW Level 8.1	$43.69	N/A	N/A	N/A	N/A	$87.38
HEW Level 8.2	$45.06	N/A	N/A	N/A	N/A	$90.12
HEW Level 8.3	$46.42	N/A	N/A	N/A	N/A	$92.84
HEW Level 8.4	$47.79	N/A	N/A	N/A	N/A	$95.58
HEW Level 9.1	$49.24	N/A	N/A	N/A	N/A	$98.48
HEW Level 9.2	$50.61	N/A	N/A	N/A	N/A	$101.22
HEW Level 9.3	$51.97	N/A	N/A	N/A	N/A	$103.94
HEW Level 10.1	$52.06	N/A	N/A	N/A	N/A	$104.12

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$40.86	$31.33	$31.33	$35.41	$40.86	$54.48
HEW Level 1.2	$41.48	$31.80	$31.80	$35.95	$41.48	$55.30
HEW Level 1.3	$42.08	$32.26	$32.26	$36.47	$42.08	$56.10
HEW Level 2.1	$42.83	$32.83	$32.83	$37.12	$42.83	$57.10
HEW Level 2.2	$43.46	$33.32	$33.32	$37.66	$43.46	$57.94
HEW Level 3.1	$44.36	$34.01	$34.01	$38.44	$44.36	$59.14
HEW Level 3.2	$45.14	$34.60	$34.60	$39.12	$45.14	$60.18
HEW Level 3.3	$45.90	$35.19	$35.19	$39.78	$45.90	$61.20
HEW Level 3.4	$46.67	$35.78	$35.78	$40.44	$46.67	$62.22
HEW Level 3.5	$47.30	$36.26	$36.26	$40.99	$47.30	$63.06
HEW Level 4.1	$48.33	$37.05	$37.05	$41.89	$48.33	$64.44
HEW Level 4.2	$49.22	$37.73	$37.73	$42.65	$49.22	$65.62
HEW Level 4.3	$50.12	$38.42	$38.42	$43.43	$50.12	$66.82
HEW Level 5.1	$50.81	$38.95	$38.95	$44.03	$50.81	$67.74
HEW Level 5.2	$51.86	$39.76	$39.76	$44.94	$51.86	$69.14
HEW Level 5.3	$52.55	$40.28	$40.28	$45.54	$52.55	$70.06
HEW Level 5.4	$53.60	$41.09	$41.09	$46.45	$53.60	$71.46
HEW Level 5.5	$54.65	$41.89	$41.89	$47.36	$54.65	$72.86

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 6.1	$55.95	$42.90	$42.90	$48.49	$55.95	$74.60
HEW Level 6.2	$57.00	$43.70	$43.70	$49.40	$57.00	$76.00
HEW Level 6.3	$57.92	$44.40	$44.40	$50.19	$57.92	$77.22
HEW Level 6.4	$58.97	$45.21	$45.21	$51.10	$58.97	$78.62
HEW Level 7.1	$60.17	$46.13	$46.13	$52.14	$60.17	$80.22
HEW Level 7.2	$61.44	$47.10	$47.10	$53.25	$61.44	$81.92
HEW Level 7.3	$62.73	$48.09	$48.09	$54.37	$62.73	$83.64
HEW Level 7.4	$64.01	$49.07	$49.07	$55.47	$64.01	$85.34
HEW Level 8.1	$65.54	$50.24	$50.24	$56.80	$65.54	$87.38
HEW Level 8.2	$67.59	$51.82	$51.82	$58.58	$67.59	$90.12
HEW Level 8.3	$69.63	$53.38	$53.38	$60.35	$69.63	$92.84
HEW Level 8.4	$71.69	$54.96	$54.96	$62.13	$71.69	$95.58
HEW Level 9.1	$73.86	$56.63	$56.63	$64.01	$73.86	$98.48
HEW Level 9.2	$75.92	$58.20	$58.20	$65.79	$75.92	$101.22
HEW Level 9.3	$77.96	$59.77	$59.77	$67.56	$77.96	$103.94
HEW Level 10.1	$78.09	$59.87	$59.87	$67.68	$78.09	$104.12

Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$28.16	$42.24	$56.32	$56.32	$70.40	$56.32
HEW Level 1.2	$28.59	$42.89	$57.18	$57.18	$71.48	$57.18
HEW Level 1.3	$29.01	$43.52	$58.02	$58.02	$72.53	$58.02
HEW Level 2.1	$29.52	$44.28	$59.04	$59.04	$73.80	$59.04
HEW Level 2.2	$29.96	$44.94	$59.92	$59.92	$74.90	$59.92
HEW Level 3.1	$30.58	$45.87	$61.16	$61.16	$76.45	$61.16
HEW Level 3.2	$31.11	$46.67	$62.22	$62.22	$77.78	$62.22
HEW Level 3.3	$31.64	$47.46	$63.28	$63.28	$79.10	$63.28
HEW Level 3.4	$32.17	$48.26	$64.34	$64.34	$80.43	$64.34
HEW Level 3.5	$32.61	$48.92	$65.22	$65.22	$81.53	$65.22

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 4.1	$33.31	$49.97	$66.62	$66.62	$83.28	$66.62
HEW Level 4.2	$33.93	$50.90	$67.86	$67.86	$84.83	$67.86
HEW Level 4.3	$34.55	$51.83	$69.10	$69.10	$86.38	$69.10
HEW Level 5.1	$35.02	$52.53	$70.04	$70.04	$87.55	$70.04
HEW Level 5.2	$35.75	$53.63	$71.50	$71.50	$89.38	$71.50
HEW Level 5.3	$36.22	$54.33	$72.44	$72.44	$90.55	$72.44
HEW Level 5.4	$36.95	$55.43	$73.90	$73.90	$92.38	$73.90
HEW Level 5.5	$37.67	$56.51	$75.34	$75.34	$94.18	$75.34
HEW Level 6.1	$38.57	$57.86	$77.14	$77.14	$96.43	$77.14
HEW Level 6.2	$39.29	$58.94	$78.58	$78.58	$98.23	$78.58
HEW Level 6.3	$39.92	$59.88	$79.84	$79.84	$99.80	$79.84
HEW Level 6.4	$40.65	$60.98	$81.30	$81.30	$101.63	$81.30
HEW Level 7.1	$41.47	N/A	N/A	N/A	N/A	$82.94
HEW Level 7.2	$42.36	N/A	N/A	N/A	N/A	$84.72
HEW Level 7.3	$43.24	N/A	N/A	N/A	N/A	$86.48
HEW Level 7.4	$44.12	N/A	N/A	N/A	N/A	$88.24
HEW Level 8.1	$45.18	N/A	N/A	N/A	N/A	$90.36
HEW Level 8.2	$46.59	N/A	N/A	N/A	N/A	$93.18
HEW Level 8.3	$48.00	N/A	N/A	N/A	N/A	$96.00
HEW Level 8.4	$49.42	N/A	N/A	N/A	N/A	$98.84
HEW Level 9.1	$50.92	N/A	N/A	N/A	N/A	$101.84
HEW Level 9.2	$52.33	N/A	N/A	N/A	N/A	$104.66
HEW Level 9.3	$53.74	N/A	N/A	N/A	N/A	$107.48
HEW Level 10.1	$53.83	N/A	N/A	N/A	N/A	$107.66

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$42.24	$32.38	$32.38	$36.61	$42.24	$56.32
HEW Level 1.2	$42.89	$32.88	$32.88	$37.17	$42.89	$57.18
HEW Level 1.3	$43.52	$33.36	$33.36	$37.71	$43.52	$58.02
HEW Level 2.1	$44.28	$33.95	$33.95	$38.38	$44.28	$59.04
HEW Level 2.2	$44.94	$34.45	$34.45	$38.95	$44.94	$59.92
HEW Level 3.1	$45.87	$35.17	$35.17	$39.75	$45.87	$61.16
HEW Level 3.2	$46.67	$35.78	$35.78	$40.44	$46.67	$62.22
HEW Level 3.3	$47.46	$36.39	$36.39	$41.13	$47.46	$63.28
HEW Level 3.4	$48.26	$37.00	$37.00	$41.82	$48.26	$64.34
HEW Level 3.5	$48.92	$37.50	$37.50	$42.39	$48.92	$65.22
HEW Level 4.1	$49.97	$38.31	$38.31	$43.30	$49.97	$66.62
HEW Level 4.2	$50.90	$39.02	$39.02	$44.11	$50.90	$67.86
HEW Level 4.3	$51.83	$39.73	$39.73	$44.92	$51.83	$69.10
HEW Level 5.1	$52.53	$40.27	$40.27	$45.53	$52.53	$70.04
HEW Level 5.2	$53.63	$41.11	$41.11	$46.48	$53.63	$71.50
HEW Level 5.3	$54.33	$41.65	$41.65	$47.09	$54.33	$72.44
HEW Level 5.4	$55.43	$42.49	$42.49	$48.04	$55.43	$73.90
HEW Level 5.5	$56.51	$43.32	$43.32	$48.97	$56.51	$75.34
HEW Level 6.1	$57.86	$44.36	$44.36	$50.14	$57.86	$77.14
HEW Level 6.2	$58.94	$45.18	$45.18	$51.08	$58.94	$78.58
HEW Level 6.3	$59.88	$45.91	$45.91	$51.90	$59.88	$79.84
HEW Level 6.4	$60.98	$46.75	$46.75	$52.85	$60.98	$81.30
HEW Level 7.1	$62.21	$47.69	$47.69	$53.91	$62.21	$82.94
HEW Level 7.2	$63.54	$48.71	$48.71	$55.07	$63.54	$84.72
HEW Level 7.3	$64.86	$49.73	$49.73	$56.21	$64.86	$86.48
HEW Level 7.4	$66.18	$50.74	$50.74	$57.36	$66.18	$88.24
HEW Level 8.1	$67.77	$51.96	$51.96	$58.73	$67.77	$90.36
HEW Level 8.2	$69.89	$53.58	$53.58	$60.57	$69.89	$93.18
HEW Level 8.3	$72.00	$55.20	$55.20	$62.40	$72.00	$96.00
HEW Level 8.4	$74.13	$56.83	$56.83	$64.25	$74.13	$98.84
HEW Level 9.1	$76.38	$58.56	$58.56	$66.20	$76.38	$101.84
HEW Level 9.2	$78.50	$60.18	$60.18	$68.03	$78.50	$104.66
HEW Level 9.3	$80.61	$61.80	$61.80	$69.86	$80.61	$107.48
HEW Level 10.1	$80.75	$61.90	$61.90	$69.98	$80.75	$107.66

