Australian Government Fair Work OMBUDSMAN

Pay Guide - Registered and Licensed Clubs Award [MA000058]

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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 the First aid allowance applies, the rates below should not be used and should be calculated using the Pay and Conditions Tool.

Adult - Full-time & part-time

Administration employees

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Introductory	$978.10	$25.74	$38.61	$45.05	$64.35	$38.61
Level 2 - clerical grade 1	$1,029.10	$27.08	$40.62	$47.39	$67.70	$40.62
Level 3 - clerical grade 2	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96
Level 4 - clerical grade 3	$1,119.10	$29.45	$44.18	$51.54	$73.63	$44.18
Level 5 - clerical supervisor	$1,189.40	$31.30	$46.95	$54.78	$78.25	$46.95

Table 2 of 3

Classification	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Introductory	$38.61	$28.69	$30.16	$38.61	$51.48	$45.05
Level 2 - clerical grade 1	$40.62	$30.03	$31.50	$40.62	$54.16	$47.39
Level 3 - clerical grade 2	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95
Level 4 - clerical grade 3	$44.18	$32.40	$33.87	$44.18	$58.90	$51.54
Level 5 - clerical supervisor	$46.95	$34.25	$35.72	$46.95	$62.60	$54.78

Table 3 of 3

Classification	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$51.48	$51.48	$64.35	$51.48
Level 2 - clerical grade 1	$54.16	$54.16	$67.70	$54.16
Level 3 - clerical grade 2	$55.94	$55.94	$69.93	$55.94
Level 4 - clerical grade 3	$58.90	$58.90	$73.63	$58.90
Level 5 - clerical supervisor	$62.60	$62.60	$78.25	$62.60

Food and beverage and gaming employees

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Introductory	$978.10	$25.74	$38.61	$45.05	$64.35	$38.61
Level 1 - food and beverage attendant grade 1	$1,004.90	$26.44	$39.66	$46.27	$66.10	$39.66
Level 2 - food and beverage attendant grade 2	$1,029.10	$27.08	$40.62	$47.39	$67.70	$40.62
Level 3 - food and beverage and gaming attendant grade 3	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96
Level 4 - food and beverage attendant (tradesperson) grade 4	$1,119.10	$29.45	$44.18	$51.54	$73.63	$44.18
Level 5 - food and beverage and gaming attendant grade 5	$1,189.40	$31.30	$46.95	$54.78	$78.25	$46.95

Table 2 of 3

Classification	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Introductory	$38.61	$28.69	$30.16	$38.61	$51.48	$45.05
Level 1 - food and beverage attendant grade 1	$39.66	$29.39	$30.86	$39.66	$52.88	$46.27
Level 2 - food and beverage attendant grade 2	$40.62	$30.03	$31.50	$40.62	$54.16	$47.39
Level 3 - food and beverage and gaming attendant grade 3	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95
Level 4 - food and beverage attendant (tradesperson) grade 4	$44.18	$32.40	$33.87	$44.18	$58.90	$51.54
Level 5 - food and beverage and gaming attendant grade 5	$46.95	$34.25	$35.72	$46.95	$62.60	$54.78

Table 3 of 3

Classification	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$51.48	$51.48	$64.35	$51.48
Level 1 - food and beverage attendant grade 1	$52.88	$52.88	$66.10	$52.88
Level 2 - food and beverage attendant grade 2	$54.16	$54.16	$67.70	$54.16
Level 3 - food and beverage and gaming attendant grade 3	$55.94	$55.94	$69.93	$55.94
Level 4 - food and beverage attendant (tradesperson) grade 4	$58.90	$58.90	$73.63	$58.90
Level 5 - food and beverage and gaming attendant grade 5	$62.60	$62.60	$78.25	$62.60

Kitchen employees

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Introductory	$978.10	$25.74	$38.61	$45.05	$64.35	$38.61
Level 1 - kitchen attendant grade 1	$1,004.90	$26.44	$39.66	$46.27	$66.10	$39.66
Level 2 - kitchen attendant grade 2	$1,029.10	$27.08	$40.62	$47.39	$67.70	$40.62
Level 3 - kitchen attendant grade 3	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96
Level 2 - cook grade 1	$1,029.10	$27.08	$40.62	$47.39	$67.70	$40.62
Level 3 - cook grade 2	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96
Level 4 - cook (tradesperson) grade 3	$1,119.10	$29.45	$44.18	$51.54	$73.63	$44.18
Level 5 - cook (tradesperson) grade 4	$1,189.40	$31.30	$46.95	$54.78	$78.25	$46.95
Level 6 - cook (tradesperson) grade 5	$1,221.10	$32.13	$48.20	$56.23	$80.33	$48.20