Adult - Casual

Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$34.05	$40.86	$54.48	$54.48	$68.10	$54.48
HEW Level 1.2	$34.56	$41.48	$55.30	$55.30	$69.13	$55.30
HEW Level 1.3	$35.06	$42.08	$56.10	$56.10	$70.13	$56.10
HEW Level 2.1	$35.69	$42.83	$57.10	$57.10	$71.38	$57.10
HEW Level 2.2	$36.21	$43.46	$57.94	$57.94	$72.43	$57.94
HEW Level 3.1	$36.96	$44.36	$59.14	$59.14	$73.93	$59.14
HEW Level 3.2	$37.61	$45.14	$60.18	$60.18	$75.23	$60.18
HEW Level 3.3	$38.25	$45.90	$61.20	$61.20	$76.50	$61.20
HEW Level 3.4	$38.89	$46.67	$62.22	$62.22	$77.78	$62.22
HEW Level 3.5	$39.41	$47.30	$63.06	$63.06	$78.83	$63.06
HEW Level 4.1	$40.28	$48.33	$64.44	$64.44	$80.55	$64.44
HEW Level 4.2	$41.01	$49.22	$65.62	$65.62	$82.03	$65.62
HEW Level 4.3	$41.76	$50.12	$66.82	$66.82	$83.53	$66.82
HEW Level 5.1	$42.34	$50.81	$67.74	$67.74	$84.68	$67.74
HEW Level 5.2	$43.21	$51.86	$69.14	$69.14	$86.43	$69.14
HEW Level 5.3	$43.79	$52.55	$70.06	$70.06	$87.58	$70.06
HEW Level 5.4	$44.66	$53.60	$71.46	$71.46	$89.33	$71.46
HEW Level 5.5	$45.54	$54.65	$72.86	$72.86	$91.08	$72.86
HEW Level 6.1	$46.63	$55.95	$74.60	$74.60	$93.25	$74.60
HEW Level 6.2	$47.50	$57.00	$76.00	$76.00	$95.00	$76.00
HEW Level 6.3	$48.26	$57.92	$77.22	$77.22	$96.53	$77.22
HEW Level 6.4	$49.14	$58.97	$78.62	$78.62	$98.28	$78.62
HEW Level 7.1	$50.14	N/A	N/A	N/A	N/A	$80.22
HEW Level 7.2	$51.20	N/A	N/A	N/A	N/A	$81.92
HEW Level 7.3	$52.28	N/A	N/A	N/A	N/A	$83.64
HEW Level 7.4	$53.34	N/A	N/A	N/A	N/A	$85.34
HEW Level 8.1	$54.61	N/A	N/A	N/A	N/A	$87.38
HEW Level 8.2	$56.33	N/A	N/A	N/A	N/A	$90.12
HEW Level 8.3	$58.03	N/A	N/A	N/A	N/A	$92.84

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 8.4	$59.74	N/A	N/A	N/A	N/A	$95.58
HEW Level 9.1	$61.55	N/A	N/A	N/A	N/A	$98.48
HEW Level 9.2	$63.26	N/A	N/A	N/A	N/A	$101.22
HEW Level 9.3	$64.96	N/A	N/A	N/A	N/A	$103.94
HEW Level 10.1	$65.08	N/A	N/A	N/A	N/A	$104.12

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$47.67	$38.14	$38.14	$42.22	$47.67	$61.29
HEW Level 1.2	$48.39	$38.71	$38.71	$42.86	$48.39	$62.21
HEW Level 1.3	$49.09	$39.27	$39.27	$43.48	$49.09	$63.11
HEW Level 2.1	$49.96	$39.97	$39.97	$44.25	$49.96	$64.24
HEW Level 2.2	$50.70	$40.56	$40.56	$44.90	$50.70	$65.18
HEW Level 3.1	$51.75	$41.40	$41.40	$45.83	$51.75	$66.53
HEW Level 3.2	$52.66	$42.13	$42.13	$46.64	$52.66	$67.70
HEW Level 3.3	$53.55	$42.84	$42.84	$47.43	$53.55	$68.85
HEW Level 3.4	$54.44	$43.55	$43.55	$48.22	$54.44	$70.00
HEW Level 3.5	$55.18	$44.14	$44.14	$48.87	$55.18	$70.94
HEW Level 4.1	$56.39	$45.11	$45.11	$49.94	$56.39	$72.50
HEW Level 4.2	$57.42	$45.93	$45.93	$50.86	$57.42	$73.82
HEW Level 4.3	$58.47	$46.77	$46.77	$51.79	$58.47	$75.17
HEW Level 5.1	$59.27	$47.42	$47.42	$52.50	$59.27	$76.21
HEW Level 5.2	$60.50	$48.40	$48.40	$53.58	$60.50	$77.78
HEW Level 5.3	$61.30	$49.04	$49.04	$54.30	$61.30	$78.82
HEW Level 5.4	$62.53	$50.02	$50.02	$55.38	$62.53	$80.39
HEW Level 5.5	$63.75	$51.00	$51.00	$56.47	$63.75	$81.97
HEW Level 6.1	$65.28	$52.22	$52.22	$57.82	$65.28	$83.93
HEW Level 6.2	$66.50	$53.20	$53.20	$58.90	$66.50	$85.50
HEW Level 6.3	$67.57	$54.05	$54.05	$59.85	$67.57	$86.87
HEW Level 6.4	$68.79	$55.03	$55.03	$60.93	$68.79	$88.45
HEW Level 7.1	$70.19	$56.15	$56.15	$62.17	$70.19	$90.25

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 7.2	$71.68	$57.34	$57.34	$63.49	$71.68	$92.16
HEW Level 7.3	$73.19	$58.55	$58.55	$64.82	$73.19	$94.10
HEW Level 7.4	$74.67	$59.74	$59.74	$66.14	$74.67	$96.01
HEW Level 8.1	$76.46	$61.17	$61.17	$67.72	$76.46	$98.30
HEW Level 8.2	$78.86	$63.08	$63.08	$69.84	$78.86	$101.39
HEW Level 8.3	$81.24	$64.99	$64.99	$71.95	$81.24	$104.45
HEW Level 8.4	$83.63	$66.91	$66.91	$74.07	$83.63	$107.53
HEW Level 9.1	$86.17	$68.94	$68.94	$76.32	$86.17	$110.79
HEW Level 9.2	$88.57	$70.85	$70.85	$78.45	$88.57	$113.87
HEW Level 9.3	$90.95	$72.76	$72.76	$80.55	$90.95	$116.93
HEW Level 10.1	$91.11	$72.88	$72.88	$80.69	$91.11	$117.14

Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$35.20	$42.24	$56.32	$56.32	$70.40	$56.32
HEW Level 1.2	$35.74	$42.89	$57.18	$57.18	$71.48	$57.18
HEW Level 1.3	$36.26	$43.52	$58.02	$58.02	$72.53	$58.02
HEW Level 2.1	$36.90	$44.28	$59.04	$59.04	$73.80	$59.04
HEW Level 2.2	$37.45	$44.94	$59.92	$59.92	$74.90	$59.92
HEW Level 3.1	$38.23	$45.87	$61.16	$61.16	$76.45	$61.16
HEW Level 3.2	$38.89	$46.67	$62.22	$62.22	$77.78	$62.22
HEW Level 3.3	$39.55	$47.46	$63.28	$63.28	$79.10	$63.28
HEW Level 3.4	$40.21	$48.26	$64.34	$64.34	$80.43	$64.34
HEW Level 3.5	$40.76	$48.92	$65.22	$65.22	$81.53	$65.22
HEW Level 4.1	$41.64	$49.97	$66.62	$66.62	$83.28	$66.62
HEW Level 4.2	$42.41	$50.90	$67.86	$67.86	$84.83	$67.86
HEW Level 4.3	$43.19	$51.83	$69.10	$69.10	$86.38	$69.10
HEW Level 5.1	$43.78	$52.53	$70.04	$70.04	$87.55	$70.04
HEW Level 5.2	$44.69	$53.63	$71.50	$71.50	$89.38	$71.50

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 5.3	$45.28	$54.33	$72.44	$72.44	$90.55	$72.44
HEW Level 5.4	$46.19	$55.43	$73.90	$73.90	$92.38	$73.90
HEW Level 5.5	$47.09	$56.51	$75.34	$75.34	$94.18	$75.34
HEW Level 6.1	$48.21	$57.86	$77.14	$77.14	$96.43	$77.14
HEW Level 6.2	$49.11	$58.94	$78.58	$78.58	$98.23	$78.58
HEW Level 6.3	$49.90	$59.88	$79.84	$79.84	$99.80	$79.84
HEW Level 6.4	$50.81	$60.98	$81.30	$81.30	$101.63	$81.30
HEW Level 7.1	$51.84	N/A	N/A	N/A	N/A	$82.94
HEW Level 7.2	$52.95	N/A	N/A	N/A	N/A	$84.72
HEW Level 7.3	$54.05	N/A	N/A	N/A	N/A	$86.48
HEW Level 7.4	$55.15	N/A	N/A	N/A	N/A	$88.24
HEW Level 8.1	$56.48	N/A	N/A	N/A	N/A	$90.36
HEW Level 8.2	$58.24	N/A	N/A	N/A	N/A	$93.18
HEW Level 8.3	$60.00	N/A	N/A	N/A	N/A	$96.00
HEW Level 8.4	$61.78	N/A	N/A	N/A	N/A	$98.84
HEW Level 9.1	$63.65	N/A	N/A	N/A	N/A	$101.84
HEW Level 9.2	$65.41	N/A	N/A	N/A	N/A	$104.66
HEW Level 9.3	$67.18	N/A	N/A	N/A	N/A	$107.48
HEW Level 10.1	$67.29	N/A	N/A	N/A	N/A	$107.66

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$49.28	$39.42	$39.42	$43.65	$49.28	$63.36
HEW Level 1.2	$50.03	$40.03	$40.03	$44.31	$50.03	$64.33
HEW Level 1.3	$50.77	$40.61	$40.61	$44.97	$50.77	$65.27
HEW Level 2.1	$51.66	$41.33	$41.33	$45.76	$51.66	$66.42
HEW Level 2.2	$52.43	$41.94	$41.94	$46.44	$52.43	$67.41
HEW Level 3.1	$53.52	$42.81	$42.81	$47.40	$53.52	$68.81
HEW Level 3.2	$54.44	$43.55	$43.55	$48.22	$54.44	$70.00
HEW Level 3.3	$55.37	$44.30	$44.30	$49.04	$55.37	$71.19
HEW Level 3.4	$56.30	$45.04	$45.04	$49.86	$56.30	$72.38

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 3.5	$57.07	$45.65	$45.65	$50.55	$57.07	$73.37
HEW Level 4.1	$58.29	$46.63	$46.63	$51.63	$58.29	$74.95
HEW Level 4.2	$59.38	$47.50	$47.50	$52.59	$59.38	$76.34
HEW Level 4.3	$60.46	$48.37	$48.37	$53.55	$60.46	$77.74
HEW Level 5.1	$61.29	$49.03	$49.03	$54.28	$61.29	$78.80
HEW Level 5.2	$62.56	$50.05	$50.05	$55.41	$62.56	$80.44
HEW Level 5.3	$63.39	$50.71	$50.71	$56.14	$63.39	$81.50
HEW Level 5.4	$64.66	$51.73	$51.73	$57.27	$64.66	$83.14
HEW Level 5.5	$65.92	$52.74	$52.74	$58.39	$65.92	$84.76
HEW Level 6.1	$67.50	$54.00	$54.00	$59.78	$67.50	$86.78
HEW Level 6.2	$68.76	$55.01	$55.01	$60.90	$68.76	$88.40
HEW Level 6.3	$69.86	$55.89	$55.89	$61.88	$69.86	$89.82
HEW Level 6.4	$71.14	$56.91	$56.91	$63.01	$71.14	$91.46
HEW Level 7.1	$72.57	$58.06	$58.06	$64.28	$72.57	$93.31
HEW Level 7.2	$74.13	$59.30	$59.30	$65.66	$74.13	$95.31
HEW Level 7.3	$75.67	$60.54	$60.54	$67.02	$75.67	$97.29
HEW Level 7.4	$77.21	$61.77	$61.77	$68.39	$77.21	$99.27
HEW Level 8.1	$79.07	$63.25	$63.25	$70.03	$79.07	$101.66
HEW Level 8.2	$81.53	$65.23	$65.23	$72.21	$81.53	$104.83
HEW Level 8.3	$84.00	$67.20	$67.20	$74.40	$84.00	$108.00
HEW Level 8.4	$86.49	$69.19	$69.19	$76.60	$86.49	$111.20
HEW Level 9.1	$89.11	$71.29	$71.29	$78.93	$89.11	$114.57
HEW Level 9.2	$91.58	$73.26	$73.26	$81.11	$91.58	$117.74
HEW Level 9.3	$94.05	$75.24	$75.24	$83.30	$94.05	$120.92
HEW Level 10.1	$94.20	$75.36	$75.36	$83.44	$94.20	$121.12

Junior - Full-time & part-time - Under 16 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$10.02	$15.03	$20.04	$20.04	$25.05	$20.04
HEW Level 1.2	$10.18	$15.27	$20.36	$20.36	$25.45	$20.36
HEW Level 1.3	$10.32	$15.48	$20.64	$20.64	$25.80	$20.64
HEW Level 2.1	$10.51	$15.77	$21.02	$21.02	$26.28	$21.02
HEW Level 2.2	$10.66	$15.99	$21.32	$21.32	$26.65	$21.32
HEW Level 3.1	$10.88	$16.32	$21.76	$21.76	$27.20	$21.76
HEW Level 3.2	$11.07	$16.61	$22.14	$22.14	$27.68	$22.14
HEW Level 3.3	$11.26	$16.89	$22.52	$22.52	$28.15	$22.52
HEW Level 3.4	$11.45	$17.18	$22.90	$22.90	$28.63	$22.90
HEW Level 3.5	$11.60	$17.40	$23.20	$23.20	$29.00	$23.20

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$15.03	$11.52	$11.52	$13.03	$15.03	$20.04
HEW Level 1.2	$15.27	$11.71	$11.71	$13.23	$15.27	$20.36
HEW Level 1.3	$15.48	$11.87	$11.87	$13.42	$15.48	$20.64
HEW Level 2.1	$15.77	$12.09	$12.09	$13.66	$15.77	$21.02
HEW Level 2.2	$15.99	$12.26	$12.26	$13.86	$15.99	$21.32
HEW Level 3.1	$16.32	$12.51	$12.51	$14.14	$16.32	$21.76
HEW Level 3.2	$16.61	$12.73	$12.73	$14.39	$16.61	$22.14
HEW Level 3.3	$16.89	$12.95	$12.95	$14.64	$16.89	$22.52
HEW Level 3.4	$17.18	$13.17	$13.17	$14.89	$17.18	$22.90
HEW Level 3.5	$17.40	$13.34	$13.34	$15.08	$17.40	$23.20

Junior - Full-time & part-time - Under 16 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$10.36	$15.54	$20.72	$20.72	$25.90	$20.72
HEW Level 1.2	$10.52	$15.78	$21.04	$21.04	$26.30	$21.04
HEW Level 1.3	$10.68	$16.02	$21.36	$21.36	$26.70	$21.36
HEW Level 2.1	$10.86	$16.29	$21.72	$21.72	$27.15	$21.72
HEW Level 2.2	$11.03	$16.55	$22.06	$22.06	$27.58	$22.06
HEW Level 3.1	$11.25	$16.88	$22.50	$22.50	$28.13	$22.50
HEW Level 3.2	$11.45	$17.18	$22.90	$22.90	$28.63	$22.90
HEW Level 3.3	$11.64	$17.46	$23.28	$23.28	$29.10	$23.28
HEW Level 3.4	$11.84	$17.76	$23.68	$23.68	$29.60	$23.68
HEW Level 3.5	$12.00	$18.00	$24.00	$24.00	$30.00	$24.00

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$15.54	$11.91	$11.91	$13.47	$15.54	$20.72
HEW Level 1.2	$15.78	$12.10	$12.10	$13.68	$15.78	$21.04
HEW Level 1.3	$16.02	$12.28	$12.28	$13.88	$16.02	$21.36
HEW Level 2.1	$16.29	$12.49	$12.49	$14.12	$16.29	$21.72
HEW Level 2.2	$16.55	$12.68	$12.68	$14.34	$16.55	$22.06
HEW Level 3.1	$16.88	$12.94	$12.94	$14.63	$16.88	$22.50
HEW Level 3.2	$17.18	$13.17	$13.17	$14.89	$17.18	$22.90
HEW Level 3.3	$17.46	$13.39	$13.39	$15.13	$17.46	$23.28
HEW Level 3.4	$17.76	$13.62	$13.62	$15.39	$17.76	$23.68
HEW Level 3.5	$18.00	$13.80	$13.80	$15.60	$18.00	$24.00

Junior - Full-time & part-time - 16 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$12.88	$19.32	$25.76	$25.76	$32.20	$25.76
HEW Level 1.2	$13.08	$19.62	$26.16	$26.16	$32.70	$26.16
HEW Level 1.3	$13.27	$19.91	$26.54	$26.54	$33.18	$26.54
HEW Level 2.1	$13.50	$20.25	$27.00	$27.00	$33.75	$27.00
HEW Level 2.2	$13.70	$20.55	$27.40	$27.40	$34.25	$27.40
HEW Level 3.1	$13.99	$20.99	$27.98	$27.98	$34.98	$27.98
HEW Level 3.2	$14.23	$21.35	$28.46	$28.46	$35.58	$28.46
HEW Level 3.3	$14.47	$21.71	$28.94	$28.94	$36.18	$28.94
HEW Level 3.4	$14.72	$22.08	$29.44	$29.44	$36.80	$29.44
HEW Level 3.5	$14.91	$22.37	$29.82	$29.82	$37.28	$29.82

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$19.32	$14.81	$14.81	$16.74	$19.32	$25.76
HEW Level 1.2	$19.62	$15.04	$15.04	$17.00	$19.62	$26.16
HEW Level 1.3	$19.91	$15.26	$15.26	$17.25	$19.91	$26.54
HEW Level 2.1	$20.25	$15.53	$15.53	$17.55	$20.25	$27.00
HEW Level 2.2	$20.55	$15.76	$15.76	$17.81	$20.55	$27.40
HEW Level 3.1	$20.99	$16.09	$16.09	$18.19	$20.99	$27.98
HEW Level 3.2	$21.35	$16.36	$16.36	$18.50	$21.35	$28.46
HEW Level 3.3	$21.71	$16.64	$16.64	$18.81	$21.71	$28.94
HEW Level 3.4	$22.08	$16.93	$16.93	$19.14	$22.08	$29.44
HEW Level 3.5	$22.37	$17.15	$17.15	$19.38	$22.37	$29.82

Junior - Full-time & part-time - 16 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$13.32	$19.98	$26.64	$26.64	$33.30	$26.64
HEW Level 1.2	$13.52	$20.28	$27.04	$27.04	$33.80	$27.04
HEW Level 1.3	$13.72	$20.58	$27.44	$27.44	$34.30	$27.44
HEW Level 2.1	$13.96	$20.94	$27.92	$27.92	$34.90	$27.92
HEW Level 2.2	$14.17	$21.26	$28.34	$28.34	$35.43	$28.34
HEW Level 3.1	$14.46	$21.69	$28.92	$28.92	$36.15	$28.92
HEW Level 3.2	$14.72	$22.08	$29.44	$29.44	$36.80	$29.44
HEW Level 3.3	$14.97	$22.46	$29.94	$29.94	$37.43	$29.94
HEW Level 3.4	$15.22	$22.83	$30.44	$30.44	$38.05	$30.44
HEW Level 3.5	$15.42	$23.13	$30.84	$30.84	$38.55	$30.84

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$19.98	$15.32	$15.32	$17.32	$19.98	$26.64
HEW Level 1.2	$20.28	$15.55	$15.55	$17.58	$20.28	$27.04
HEW Level 1.3	$20.58	$15.78	$15.78	$17.84	$20.58	$27.44
HEW Level 2.1	$20.94	$16.05	$16.05	$18.15	$20.94	$27.92
HEW Level 2.2	$21.26	$16.30	$16.30	$18.42	$21.26	$28.34
HEW Level 3.1	$21.69	$16.63	$16.63	$18.80	$21.69	$28.92
HEW Level 3.2	$22.08	$16.93	$16.93	$19.14	$22.08	$29.44
HEW Level 3.3	$22.46	$17.22	$17.22	$19.46	$22.46	$29.94
HEW Level 3.4	$22.83	$17.50	$17.50	$19.79	$22.83	$30.44
HEW Level 3.5	$23.13	$17.73	$17.73	$20.05	$23.13	$30.84

Junior - Full-time & part-time - 17 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$15.74	$23.61	$31.48	$31.48	$39.35	$31.48
HEW Level 1.2	$15.98	$23.97	$31.96	$31.96	$39.95	$31.96
HEW Level 1.3	$16.21	$24.32	$32.42	$32.42	$40.53	$32.42
HEW Level 2.1	$16.50	$24.75	$33.00	$33.00	$41.25	$33.00
HEW Level 2.2	$16.74	$25.11	$33.48	$33.48	$41.85	$33.48
HEW Level 3.1	$17.09	$25.64	$34.18	$34.18	$42.73	$34.18
HEW Level 3.2	$17.39	$26.09	$34.78	$34.78	$43.48	$34.78
HEW Level 3.3	$17.69	$26.54	$35.38	$35.38	$44.23	$35.38
HEW Level 3.4	$17.98	$26.97	$35.96	$35.96	$44.95	$35.96
HEW Level 3.5	$18.22	$27.33	$36.44	$36.44	$45.55	$36.44