Table 2 of 3

Classification	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Introductory	$38.61	$28.69	$30.16	$38.61	$51.48	$45.05
Level 1 - kitchen attendant grade 1	$39.66	$29.39	$30.86	$39.66	$52.88	$46.27
Level 2 - kitchen attendant grade 2	$40.62	$30.03	$31.50	$40.62	$54.16	$47.39
Level 3 - kitchen attendant grade 3	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95
Level 2 - cook grade 1	$40.62	$30.03	$31.50	$40.62	$54.16	$47.39
Level 3 - cook grade 2	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95
Level 4 - cook (tradesperson) grade 3	$44.18	$32.40	$33.87	$44.18	$58.90	$51.54
Level 5 - cook (tradesperson) grade 4	$46.95	$34.25	$35.72	$46.95	$62.60	$54.78
Level 6 - cook (tradesperson) grade 5	$48.20	$35.08	$36.55	$48.20	$64.26	$56.23

Table 3 of 3

Classification	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$51.48	$51.48	$64.35	$51.48
Level 1 - kitchen attendant grade 1	$52.88	$52.88	$66.10	$52.88
Level 2 - kitchen attendant grade 2	$54.16	$54.16	$67.70	$54.16
Level 3 - kitchen attendant grade 3	$55.94	$55.94	$69.93	$55.94
Level 2 - cook grade 1	$54.16	$54.16	$67.70	$54.16
Level 3 - cook grade 2	$55.94	$55.94	$69.93	$55.94
Level 4 - cook (tradesperson) grade 3	$58.90	$58.90	$73.63	$58.90
Level 5 - cook (tradesperson) grade 4	$62.60	$62.60	$78.25	$62.60
Level 6 - cook (tradesperson) grade 5	$64.26	$64.26	$80.33	$64.26

Golf professionals

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Level 1 - PGA associate year 1	$1,004.90	$26.44	$39.66	$46.27	$66.10	$39.66
Level 2 - PGA associate years 2 and 3	$1,029.10	$27.08	$40.62	$47.39	$67.70	$40.62
Level 5 - assistant or teaching professional	$1,189.40	$31.30	$46.95	$54.78	$78.25	$46.95
Level 12 - lead golf professional	$1,510.80	$39.76	$59.64	$69.58	$99.40	$59.64

Table 2 of 3

Classification	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Level 1 - PGA associate year 1	$39.66	$29.39	$30.86	$39.66	$52.88	$46.27
Level 2 - PGA associate years 2 and 3	$40.62	$30.03	$31.50	$40.62	$54.16	$47.39
Level 5 - assistant or teaching professional	$46.95	$34.25	$35.72	$46.95	$62.60	$54.78
Level 12 - lead golf professional	$59.64	$42.71	$44.18	$59.64	$79.52	$69.58

Table 3 of 3

Classification	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 1 - PGA associate year 1	$52.88	$52.88	$66.10	$52.88
Level 2 - PGA associate years 2 and 3	$54.16	$54.16	$67.70	$54.16
Level 5 - assistant or teaching professional	$62.60	$62.60	$78.25	$62.60
Level 12 - lead golf professional	$79.52	$79.52	$99.40	$79.52

Ground maintenance employees

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - after midday - first 2 hours	Saturday - after midday - after 2 hours	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Introductory maintenance and horticultural employee	$978.10	$25.74	$38.61	$51.48	$51.48	$64.35	$38.61
Level 2 - maintenance and horticultural employee level 1	$1,029.10	$27.08	$40.62	$54.16	$54.16	$67.70	$40.62
Level 3 - maintenance and horticultural employee level 2	$1,062.90	$27.97	$41.96	$55.94	$55.94	$69.93	$41.96
Level 4 - maintenance and horticultural level 3 (tradesperson)	$1,119.10	$29.45	$44.18	$58.90	$58.90	$73.63	$44.18
Level 5 - maintenance and horticultural level 4 (tradesperson)	$1,189.40	$31.30	$46.95	$62.60	$62.60	$78.25	$46.95
Level 8 - maintenance and horticultural management level 1	$1,304.90	$34.34	$51.51	$68.68	$68.68	$85.85	$51.51
Level 11 - maintenance and horticultural management level 2	$1,420.90	$37.39	$56.09	$74.78	$74.78	$93.48	$56.09