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$23.61	$18.10	$18.10	$20.46	$23.61	$31.48
HEW Level 1.2	$23.97	$18.38	$18.38	$20.77	$23.97	$31.96
HEW Level 1.3	$24.32	$18.64	$18.64	$21.07	$24.32	$32.42
HEW Level 2.1	$24.75	$18.98	$18.98	$21.45	$24.75	$33.00
HEW Level 2.2	$25.11	$19.25	$19.25	$21.76	$25.11	$33.48
HEW Level 3.1	$25.64	$19.65	$19.65	$22.22	$25.64	$34.18
HEW Level 3.2	$26.09	$20.00	$20.00	$22.61	$26.09	$34.78
HEW Level 3.3	$26.54	$20.34	$20.34	$23.00	$26.54	$35.38
HEW Level 3.4	$26.97	$20.68	$20.68	$23.37	$26.97	$35.96
HEW Level 3.5	$27.33	$20.95	$20.95	$23.69	$27.33	$36.44

Junior - Full-time & part-time - 17 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$16.28	$24.42	$32.56	$32.56	$40.70	$32.56
HEW Level 1.2	$16.53	$24.80	$33.06	$33.06	$41.33	$33.06
HEW Level 1.3	$16.77	$25.16	$33.54	$33.54	$41.93	$33.54
HEW Level 2.1	$17.06	$25.59	$34.12	$34.12	$42.65	$34.12
HEW Level 2.2	$17.32	$25.98	$34.64	$34.64	$43.30	$34.64
HEW Level 3.1	$17.68	$26.52	$35.36	$35.36	$44.20	$35.36
HEW Level 3.2	$17.98	$26.97	$35.96	$35.96	$44.95	$35.96
HEW Level 3.3	$18.29	$27.44	$36.58	$36.58	$45.73	$36.58
HEW Level 3.4	$18.59	$27.89	$37.18	$37.18	$46.48	$37.18
HEW Level 3.5	$18.85	$28.28	$37.70	$37.70	$47.13	$37.70

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$24.42	$18.72	$18.72	$21.16	$24.42	$32.56
HEW Level 1.2	$24.80	$19.01	$19.01	$21.49	$24.80	$33.06
HEW Level 1.3	$25.16	$19.29	$19.29	$21.80	$25.16	$33.54
HEW Level 2.1	$25.59	$19.62	$19.62	$22.18	$25.59	$34.12
HEW Level 2.2	$25.98	$19.92	$19.92	$22.52	$25.98	$34.64
HEW Level 3.1	$26.52	$20.33	$20.33	$22.98	$26.52	$35.36
HEW Level 3.2	$26.97	$20.68	$20.68	$23.37	$26.97	$35.96
HEW Level 3.3	$27.44	$21.03	$21.03	$23.78	$27.44	$36.58
HEW Level 3.4	$27.89	$21.38	$21.38	$24.17	$27.89	$37.18
HEW Level 3.5	$28.28	$21.68	$21.68	$24.51	$28.28	$37.70

Junior - Full-time & part-time - 18 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$18.60	$27.90	$37.20	$37.20	$46.50	$37.20
HEW Level 1.2	$18.88	$28.32	$37.76	$37.76	$47.20	$37.76
HEW Level 1.3	$19.16	$28.74	$38.32	$38.32	$47.90	$38.32
HEW Level 2.1	$19.50	$29.25	$39.00	$39.00	$48.75	$39.00
HEW Level 2.2	$19.79	$29.69	$39.58	$39.58	$49.48	$39.58
HEW Level 3.1	$20.20	$30.30	$40.40	$40.40	$50.50	$40.40
HEW Level 3.2	$20.55	$30.83	$41.10	$41.10	$51.38	$41.10
HEW Level 3.3	$20.90	$31.35	$41.80	$41.80	$52.25	$41.80
HEW Level 3.4	$21.25	$31.88	$42.50	$42.50	$53.13	$42.50
HEW Level 3.5	$21.53	$32.30	$43.06	$43.06	$53.83	$43.06

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$27.90	$21.39	$21.39	$24.18	$27.90	$37.20
HEW Level 1.2	$28.32	$21.71	$21.71	$24.54	$28.32	$37.76
HEW Level 1.3	$28.74	$22.03	$22.03	$24.91	$28.74	$38.32
HEW Level 2.1	$29.25	$22.43	$22.43	$25.35	$29.25	$39.00
HEW Level 2.2	$29.69	$22.76	$22.76	$25.73	$29.69	$39.58
HEW Level 3.1	$30.30	$23.23	$23.23	$26.26	$30.30	$40.40
HEW Level 3.2	$30.83	$23.63	$23.63	$26.72	$30.83	$41.10
HEW Level 3.3	$31.35	$24.04	$24.04	$27.17	$31.35	$41.80
HEW Level 3.4	$31.88	$24.44	$24.44	$27.63	$31.88	$42.50
HEW Level 3.5	$32.30	$24.76	$24.76	$27.99	$32.30	$43.06

Junior - Full-time & part-time - 18 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$19.23	$28.85	$38.46	$38.46	$48.08	$38.46
HEW Level 1.2	$19.53	$29.30	$39.06	$39.06	$48.83	$39.06
HEW Level 1.3	$19.81	$29.72	$39.62	$39.62	$49.53	$39.62
HEW Level 2.1	$20.16	$30.24	$40.32	$40.32	$50.40	$40.32
HEW Level 2.2	$20.46	$30.69	$40.92	$40.92	$51.15	$40.92
HEW Level 3.1	$20.89	$31.34	$41.78	$41.78	$52.23	$41.78
HEW Level 3.2	$21.25	$31.88	$42.50	$42.50	$53.13	$42.50
HEW Level 3.3	$21.61	$32.42	$43.22	$43.22	$54.03	$43.22
HEW Level 3.4	$21.97	$32.96	$43.94	$43.94	$54.93	$43.94
HEW Level 3.5	$22.27	$33.41	$44.54	$44.54	$55.68	$44.54

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$28.85	$22.11	$22.11	$25.00	$28.85	$38.46
HEW Level 1.2	$29.30	$22.46	$22.46	$25.39	$29.30	$39.06
HEW Level 1.3	$29.72	$22.78	$22.78	$25.75	$29.72	$39.62
HEW Level 2.1	$30.24	$23.18	$23.18	$26.21	$30.24	$40.32
HEW Level 2.2	$30.69	$23.53	$23.53	$26.60	$30.69	$40.92
HEW Level 3.1	$31.34	$24.02	$24.02	$27.16	$31.34	$41.78
HEW Level 3.2	$31.88	$24.44	$24.44	$27.63	$31.88	$42.50
HEW Level 3.3	$32.42	$24.85	$24.85	$28.09	$32.42	$43.22
HEW Level 3.4	$32.96	$25.27	$25.27	$28.56	$32.96	$43.94
HEW Level 3.5	$33.41	$25.61	$25.61	$28.95	$33.41	$44.54

Junior - Full-time & part-time - 19 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$22.47	$33.71	$44.94	$44.94	$56.18	$44.94
HEW Level 1.2	$22.81	$34.22	$45.62	$45.62	$57.03	$45.62
HEW Level 1.3	$23.14	$34.71	$46.28	$46.28	$57.85	$46.28
HEW Level 2.1	$23.55	$35.33	$47.10	$47.10	$58.88	$47.10
HEW Level 2.2	$23.90	$35.85	$47.80	$47.80	$59.75	$47.80
HEW Level 3.1	$24.40	$36.60	$48.80	$48.80	$61.00	$48.80
HEW Level 3.2	$24.82	$37.23	$49.64	$49.64	$62.05	$49.64
HEW Level 3.3	$25.25	$37.88	$50.50	$50.50	$63.13	$50.50
HEW Level 3.4	$25.67	$38.51	$51.34	$51.34	$64.18	$51.34
HEW Level 3.5	$26.01	$39.02	$52.02	$52.02	$65.03	$52.02

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$33.71	$25.84	$25.84	$29.21	$33.71	$44.94
HEW Level 1.2	$34.22	$26.23	$26.23	$29.65	$34.22	$45.62
HEW Level 1.3	$34.71	$26.61	$26.61	$30.08	$34.71	$46.28
HEW Level 2.1	$35.33	$27.08	$27.08	$30.62	$35.33	$47.10
HEW Level 2.2	$35.85	$27.49	$27.49	$31.07	$35.85	$47.80
HEW Level 3.1	$36.60	$28.06	$28.06	$31.72	$36.60	$48.80
HEW Level 3.2	$37.23	$28.54	$28.54	$32.27	$37.23	$49.64
HEW Level 3.3	$37.88	$29.04	$29.04	$32.83	$37.88	$50.50
HEW Level 3.4	$38.51	$29.52	$29.52	$33.37	$38.51	$51.34
HEW Level 3.5	$39.02	$29.91	$29.91	$33.81	$39.02	$52.02

Junior - Full-time & part-time - 19 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$23.23	$34.85	$46.46	$46.46	$58.08	$46.46
HEW Level 1.2	$23.59	$35.39	$47.18	$47.18	$58.98	$47.18
HEW Level 1.3	$23.93	$35.90	$47.86	$47.86	$59.83	$47.86
HEW Level 2.1	$24.35	$36.53	$48.70	$48.70	$60.88	$48.70
HEW Level 2.2	$24.72	$37.08	$49.44	$49.44	$61.80	$49.44
HEW Level 3.1	$25.23	$37.85	$50.46	$50.46	$63.08	$50.46
HEW Level 3.2	$25.67	$38.51	$51.34	$51.34	$64.18	$51.34
HEW Level 3.3	$26.10	$39.15	$52.20	$52.20	$65.25	$52.20
HEW Level 3.4	$26.54	$39.81	$53.08	$53.08	$66.35	$53.08
HEW Level 3.5	$26.90	$40.35	$53.80	$53.80	$67.25	$53.80

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$34.85	$26.71	$26.71	$30.20	$34.85	$46.46
HEW Level 1.2	$35.39	$27.13	$27.13	$30.67	$35.39	$47.18
HEW Level 1.3	$35.90	$27.52	$27.52	$31.11	$35.90	$47.86
HEW Level 2.1	$36.53	$28.00	$28.00	$31.66	$36.53	$48.70
HEW Level 2.2	$37.08	$28.43	$28.43	$32.14	$37.08	$49.44
HEW Level 3.1	$37.85	$29.01	$29.01	$32.80	$37.85	$50.46
HEW Level 3.2	$38.51	$29.52	$29.52	$33.37	$38.51	$51.34
HEW Level 3.3	$39.15	$30.02	$30.02	$33.93	$39.15	$52.20
HEW Level 3.4	$39.81	$30.52	$30.52	$34.50	$39.81	$53.08
HEW Level 3.5	$40.35	$30.94	$30.94	$34.97	$40.35	$53.80

Junior - Full-time & part-time - 20 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$26.61	$39.92	$53.22	$53.22	$66.53	$53.22
HEW Level 1.2	$27.01	$40.52	$54.02	$54.02	$67.53	$54.02
HEW Level 1.3	$27.40	$41.10	$54.80	$54.80	$68.50	$54.80
HEW Level 2.1	$27.89	$41.84	$55.78	$55.78	$69.73	$55.78
HEW Level 2.2	$28.30	$42.45	$56.60	$56.60	$70.75	$56.60
HEW Level 3.1	$28.89	$43.34	$57.78	$57.78	$72.23	$57.78
HEW Level 3.2	$29.40	$44.10	$58.80	$58.80	$73.50	$58.80
HEW Level 3.3	$29.90	$44.85	$59.80	$59.80	$74.75	$59.80
HEW Level 3.4	$30.39	$45.59	$60.78	$60.78	$75.98	$60.78
HEW Level 3.5	$30.80	$46.20	$61.60	$61.60	$77.00	$61.60

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$39.92	$30.60	$30.60	$34.59	$39.92	$53.22
HEW Level 1.2	$40.52	$31.06	$31.06	$35.11	$40.52	$54.02
HEW Level 1.3	$41.10	$31.51	$31.51	$35.62	$41.10	$54.80
HEW Level 2.1	$41.84	$32.07	$32.07	$36.26	$41.84	$55.78
HEW Level 2.2	$42.45	$32.55	$32.55	$36.79	$42.45	$56.60
HEW Level 3.1	$43.34	$33.22	$33.22	$37.56	$43.34	$57.78
HEW Level 3.2	$44.10	$33.81	$33.81	$38.22	$44.10	$58.80
HEW Level 3.3	$44.85	$34.39	$34.39	$38.87	$44.85	$59.80
HEW Level 3.4	$45.59	$34.95	$34.95	$39.51	$45.59	$60.78
HEW Level 3.5	$46.20	$35.42	$35.42	$40.04	$46.20	$61.60

Junior - Full-time & part-time - 20 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$27.51	$41.27	$55.02	$55.02	$68.78	$55.02
HEW Level 1.2	$27.93	$41.90	$55.86	$55.86	$69.83	$55.86
HEW Level 1.3	$28.34	$42.51	$56.68	$56.68	$70.85	$56.68
HEW Level 2.1	$28.84	$43.26	$57.68	$57.68	$72.10	$57.68
HEW Level 2.2	$29.27	$43.91	$58.54	$58.54	$73.18	$58.54
HEW Level 3.1	$29.88	$44.82	$59.76	$59.76	$74.70	$59.76
HEW Level 3.2	$30.39	$45.59	$60.78	$60.78	$75.98	$60.78
HEW Level 3.3	$30.91	$46.37	$61.82	$61.82	$77.28	$61.82
HEW Level 3.4	$31.43	$47.15	$62.86	$62.86	$78.58	$62.86
HEW Level 3.5	$31.86	$47.79	$63.72	$63.72	$79.65	$63.72

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$41.27	$31.64	$31.64	$35.76	$41.27	$55.02
HEW Level 1.2	$41.90	$32.12	$32.12	$36.31	$41.90	$55.86
HEW Level 1.3	$42.51	$32.59	$32.59	$36.84	$42.51	$56.68
HEW Level 2.1	$43.26	$33.17	$33.17	$37.49	$43.26	$57.68
HEW Level 2.2	$43.91	$33.66	$33.66	$38.05	$43.91	$58.54
HEW Level 3.1	$44.82	$34.36	$34.36	$38.84	$44.82	$59.76
HEW Level 3.2	$45.59	$34.95	$34.95	$39.51	$45.59	$60.78
HEW Level 3.3	$46.37	$35.55	$35.55	$40.18	$46.37	$61.82
HEW Level 3.4	$47.15	$36.14	$36.14	$40.86	$47.15	$62.86
HEW Level 3.5	$47.79	$36.64	$36.64	$41.42	$47.79	$63.72

Junior - Casual - Under 16 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$12.53	$15.03	$20.04	$20.04	$25.05	$20.04
HEW Level 1.2	$12.73	$15.27	$20.36	$20.36	$25.45	$20.36
HEW Level 1.3	$12.90	$15.48	$20.64	$20.64	$25.80	$20.64
HEW Level 2.1	$13.14	$15.77	$21.02	$21.02	$26.28	$21.02
HEW Level 2.2	$13.33	$15.99	$21.32	$21.32	$26.65	$21.32
HEW Level 3.1	$13.60	$16.32	$21.76	$21.76	$27.20	$21.76
HEW Level 3.2	$13.84	$16.61	$22.14	$22.14	$27.68	$22.14
HEW Level 3.3	$14.08	$16.89	$22.52	$22.52	$28.15	$22.52
HEW Level 3.4	$14.31	$17.18	$22.90	$22.90	$28.63	$22.90
HEW Level 3.5	$14.50	$17.40	$23.20	$23.20	$29.00	$23.20

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$17.54	$14.03	$14.03	$15.53	$17.54	$22.55
HEW Level 1.2	$17.82	$14.25	$14.25	$15.78	$17.82	$22.91
HEW Level 1.3	$18.06	$14.45	$14.45	$16.00	$18.06	$23.22
HEW Level 2.1	$18.39	$14.71	$14.71	$16.29	$18.39	$23.65
HEW Level 2.2	$18.66	$14.92	$14.92	$16.52	$18.66	$23.99
HEW Level 3.1	$19.04	$15.23	$15.23	$16.86	$19.04	$24.48
HEW Level 3.2	$19.37	$15.50	$15.50	$17.16	$19.37	$24.91
HEW Level 3.3	$19.71	$15.76	$15.76	$17.45	$19.71	$25.34
HEW Level 3.4	$20.04	$16.03	$16.03	$17.75	$20.04	$25.76
HEW Level 3.5	$20.30	$16.24	$16.24	$17.98	$20.30	$26.10

Junior - Casual - Under 16 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$12.95	$15.54	$20.72	$20.72	$25.90	$20.72
HEW Level 1.2	$13.15	$15.78	$21.04	$21.04	$26.30	$21.04
HEW Level 1.3	$13.35	$16.02	$21.36	$21.36	$26.70	$21.36
HEW Level 2.1	$13.58	$16.29	$21.72	$21.72	$27.15	$21.72
HEW Level 2.2	$13.79	$16.55	$22.06	$22.06	$27.58	$22.06
HEW Level 3.1	$14.06	$16.88	$22.50	$22.50	$28.13	$22.50
HEW Level 3.2	$14.31	$17.18	$22.90	$22.90	$28.63	$22.90
HEW Level 3.3	$14.55	$17.46	$23.28	$23.28	$29.10	$23.28
HEW Level 3.4	$14.80	$17.76	$23.68	$23.68	$29.60	$23.68
HEW Level 3.5	$15.00	$18.00	$24.00	$24.00	$30.00	$24.00

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$18.13	$14.50	$14.50	$16.06	$18.13	$23.31
HEW Level 1.2	$18.41	$14.73	$14.73	$16.31	$18.41	$23.67
HEW Level 1.3	$18.69	$14.95	$14.95	$16.55	$18.69	$24.03
HEW Level 2.1	$19.01	$15.20	$15.20	$16.83	$19.01	$24.44
HEW Level 2.2	$19.30	$15.44	$15.44	$17.10	$19.30	$24.82
HEW Level 3.1	$19.69	$15.75	$15.75	$17.44	$19.69	$25.31
HEW Level 3.2	$20.04	$16.03	$16.03	$17.75	$20.04	$25.76
HEW Level 3.3	$20.37	$16.30	$16.30	$18.04	$20.37	$26.19
HEW Level 3.4	$20.72	$16.58	$16.58	$18.35	$20.72	$26.64
HEW Level 3.5	$21.00	$16.80	$16.80	$18.60	$21.00	$27.00

Junior - Casual - 16 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$16.10	$19.32	$25.76	$25.76	$32.20	$25.76
HEW Level 1.2	$16.35	$19.62	$26.16	$26.16	$32.70	$26.16
HEW Level 1.3	$16.59	$19.91	$26.54	$26.54	$33.18	$26.54
HEW Level 2.1	$16.88	$20.25	$27.00	$27.00	$33.75	$27.00
HEW Level 2.2	$17.13	$20.55	$27.40	$27.40	$34.25	$27.40
HEW Level 3.1	$17.49	$20.99	$27.98	$27.98	$34.98	$27.98
HEW Level 3.2	$17.79	$21.35	$28.46	$28.46	$35.58	$28.46
HEW Level 3.3	$18.09	$21.71	$28.94	$28.94	$36.18	$28.94
HEW Level 3.4	$18.40	$22.08	$29.44	$29.44	$36.80	$29.44
HEW Level 3.5	$18.64	$22.37	$29.82	$29.82	$37.28	$29.82

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$22.54	$18.03	$18.03	$19.96	$22.54	$28.98
HEW Level 1.2	$22.89	$18.31	$18.31	$20.27	$22.89	$29.43
HEW Level 1.3	$23.22	$18.58	$18.58	$20.57	$23.22	$29.86
HEW Level 2.1	$23.63	$18.90	$18.90	$20.93	$23.63	$30.38
HEW Level 2.2	$23.98	$19.18	$19.18	$21.24	$23.98	$30.83
HEW Level 3.1	$24.48	$19.59	$19.59	$21.68	$24.48	$31.48
HEW Level 3.2	$24.90	$19.92	$19.92	$22.06	$24.90	$32.02
HEW Level 3.3	$25.32	$20.26	$20.26	$22.43	$25.32	$32.56
HEW Level 3.4	$25.76	$20.61	$20.61	$22.82	$25.76	$33.12
HEW Level 3.5	$26.09	$20.87	$20.87	$23.11	$26.09	$33.55