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory maintenance and horticultural employee	$38.61	$51.48	$45.05	$51.48	$51.48	$64.35	$51.48
Level 2 - maintenance and horticultural employee level 1	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70	$54.16
Level 3 - maintenance and horticultural employee level 2	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93	$55.94
Level 4 - maintenance and horticultural level 3 (tradesperson)	$44.18	$58.90	$51.54	$58.90	$58.90	$73.63	$58.90
Level 5 - maintenance and horticultural level 4 (tradesperson)	$46.95	$62.60	$54.78	$62.60	$62.60	$78.25	$62.60
Level 8 - maintenance and horticultural management level 1	$51.51	$68.68	$60.10	$68.68	$68.68	$85.85	$68.68
Level 11 - maintenance and horticultural management level 2	$56.09	$74.78	$65.43	$74.78	$74.78	$93.48	$74.78

Guest service employees

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Introductory	$978.10	$25.74	$38.61	$45.05	$64.35	$38.61
Level 1 - guest service grade 1	$1,004.90	$26.44	$39.66	$46.27	$66.10	$39.66
Level 2 - guest service grade 2	$1,029.10	$27.08	$40.62	$47.39	$67.70	$40.62
Level 3 - guest service grade 3	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96
Level 4 - guest service grade 4	$1,119.10	$29.45	$44.18	$51.54	$73.63	$44.18
Level 5 - guest service supervisor	$1,189.40	$31.30	$46.95	$54.78	$78.25	$46.95
Level 2 - front office grade 1	$1,029.10	$27.08	$40.62	$47.39	$67.70	$40.62
Level 3 - front office grade 2	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96
Level 4 - front office grade 3	$1,119.10	$29.45	$44.18	$51.54	$73.63	$44.18
Level 5 - front office supervisor	$1,189.40	$31.30	$46.95	$54.78	$78.25	$46.95
Level 2 - child care worker grade 1	$1,029.10	$27.08	$40.62	$47.39	$67.70	$40.62
Level 5 - child care worker grade 2	$1,189.40	$31.30	$46.95	$54.78	$78.25	$46.95
Level 6 - child care worker grade 3	$1,221.10	$32.13	$48.20	$56.23	$80.33	$48.20

Table 2 of 3

Classification	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Introductory	$38.61	$28.69	$30.16	$38.61	$51.48	$45.05
Level 1 - guest service grade 1	$39.66	$29.39	$30.86	$39.66	$52.88	$46.27
Level 2 - guest service grade 2	$40.62	$30.03	$31.50	$40.62	$54.16	$47.39
Level 3 - guest service grade 3	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95
Level 4 - guest service grade 4	$44.18	$32.40	$33.87	$44.18	$58.90	$51.54
Level 5 - guest service supervisor	$46.95	$34.25	$35.72	$46.95	$62.60	$54.78
Level 2 - front office grade 1	$40.62	$30.03	$31.50	$40.62	$54.16	$47.39
Level 3 - front office grade 2	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95
Level 4 - front office grade 3	$44.18	$32.40	$33.87	$44.18	$58.90	$51.54
Level 5 - front office supervisor	$46.95	$34.25	$35.72	$46.95	$62.60	$54.78
Level 2 - child care worker grade 1	$40.62	$30.03	$31.50	$40.62	$54.16	$47.39
Level 5 - child care worker grade 2	$46.95	$34.25	$35.72	$46.95	$62.60	$54.78
Level 6 - child care worker grade 3	$48.20	$35.08	$36.55	$48.20	$64.26	$56.23

Table 3 of 3

Classification	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$51.48	$51.48	$64.35	$51.48
Level 1 - guest service grade 1	$52.88	$52.88	$66.10	$52.88
Level 2 - guest service grade 2	$54.16	$54.16	$67.70	$54.16
Level 3 - guest service grade 3	$55.94	$55.94	$69.93	$55.94
Level 4 - guest service grade 4	$58.90	$58.90	$73.63	$58.90
Level 5 - guest service supervisor	$62.60	$62.60	$78.25	$62.60
Level 2 - front office grade 1	$54.16	$54.16	$67.70	$54.16
Level 3 - front office grade 2	$55.94	$55.94	$69.93	$55.94
Level 4 - front office grade 3	$58.90	$58.90	$73.63	$58.90
Level 5 - front office supervisor	$62.60	$62.60	$78.25	$62.60
Level 2 - child care worker grade 1	$54.16	$54.16	$67.70	$54.16
Level 5 - child care worker grade 2	$62.60	$62.60	$78.25	$62.60
Level 6 - child care worker grade 3	$64.26	$64.26	$80.33	$64.26

Leisure activities employees

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Introductory	$978.10	$25.74	$38.61	$45.05	$64.35	$38.61
Level 2 - leisure attendant grade 1	$1,029.10	$27.08	$40.62	$47.39	$67.70	$40.62
Level 3 - leisure attendant grade 2	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96
Level 4 - leisure attendant grade 3	$1,119.10	$29.45	$44.18	$51.54	$73.63	$44.18
Level 3 - fitness instructor	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96

Table 2 of 3

Classification	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Introductory	$38.61	$28.69	$30.16	$38.61	$51.48	$45.05
Level 2 - leisure attendant grade 1	$40.62	$30.03	$31.50	$40.62	$54.16	$47.39
Level 3 - leisure attendant grade 2	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95
Level 4 - leisure attendant grade 3	$44.18	$32.40	$33.87	$44.18	$58.90	$51.54
Level 3 - fitness instructor	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95

Table 3 of 3

Classification	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$51.48	$51.48	$64.35	$51.48
Level 2 - leisure attendant grade 1	$54.16	$54.16	$67.70	$54.16
Level 3 - leisure attendant grade 2	$55.94	$55.94	$69.93	$55.94
Level 4 - leisure attendant grade 3	$58.90	$58.90	$73.63	$58.90
Level 3 - fitness instructor	$55.94	$55.94	$69.93	$55.94

Security employees

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Introductory	$978.10	$25.74	$38.61	$45.05	$64.35	$38.61
Level 2 - doorperson/security officer grade 1	$1,029.10	$27.08	$40.62	$47.39	$67.70	$40.62
Level 3 - timekeeper/security officer grade 2	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96

Table 2 of 3

Classification	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Introductory	$38.61	$28.69	$30.16	$38.61	$51.48	$45.05
Level 2 - doorperson/security officer grade 1	$40.62	$30.03	$31.50	$40.62	$54.16	$47.39
Level 3 - timekeeper/security officer grade 2	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95

Table 3 of 3

Classification	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$51.48	$51.48	$64.35	$51.48
Level 2 - doorperson/security officer grade 1	$54.16	$54.16	$67.70	$54.16
Level 3 - timekeeper/security officer grade 2	$55.94	$55.94	$69.93	$55.94

Stores and handyperson employees

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Introductory	$978.10	$25.74	$38.61	$45.05	$64.35	$38.61
Level 2 - storeperson grade 1	$1,029.10	$27.08	$40.62	$47.39	$67.70	$40.62
Level 3 - storeperson grade 2	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96
Level 4 - storeperson grade 3	$1,119.10	$29.45	$44.18	$51.54	$73.63	$44.18
Level 3 - forklift driver	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96
Level 3 - handyperson	$1,062.90	$27.97	$41.96	$48.95	$69.93	$41.96

Table 2 of 3

Classification	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Introductory	$38.61	$28.69	$30.16	$38.61	$51.48	$45.05
Level 2 - storeperson grade 1	$40.62	$30.03	$31.50	$40.62	$54.16	$47.39
Level 3 - storeperson grade 2	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95
Level 4 - storeperson grade 3	$44.18	$32.40	$33.87	$44.18	$58.90	$51.54
Level 3 - forklift driver	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95
Level 3 - handyperson	$41.96	$30.92	$32.39	$41.96	$55.94	$48.95

Table 3 of 3

Classification	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$51.48	$51.48	$64.35	$51.48
Level 2 - storeperson grade 1	$54.16	$54.16	$67.70	$54.16
Level 3 - storeperson grade 2	$55.94	$55.94	$69.93	$55.94
Level 4 - storeperson grade 3	$58.90	$58.90	$73.63	$58.90
Level 3 - forklift driver	$55.94	$55.94	$69.93	$55.94
Level 3 - handyperson	$55.94	$55.94	$69.93	$55.94