Junior - Casual - 16 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$16.65	$19.98	$26.64	$26.64	$33.30	$26.64
HEW Level 1.2	$16.90	$20.28	$27.04	$27.04	$33.80	$27.04
HEW Level 1.3	$17.15	$20.58	$27.44	$27.44	$34.30	$27.44
HEW Level 2.1	$17.45	$20.94	$27.92	$27.92	$34.90	$27.92
HEW Level 2.2	$17.71	$21.26	$28.34	$28.34	$35.43	$28.34
HEW Level 3.1	$18.08	$21.69	$28.92	$28.92	$36.15	$28.92
HEW Level 3.2	$18.40	$22.08	$29.44	$29.44	$36.80	$29.44
HEW Level 3.3	$18.71	$22.46	$29.94	$29.94	$37.43	$29.94
HEW Level 3.4	$19.03	$22.83	$30.44	$30.44	$38.05	$30.44
HEW Level 3.5	$19.28	$23.13	$30.84	$30.84	$38.55	$30.84

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$23.31	$18.65	$18.65	$20.65	$23.31	$29.97
HEW Level 1.2	$23.66	$18.93	$18.93	$20.96	$23.66	$30.42
HEW Level 1.3	$24.01	$19.21	$19.21	$21.27	$24.01	$30.87
HEW Level 2.1	$24.43	$19.54	$19.54	$21.64	$24.43	$31.41
HEW Level 2.2	$24.80	$19.84	$19.84	$21.96	$24.80	$31.88
HEW Level 3.1	$25.31	$20.24	$20.24	$22.41	$25.31	$32.54
HEW Level 3.2	$25.76	$20.61	$20.61	$22.82	$25.76	$33.12
HEW Level 3.3	$26.20	$20.96	$20.96	$23.20	$26.20	$33.68
HEW Level 3.4	$26.64	$21.31	$21.31	$23.59	$26.64	$34.25
HEW Level 3.5	$26.99	$21.59	$21.59	$23.90	$26.99	$34.70

Junior - Casual - 17 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$19.68	$23.61	$31.48	$31.48	$39.35	$31.48
HEW Level 1.2	$19.98	$23.97	$31.96	$31.96	$39.95	$31.96
HEW Level 1.3	$20.26	$24.32	$32.42	$32.42	$40.53	$32.42
HEW Level 2.1	$20.63	$24.75	$33.00	$33.00	$41.25	$33.00
HEW Level 2.2	$20.93	$25.11	$33.48	$33.48	$41.85	$33.48
HEW Level 3.1	$21.36	$25.64	$34.18	$34.18	$42.73	$34.18
HEW Level 3.2	$21.74	$26.09	$34.78	$34.78	$43.48	$34.78
HEW Level 3.3	$22.11	$26.54	$35.38	$35.38	$44.23	$35.38
HEW Level 3.4	$22.48	$26.97	$35.96	$35.96	$44.95	$35.96
HEW Level 3.5	$22.78	$27.33	$36.44	$36.44	$45.55	$36.44

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$27.55	$22.04	$22.04	$24.40	$27.55	$35.42
HEW Level 1.2	$27.97	$22.37	$22.37	$24.77	$27.97	$35.96
HEW Level 1.3	$28.37	$22.69	$22.69	$25.13	$28.37	$36.47
HEW Level 2.1	$28.88	$23.10	$23.10	$25.58	$28.88	$37.13
HEW Level 2.2	$29.30	$23.44	$23.44	$25.95	$29.30	$37.67
HEW Level 3.1	$29.91	$23.93	$23.93	$26.49	$29.91	$38.45
HEW Level 3.2	$30.43	$24.35	$24.35	$26.95	$30.43	$39.13
HEW Level 3.3	$30.96	$24.77	$24.77	$27.42	$30.96	$39.80
HEW Level 3.4	$31.47	$25.17	$25.17	$27.87	$31.47	$40.46
HEW Level 3.5	$31.89	$25.51	$25.51	$28.24	$31.89	$41.00

Junior - Casual - 17 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$20.35	$24.42	$32.56	$32.56	$40.70	$32.56
HEW Level 1.2	$20.66	$24.80	$33.06	$33.06	$41.33	$33.06
HEW Level 1.3	$20.96	$25.16	$33.54	$33.54	$41.93	$33.54
HEW Level 2.1	$21.33	$25.59	$34.12	$34.12	$42.65	$34.12
HEW Level 2.2	$21.65	$25.98	$34.64	$34.64	$43.30	$34.64
HEW Level 3.1	$22.10	$26.52	$35.36	$35.36	$44.20	$35.36
HEW Level 3.2	$22.48	$26.97	$35.96	$35.96	$44.95	$35.96
HEW Level 3.3	$22.86	$27.44	$36.58	$36.58	$45.73	$36.58
HEW Level 3.4	$23.24	$27.89	$37.18	$37.18	$46.48	$37.18
HEW Level 3.5	$23.56	$28.28	$37.70	$37.70	$47.13	$37.70

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$28.49	$22.79	$22.79	$25.23	$28.49	$36.63
HEW Level 1.2	$28.93	$23.14	$23.14	$25.62	$28.93	$37.19
HEW Level 1.3	$29.35	$23.48	$23.48	$25.99	$29.35	$37.73
HEW Level 2.1	$29.86	$23.88	$23.88	$26.44	$29.86	$38.39
HEW Level 2.2	$30.31	$24.25	$24.25	$26.85	$30.31	$38.97
HEW Level 3.1	$30.94	$24.75	$24.75	$27.40	$30.94	$39.78
HEW Level 3.2	$31.47	$25.17	$25.17	$27.87	$31.47	$40.46
HEW Level 3.3	$32.01	$25.61	$25.61	$28.35	$32.01	$41.15
HEW Level 3.4	$32.53	$26.03	$26.03	$28.81	$32.53	$41.83
HEW Level 3.5	$32.99	$26.39	$26.39	$29.22	$32.99	$42.41

Junior - Casual - 18 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$23.25	$27.90	$37.20	$37.20	$46.50	$37.20
HEW Level 1.2	$23.60	$28.32	$37.76	$37.76	$47.20	$37.76
HEW Level 1.3	$23.95	$28.74	$38.32	$38.32	$47.90	$38.32
HEW Level 2.1	$24.38	$29.25	$39.00	$39.00	$48.75	$39.00
HEW Level 2.2	$24.74	$29.69	$39.58	$39.58	$49.48	$39.58
HEW Level 3.1	$25.25	$30.30	$40.40	$40.40	$50.50	$40.40
HEW Level 3.2	$25.69	$30.83	$41.10	$41.10	$51.38	$41.10
HEW Level 3.3	$26.13	$31.35	$41.80	$41.80	$52.25	$41.80
HEW Level 3.4	$26.56	$31.88	$42.50	$42.50	$53.13	$42.50
HEW Level 3.5	$26.91	$32.30	$43.06	$43.06	$53.83	$43.06

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$32.55	$26.04	$26.04	$28.83	$32.55	$41.85
HEW Level 1.2	$33.04	$26.43	$26.43	$29.26	$33.04	$42.48
HEW Level 1.3	$33.53	$26.82	$26.82	$29.70	$33.53	$43.11
HEW Level 2.1	$34.13	$27.30	$27.30	$30.23	$34.13	$43.88
HEW Level 2.2	$34.63	$27.71	$27.71	$30.67	$34.63	$44.53
HEW Level 3.1	$35.35	$28.28	$28.28	$31.31	$35.35	$45.45
HEW Level 3.2	$35.96	$28.77	$28.77	$31.85	$35.96	$46.24
HEW Level 3.3	$36.58	$29.26	$29.26	$32.40	$36.58	$47.03
HEW Level 3.4	$37.19	$29.75	$29.75	$32.94	$37.19	$47.81
HEW Level 3.5	$37.68	$30.14	$30.14	$33.37	$37.68	$48.44

Junior - Casual - 18 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$24.04	$28.85	$38.46	$38.46	$48.08	$38.46
HEW Level 1.2	$24.41	$29.30	$39.06	$39.06	$48.83	$39.06
HEW Level 1.3	$24.76	$29.72	$39.62	$39.62	$49.53	$39.62
HEW Level 2.1	$25.20	$30.24	$40.32	$40.32	$50.40	$40.32
HEW Level 2.2	$25.58	$30.69	$40.92	$40.92	$51.15	$40.92
HEW Level 3.1	$26.11	$31.34	$41.78	$41.78	$52.23	$41.78
HEW Level 3.2	$26.56	$31.88	$42.50	$42.50	$53.13	$42.50
HEW Level 3.3	$27.01	$32.42	$43.22	$43.22	$54.03	$43.22
HEW Level 3.4	$27.46	$32.96	$43.94	$43.94	$54.93	$43.94
HEW Level 3.5	$27.84	$33.41	$44.54	$44.54	$55.68	$44.54

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$33.65	$26.92	$26.92	$29.81	$33.65	$43.27
HEW Level 1.2	$34.18	$27.34	$27.34	$30.27	$34.18	$43.94
HEW Level 1.3	$34.67	$27.73	$27.73	$30.71	$34.67	$44.57
HEW Level 2.1	$35.28	$28.22	$28.22	$31.25	$35.28	$45.36
HEW Level 2.2	$35.81	$28.64	$28.64	$31.71	$35.81	$46.04
HEW Level 3.1	$36.56	$29.25	$29.25	$32.38	$36.56	$47.00
HEW Level 3.2	$37.19	$29.75	$29.75	$32.94	$37.19	$47.81
HEW Level 3.3	$37.82	$30.25	$30.25	$33.50	$37.82	$48.62
HEW Level 3.4	$38.45	$30.76	$30.76	$34.05	$38.45	$49.43
HEW Level 3.5	$38.97	$31.18	$31.18	$34.52	$38.97	$50.11

Junior - Casual - 19 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$28.09	$33.71	$44.94	$44.94	$56.18	$44.94
HEW Level 1.2	$28.51	$34.22	$45.62	$45.62	$57.03	$45.62
HEW Level 1.3	$28.93	$34.71	$46.28	$46.28	$57.85	$46.28
HEW Level 2.1	$29.44	$35.33	$47.10	$47.10	$58.88	$47.10
HEW Level 2.2	$29.88	$35.85	$47.80	$47.80	$59.75	$47.80
HEW Level 3.1	$30.50	$36.60	$48.80	$48.80	$61.00	$48.80
HEW Level 3.2	$31.03	$37.23	$49.64	$49.64	$62.05	$49.64
HEW Level 3.3	$31.56	$37.88	$50.50	$50.50	$63.13	$50.50
HEW Level 3.4	$32.09	$38.51	$51.34	$51.34	$64.18	$51.34
HEW Level 3.5	$32.51	$39.02	$52.02	$52.02	$65.03	$52.02