Club managers and management trainees

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$1,221.10	$32.13	$48.20	$56.23	$80.33	$48.20
Level 7 - level A manager	$1,251.90	$32.94	$49.41	$57.65	$82.35	$49.41
Level 8 - level B manager	$1,304.90	$34.34	$51.51	$60.10	$85.85	$51.51
Level 9 - level C manager	$1,322.30	$34.80	$52.20	$60.90	$87.00	$52.20
Level 10 - level D manager	$1,371.00	$36.08	$54.12	$63.14	$90.20	$54.12
Level 11 - level E manager	$1,420.90	$37.39	$56.09	$65.43	$93.48	$56.09
Level 12 - level F manager	$1,510.80	$39.76	$59.64	$69.58	$99.40	$59.64
Level 13 - level G manager	$1,540.30	$40.53	$60.80	$70.93	$101.33	$60.80
Management trainee - 1st year	N/A	$30.91	$46.37	$54.09	$77.28	$46.37
Management trainee - 2nd year	N/A	$32.62	$48.93	$57.09	$81.55	$48.93
Management trainee - 3rd year	N/A	$33.48	$50.22	$58.59	$83.70	$50.22
Management trainee - 4th year	N/A	$34.34	$51.51	$60.10	$85.85	$51.51

Table 2 of 3

Classification	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$48.20	$35.08	$36.55	$48.20	$64.26	$56.23
Level 7 - level A manager	$49.41	$35.89	$37.36	$49.41	$65.88	$57.65
Level 8 - level B manager	$51.51	$37.29	$38.76	$51.51	$68.68	$60.10
Level 9 - level C manager	$52.20	$37.75	$39.22	$52.20	$69.60	$60.90
Level 10 - level D manager	$54.12	$39.03	$40.50	$54.12	$72.16	$63.14
Level 11 - level E manager	$56.09	$40.34	$41.81	$56.09	$74.78	$65.43
Level 12 - level F manager	$59.64	$42.71	$44.18	$59.64	$79.52	$69.58
Level 13 - level G manager	$60.80	$43.48	$44.95	$60.80	$81.06	$70.93
Management trainee - 1st year	$46.37	$33.86	$35.33	$46.37	$61.82	$54.09
Management trainee - 2nd year	$48.93	$35.57	$37.04	$48.93	$65.24	$57.09
Management trainee - 3rd year	$50.22	$36.43	$37.90	$50.22	$66.96	$58.59

Classification	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours
Management trainee - 4th year	$51.51	$37.29	$38.76	$51.51	$68.68	$60.10

Table 3 of 3

Classification	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$64.26	$64.26	$80.33	$64.26
Level 7 - level A manager	$65.88	$65.88	$82.35	$65.88
Level 8 - level B manager	$68.68	$68.68	$85.85	$68.68
Level 9 - level C manager	$69.60	$69.60	$87.00	$69.60
Level 10 - level D manager	$72.16	$72.16	$90.20	$72.16
Level 11 - level E manager	$74.78	$74.78	$93.48	$74.78
Level 12 - level F manager	$79.52	$79.52	$99.40	$79.52
Level 13 - level G manager	$81.06	$81.06	$101.33	$81.06
Management trainee - 1st year	$61.82	$61.82	$77.28	$61.82
Management trainee - 2nd year	$65.24	$65.24	$81.55	$65.24
Management trainee - 3rd year	$66.96	$66.96	$83.70	$66.96
Management trainee - 4th year	$68.68	$68.68	$85.85	$68.68

Adult - Casual

Administration employees

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$32.18	$38.61	$45.05	$64.35	$35.13	$36.60
Level 2 - clerical grade 1	$33.85	$40.62	$47.39	$67.70	$36.80	$38.27
Level 3 - clerical grade 2	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38
Level 4 - clerical grade 3	$36.81	$44.18	$51.54	$73.63	$39.76	$41.23
Level 5 - clerical supervisor	$39.13	$46.95	$54.78	$78.25	$42.08	$43.55

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$38.61	$51.48	$45.05	$51.48	$51.48	$64.35
Level 2 - clerical grade 1	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70
Level 3 - clerical grade 2	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93
Level 4 - clerical grade 3	$44.18	$58.90	$51.54	$58.90	$58.90	$73.63
Level 5 - clerical supervisor	$46.95	$62.60	$54.78	$62.60	$62.60	$78.25

Food and beverage and gaming employees

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$32.18	$38.61	$45.05	$64.35	$35.13	$36.60
Level 1 - food and beverage attendant grade 1	$33.05	$39.66	$46.27	$66.10	$36.00	$37.47
Level 2 - food and beverage attendant grade 2	$33.85	$40.62	$47.39	$67.70	$36.80	$38.27
Level 3 - food and beverage and gaming attendant grade 3	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38
Level 4 - food and beverage attendant (tradesperson) grade 4	$36.81	$44.18	$51.54	$73.63	$39.76	$41.23
Level 5 - food and beverage and gaming attendant grade 5	$39.13	$46.95	$54.78	$78.25	$42.08	$43.55