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$39.32	$31.46	$31.46	$34.83	$39.32	$50.56
HEW Level 1.2	$39.92	$31.93	$31.93	$35.36	$39.92	$51.32
HEW Level 1.3	$40.50	$32.40	$32.40	$35.87	$40.50	$52.07
HEW Level 2.1	$41.21	$32.97	$32.97	$36.50	$41.21	$52.99
HEW Level 2.2	$41.83	$33.46	$33.46	$37.05	$41.83	$53.78
HEW Level 3.1	$42.70	$34.16	$34.16	$37.82	$42.70	$54.90
HEW Level 3.2	$43.44	$34.75	$34.75	$38.47	$43.44	$55.85
HEW Level 3.3	$44.19	$35.35	$35.35	$39.14	$44.19	$56.81
HEW Level 3.4	$44.92	$35.94	$35.94	$39.79	$44.92	$57.76
HEW Level 3.5	$45.52	$36.41	$36.41	$40.32	$45.52	$58.52

Junior - Casual - 19 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$29.04	$34.85	$46.46	$46.46	$58.08	$46.46
HEW Level 1.2	$29.49	$35.39	$47.18	$47.18	$58.98	$47.18
HEW Level 1.3	$29.91	$35.90	$47.86	$47.86	$59.83	$47.86
HEW Level 2.1	$30.44	$36.53	$48.70	$48.70	$60.88	$48.70
HEW Level 2.2	$30.90	$37.08	$49.44	$49.44	$61.80	$49.44
HEW Level 3.1	$31.54	$37.85	$50.46	$50.46	$63.08	$50.46
HEW Level 3.2	$32.09	$38.51	$51.34	$51.34	$64.18	$51.34
HEW Level 3.3	$32.63	$39.15	$52.20	$52.20	$65.25	$52.20
HEW Level 3.4	$33.18	$39.81	$53.08	$53.08	$66.35	$53.08
HEW Level 3.5	$33.63	$40.35	$53.80	$53.80	$67.25	$53.80

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$40.65	$32.52	$32.52	$36.01	$40.65	$52.27
HEW Level 1.2	$41.28	$33.03	$33.03	$36.56	$41.28	$53.08
HEW Level 1.3	$41.88	$33.50	$33.50	$37.09	$41.88	$53.84
HEW Level 2.1	$42.61	$34.09	$34.09	$37.74	$42.61	$54.79
HEW Level 2.2	$43.26	$34.61	$34.61	$38.32	$43.26	$55.62
HEW Level 3.1	$44.15	$35.32	$35.32	$39.11	$44.15	$56.77
HEW Level 3.2	$44.92	$35.94	$35.94	$39.79	$44.92	$57.76
HEW Level 3.3	$45.68	$36.54	$36.54	$40.46	$45.68	$58.73
HEW Level 3.4	$46.45	$37.16	$37.16	$41.14	$46.45	$59.72
HEW Level 3.5	$47.08	$37.66	$37.66	$41.70	$47.08	$60.53

Junior - Casual - 20 years - Other than professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$33.26	$39.92	$53.22	$53.22	$66.53	$53.22
HEW Level 1.2	$33.76	$40.52	$54.02	$54.02	$67.53	$54.02
HEW Level 1.3	$34.25	$41.10	$54.80	$54.80	$68.50	$54.80
HEW Level 2.1	$34.86	$41.84	$55.78	$55.78	$69.73	$55.78
HEW Level 2.2	$35.38	$42.45	$56.60	$56.60	$70.75	$56.60
HEW Level 3.1	$36.11	$43.34	$57.78	$57.78	$72.23	$57.78
HEW Level 3.2	$36.75	$44.10	$58.80	$58.80	$73.50	$58.80
HEW Level 3.3	$37.38	$44.85	$59.80	$59.80	$74.75	$59.80
HEW Level 3.4	$37.99	$45.59	$60.78	$60.78	$75.98	$60.78
HEW Level 3.5	$38.50	$46.20	$61.60	$61.60	$77.00	$61.60

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$46.57	$37.25	$37.25	$41.25	$46.57	$59.87
HEW Level 1.2	$47.27	$37.81	$37.81	$41.87	$47.27	$60.77
HEW Level 1.3	$47.95	$38.36	$38.36	$42.47	$47.95	$61.65
HEW Level 2.1	$48.81	$39.05	$39.05	$43.23	$48.81	$62.75
HEW Level 2.2	$49.53	$39.62	$39.62	$43.87	$49.53	$63.68
HEW Level 3.1	$50.56	$40.45	$40.45	$44.78	$50.56	$65.00
HEW Level 3.2	$51.45	$41.16	$41.16	$45.57	$51.45	$66.15
HEW Level 3.3	$52.33	$41.86	$41.86	$46.35	$52.33	$67.28
HEW Level 3.4	$53.18	$42.55	$42.55	$47.10	$53.18	$68.38
HEW Level 3.5	$53.90	$43.12	$43.12	$47.74	$53.90	$69.30

Junior - Casual - 20 years - Professional, admin, clerical, computing and technical staff

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
HEW Level 1.1	$34.39	$41.27	$55.02	$55.02	$68.78	$55.02
HEW Level 1.2	$34.91	$41.90	$55.86	$55.86	$69.83	$55.86
HEW Level 1.3	$35.43	$42.51	$56.68	$56.68	$70.85	$56.68
HEW Level 2.1	$36.05	$43.26	$57.68	$57.68	$72.10	$57.68
HEW Level 2.2	$36.59	$43.91	$58.54	$58.54	$73.18	$58.54
HEW Level 3.1	$37.35	$44.82	$59.76	$59.76	$74.70	$59.76
HEW Level 3.2	$37.99	$45.59	$60.78	$60.78	$75.98	$60.78
HEW Level 3.3	$38.64	$46.37	$61.82	$61.82	$77.28	$61.82
HEW Level 3.4	$39.29	$47.15	$62.86	$62.86	$78.58	$62.86
HEW Level 3.5	$39.83	$47.79	$63.72	$63.72	$79.65	$63.72

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
HEW Level 1.1	$48.14	$38.51	$38.51	$42.64	$48.14	$61.90
HEW Level 1.2	$48.88	$39.10	$39.10	$43.29	$48.88	$62.84
HEW Level 1.3	$49.60	$39.68	$39.68	$43.93	$49.60	$63.77
HEW Level 2.1	$50.47	$40.38	$40.38	$44.70	$50.47	$64.89
HEW Level 2.2	$51.22	$40.98	$40.98	$45.37	$51.22	$65.86
HEW Level 3.1	$52.29	$41.83	$41.83	$46.31	$52.29	$67.23
HEW Level 3.2	$53.18	$42.55	$42.55	$47.10	$53.18	$68.38
HEW Level 3.3	$54.09	$43.27	$43.27	$47.91	$54.09	$69.55
HEW Level 3.4	$55.00	$44.00	$44.00	$48.72	$55.00	$70.72
HEW Level 3.5	$55.76	$44.60	$44.60	$49.38	$55.76	$71.69

Apprentice - Building trades - 3 year apprenticeship - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
1st year / Stage 1	$16.26	$24.39	$32.52	$32.52	$40.65	$32.52
2nd year / Stage 2	$22.18	$33.27	$44.36	$44.36	$55.45	$44.36
3rd year / Stage 3	$26.61	$39.92	$53.22	$53.22	$66.53	$53.22

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
1st year / Stage 1	$24.39	$18.70	$18.70	$21.14	$24.39	$32.52
2nd year / Stage 2	$33.27	$25.51	$25.51	$28.83	$33.27	$44.36
3rd year / Stage 3	$39.92	$30.60	$30.60	$34.59	$39.92	$53.22

Apprentice - Building trades - 4 year apprenticeship - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
1st year / Stage 1 - did not complete year 12	$14.79	$22.19	$29.58	$29.58	$36.98	$29.58
1st year / Stage 1 - completed year 12	$16.26	$24.39	$32.52	$32.52	$40.65	$32.52
2nd year / Stage 2 - did not complete year 12	$17.74	$26.61	$35.48	$35.48	$44.35	$35.48
2nd year / Stage 2 - completed year 12	$19.22	$28.83	$38.44	$38.44	$48.05	$38.44
3rd year / Stage 3	$22.18	$33.27	$44.36	$44.36	$55.45	$44.36
4th year / Stage 4	$26.61	$39.92	$53.22	$53.22	$66.53	$53.22

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
1st year / Stage 1 - did not complete year 12	$22.19	$17.01	$17.01	$19.23	$22.19	$29.58
1st year / Stage 1 - completed year 12	$24.39	$18.70	$18.70	$21.14	$24.39	$32.52
2nd year / Stage 2 - did not complete year 12	$26.61	$20.40	$20.40	$23.06	$26.61	$35.48
2nd year / Stage 2 - completed year 12	$28.83	$22.10	$22.10	$24.99	$28.83	$38.44
3rd year / Stage 3	$33.27	$25.51	$25.51	$28.83	$33.27	$44.36
4th year / Stage 4	$39.92	$30.60	$30.60	$34.59	$39.92	$53.22

Adult apprentice - Building trades - 3 or 4 year apprenticeship - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
All years / stages	$27.24	$40.86	$54.48	$54.48	$68.10	$54.48

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
All years / stages	$40.86	$31.33	$31.33	$35.41	$40.86	$54.48

Apprentice - Electrical trades - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
1st year / Stage 1 - did not complete year 12	$14.79	$22.19	$29.58	$29.58	$36.98	$29.58
1st year / Stage 1 - completed year 12	$16.26	$24.39	$32.52	$32.52	$40.65	$32.52
2nd year / Stage 2 - did not complete year 12	$17.74	$26.61	$35.48	$35.48	$44.35	$35.48
2nd year / Stage 2 - completed year 12	$19.22	$28.83	$38.44	$38.44	$48.05	$38.44
3rd year / Stage 3	$22.18	$33.27	$44.36	$44.36	$55.45	$44.36
4th year / Stage 4	$25.13	$37.70	$50.26	$50.26	$62.83	$50.26

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
1st year / Stage 1 - did not complete year 12	$22.19	$17.01	$17.01	$19.23	$22.19	$29.58
1st year / Stage 1 - completed year 12	$24.39	$18.70	$18.70	$21.14	$24.39	$32.52
2nd year / Stage 2 - did not complete year 12	$26.61	$20.40	$20.40	$23.06	$26.61	$35.48
2nd year / Stage 2 - completed year 12	$28.83	$22.10	$22.10	$24.99	$28.83	$38.44
3rd year / Stage 3	$33.27	$25.51	$25.51	$28.83	$33.27	$44.36
4th year / Stage 4	$37.70	$28.90	$28.90	$32.67	$37.70	$50.26

Adult apprentice - Electrical trades - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
1st year / Stage 1	$23.66	$35.49	$47.32	$47.32	$59.15	$47.32
2nd year / Stage 2	$27.24	$40.86	$54.48	$54.48	$68.10	$54.48
3rd year / Stage 3	$27.24	$40.86	$54.48	$54.48	$68.10	$54.48
4th year / Stage 4	$27.24	$40.86	$54.48	$54.48	$68.10	$54.48

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
1st year / Stage 1	$35.49	$27.21	$27.21	$30.76	$35.49	$47.32
2nd year / Stage 2	$40.86	$31.33	$31.33	$35.41	$40.86	$54.48
3rd year / Stage 3	$40.86	$31.33	$31.33	$35.41	$40.86	$54.48
4th year / Stage 4	$40.86	$31.33	$31.33	$35.41	$40.86	$54.48

Apprentice - Metal and engineering trades - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
Stage 1	$14.79	$22.19	$29.58	$29.58	$36.98	$29.58
Stage 2	$17.74	$26.61	$35.48	$35.48	$44.35	$35.48
Stage 3	$22.18	$33.27	$44.36	$44.36	$55.45	$44.36
Stage 4	$26.02	$39.03	$52.04	$52.04	$65.05	$52.04

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
Stage 1	$22.19	$17.01	$17.01	$19.23	$22.19	$29.58
Stage 2	$26.61	$20.40	$20.40	$23.06	$26.61	$35.48
Stage 3	$33.27	$25.51	$25.51	$28.83	$33.27	$44.36
Stage 4	$39.03	$29.92	$29.92	$33.83	$39.03	$52.04

Apprentice - Metal and engineering trades - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
Stage 1	$16.26	$24.39	$32.52	$32.52	$40.65	$32.52
Stage 2	$19.22	$28.83	$38.44	$38.44	$48.05	$38.44
Stage 3	$22.18	$33.27	$44.36	$44.36	$55.45	$44.36
Stage 4	$28.05	$42.08	$56.10	$56.10	$70.13	$56.10

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
Stage 1	$24.39	$18.70	$18.70	$21.14	$24.39	$32.52
Stage 2	$28.83	$22.10	$22.10	$24.99	$28.83	$38.44
Stage 3	$33.27	$25.51	$25.51	$28.83	$33.27	$44.36
Stage 4	$42.08	$32.26	$32.26	$36.47	$42.08	$56.10

Adult apprentice - Metal and engineering trades - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
Stage 1	$23.66	$35.49	$47.32	$47.32	$59.15	$47.32
Stage 2	$27.24	$40.86	$54.48	$54.48	$68.10	$54.48
Stage 3	$27.65	$41.48	$55.30	$55.30	$69.13	$55.30
Stage 4	$28.05	$42.08	$56.10	$56.10	$70.13	$56.10

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
Stage 1	$35.49	$27.21	$27.21	$30.76	$35.49	$47.32
Stage 2	$40.86	$31.33	$31.33	$35.41	$40.86	$54.48
Stage 3	$41.48	$31.80	$31.80	$35.95	$41.48	$55.30
Stage 4	$42.08	$32.26	$32.26	$36.47	$42.08	$56.10

Apprentice - Plumbing trades - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
1st year / Stage 1 - did not complete year 12	$14.79	$22.19	$29.58	$29.58	$36.98	$29.58
1st year / Stage 1 - completed year 12	$16.26	$24.39	$32.52	$32.52	$40.65	$32.52
2nd year / Stage 2 - did not complete year 12	$17.74	$26.61	$35.48	$35.48	$44.35	$35.48
2nd year / Stage 2 - completed year 12	$19.22	$28.83	$38.44	$38.44	$48.05	$38.44
3rd year / Stage 3	$22.47	$33.71	$44.94	$44.94	$56.18	$44.94
4th year / Stage 4	$28.98	$43.47	$57.96	$57.96	$72.45	$57.96

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
1st year / Stage 1 - did not complete year 12	$22.19	$17.01	$17.01	$19.23	$22.19	$29.58
1st year / Stage 1 - completed year 12	$24.39	$18.70	$18.70	$21.14	$24.39	$32.52
2nd year / Stage 2 - did not complete year 12	$26.61	$20.40	$20.40	$23.06	$26.61	$35.48
2nd year / Stage 2 - completed year 12	$28.83	$22.10	$22.10	$24.99	$28.83	$38.44
3rd year / Stage 3	$33.71	$25.84	$25.84	$29.21	$33.71	$44.94
4th year / Stage 4	$43.47	$33.33	$33.33	$37.67	$43.47	$57.96

Apprentice - Cooking

Where the standard of proficiency has been obtained on at least one occasion, the 4th year apprentice rates below may not apply and should be calculated using the Pay and Conditions Tool.

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
1st year	$16.27	$24.41	$32.54	$32.54	$40.68	$32.54
2nd year	$19.22	$28.83	$38.44	$38.44	$48.05	$38.44
3rd year	$23.66	$35.49	$47.32	$47.32	$59.15	$47.32
4th year	$28.10	$42.15	$56.20	$56.20	$70.25	$56.20

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
1st year	$24.41	$18.71	$18.71	$21.15	$24.41	$32.54
2nd year	$28.83	$22.10	$22.10	$24.99	$28.83	$38.44
3rd year	$35.49	$27.21	$27.21	$30.76	$35.49	$47.32
4th year	$42.15	$32.32	$32.32	$36.53	$42.15	$56.20

Apprentice - Waiting

Where the standard of proficiency has been obtained in the first year of the apprenticeship, the apprentice rates below may not apply during the second year and should be calculated using the Pay and Conditions Tool.

Table 1 of 2

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts
1st six months	$20.70	$31.05	$41.40	$41.40	$51.75	$41.40
2nd six months	$25.14	$37.71	$50.28	$50.28	$62.85	$50.28
3rd six months	$28.41	$42.62	$56.82	$56.82	$71.03	$56.82
4th six months	$28.99	$43.49	$57.98	$57.98	$72.48	$57.98

Table 2 of 2

Classification	Change of shift - less than 72 hours notice of change	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Night shift (non-rotating) - Monday to Friday	Saturday - shiftwork	Sunday - shiftwork
1st six months	$31.05	$23.81	$23.81	$26.91	$31.05	$41.40
2nd six months	$37.71	$28.91	$28.91	$32.68	$37.71	$50.28
3rd six months	$42.62	$32.67	$32.67	$36.93	$42.62	$56.82
4th six months	$43.49	$33.34	$33.34	$37.69	$43.49	$57.98

Allowances

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Asbestos allowance - maintenance staff (carpenters or joiners)	$0.90 per hour
Bitumen work allowance - maintenance staff (carpenters or joiners)	$0.90 per hour
Boiler repairs allowance - trades staff (excluding plumbers and electricians) - inside boilers	$1.69 per hour
Boiler repairs allowance - trades staff (excluding plumbers and electricians)	$0.45 per hour
Broken shift allowance - catering and retail staff and security staff	$3.15 per day up to a maximum of $15.51 per week
Certificate allowance - maintenance staff (painters)	$0.67 per hour
Cold work allowance - building services staff, maintenance staff (carpenters, joiners and painters) and trades staff	$0.67 per hour
Coloured mortar allowance - maintenance staff (carpenters or joiners)	$0.79 per hour
Computing quantities allowance - maintenance staff (carpenters, joiners and painters)	$5.06 per day or part thereof
Confined spaces allowance - trades staff (excluding plumbers)	$0.79 per hour
Damage to clothing & personal property reimbursement - storage staff and trades staff	reimbursement for the cost of damage up to a maximum of $359.36
Dirty work allowance - maintenance staff (carpenters, joiners and painters) and trades staff (excluding plumbers)	$0.67 per hour
Explosive power tools allowance - maintenance staff (carpenters or joiners) and trades staff	$1.69 per day
First aid allowance - building services staff, security staff, storage services and trades staff	$16.30 per week
Grindstone allowance - maintenance staff (carpenters or joiners)	$7.19 per week
Height allowance - maintenance staff (carpenters, joiners and painters) and trades staff (excluding linespersons, riggers and splicers)	$0.67 per hour
Hot work allowance - Building services staff, maintenance staff (carpenters, joiners and painters) and trades staff (excluding plumbers) - 46°C-54°C	$0.56 per hour
Hot work allowance - Building services staff, maintenance staff (carpenters, joiners and painters) and trades staff (excluding plumbers) - in excess of 54°C	$0.67 per hour
Insulation materials allowance - maintenance staff (inclusive only of carpenters or joiners) and trades staff	$0.90 per hour or part thereof
Leading hand allowance - trades staff in charge of 3-10 employees	$34.16 per week
Leading hand allowance - trades staff in charge of 11-20 employees	$53.94 per week

Allowances	Rate
Leading hand allowance - trades staff in charge of 20 or more employees	$68.55 per week
Lifting allowance - maintenance staff (builders labourers) - lifting 5.5kg-9kg blocks	$0.67 per hour
Lifting allowance - maintenance staff (builders labourers) - lifting 9kg-18kg blocks	$1.24 per hour
Lifting allowance - maintenance staff (builders labourers) - lifting over 18kg blocks	$1.80 per hour
Meal allowance - overtime	$21.63
Relieving officer allowance - security staff	$33.04 per week
Roofing repairs allowance - maintenance staff (carpenters or joiners)	$0.90 per hour
Second-hand timber allowance - maintenance staff (carpenters or joiners)	$2.70 per day
Sleep-over allowance - permanently residing on campus	$59.67 per occurrence
Tool compensation reimbursement - maintenance staff (carpenters, joiners and painters)	reimbursement for tools up to a maximum of $1,239.00
Tool reimbursement - storage services, grounds/gardeners/farm staff, maintenance staff and trades staff	reimbursement for the cost of purchasing or supplying tools
Toxic substances allowance - maintenance staff (inclusive only of carpenters, joiners and painters)	$0.67 per hour
Transport after overtime - usual means of transport unavailable	reimbursement of any reasonable fare costs in excess of normal fare costs
Travel expenses reimbursement	reimbursement for the cost of meals, accommodation and incidental expenses
Travel fares reimbursement - required to travel on employer business	reimbursement for the reasonable cost of travel
Travel fares reimbursement - working away from usual workplace or overtime when usual means of transport not available - catering and retail staff, children's services staff, storage services and trades staff	reimbursement for the cost of any fares in excess of the employee's normal fare costs
Travel time allowance - working away from usual workplace or overtime when usual means of transport not available - catering and retail staff, children’s services staff, storage services and trades staff	payment at the ordinary rate of pay for time spent in travel
Uniform and protective clothing reimbursement	reimbursement for the cost of any uniforms, overalls or protective clothing
Vehicle allowance	in accordance with the Australian Taxation Office guidelines as at 1 July each year
Wet work allowance - maintenance staff (carpenters or joiners) and trades staff (excluding plumbers)	$0.67 per hour