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$38.61	$51.48	$45.05	$51.48	$51.48	$64.35
Level 1 - food and beverage attendant grade 1	$39.66	$52.88	$46.27	$52.88	$52.88	$66.10
Level 2 - food and beverage attendant grade 2	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70
Level 3 - food and beverage and gaming attendant grade 3	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93
Level 4 - food and beverage attendant (tradesperson) grade 4	$44.18	$58.90	$51.54	$58.90	$58.90	$73.63
Level 5 - food and beverage and gaming attendant grade 5	$46.95	$62.60	$54.78	$62.60	$62.60	$78.25

Kitchen employees

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$32.18	$38.61	$45.05	$64.35	$35.13	$36.60
Level 1 - kitchen attendant grade 1	$33.05	$39.66	$46.27	$66.10	$36.00	$37.47
Level 2 - kitchen attendant grade 2	$33.85	$40.62	$47.39	$67.70	$36.80	$38.27
Level 3 - kitchen attendant grade 3	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38
Level 2 - cook grade 1	$33.85	$40.62	$47.39	$67.70	$36.80	$38.27
Level 3 - cook grade 2	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38
Level 4 - cook (tradesperson) grade 3	$36.81	$44.18	$51.54	$73.63	$39.76	$41.23
Level 5 - cook (tradesperson) grade 4	$39.13	$46.95	$54.78	$78.25	$42.08	$43.55
Level 6 - cook (tradesperson) grade 5	$40.16	$48.20	$56.23	$80.33	$43.11	$44.58

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$38.61	$51.48	$45.05	$51.48	$51.48	$64.35
Level 1 - kitchen attendant grade 1	$39.66	$52.88	$46.27	$52.88	$52.88	$66.10
Level 2 - kitchen attendant grade 2	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70
Level 3 - kitchen attendant grade 3	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93
Level 2 - cook grade 1	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70
Level 3 - cook grade 2	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93
Level 4 - cook (tradesperson) grade 3	$44.18	$58.90	$51.54	$58.90	$58.90	$73.63
Level 5 - cook (tradesperson) grade 4	$46.95	$62.60	$54.78	$62.60	$62.60	$78.25
Level 6 - cook (tradesperson) grade 5	$48.20	$64.26	$56.23	$64.26	$64.26	$80.33

Golf professionals

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 1 - PGA associate year 1	$33.05	$39.66	$46.27	$66.10	$36.00	$37.47
Level 2 - PGA associate years 2 and 3	$33.85	$40.62	$47.39	$67.70	$36.80	$38.27
Level 5 - assistant or teaching professional	$39.13	$46.95	$54.78	$78.25	$42.08	$43.55
Level 12 - lead golf professional	$49.70	$59.64	$69.58	$99.40	$52.65	$54.12

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1 - PGA associate year 1	$39.66	$52.88	$46.27	$52.88	$52.88	$66.10
Level 2 - PGA associate years 2 and 3	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70
Level 5 - assistant or teaching professional	$46.95	$62.60	$54.78	$62.60	$62.60	$78.25
Level 12 - lead golf professional	$59.64	$79.52	$69.58	$79.52	$79.52	$99.40

Ground maintenance employees

Table 1 of 2

Classification	Hourly pay rate	Saturday - after midday - first 2 hours	Saturday - after midday - after 2 hours	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Introductory maintenance and horticultural employee	$32.18	$38.61	$51.48	$51.48	$64.35	$38.61
Level 2 - maintenance and horticultural employee level 1	$33.85	$40.62	$54.16	$54.16	$67.70	$40.62
Level 3 - maintenance and horticultural employee level 2	$34.96	$41.96	$55.94	$55.94	$69.93	$41.96
Level 4 - maintenance and horticultural level 3 (tradesperson)	$36.81	$44.18	$58.90	$58.90	$73.63	$44.18
Level 5 - maintenance and horticultural level 4 (tradesperson)	$39.13	$46.95	$62.60	$62.60	$78.25	$46.95
Level 8 - maintenance and horticultural management level 1	$42.93	$51.51	$68.68	$68.68	$85.85	$51.51
Level 11 - maintenance and horticultural management level 2	$46.74	$56.09	$74.78	$74.78	$93.48	$56.09

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory maintenance and horticultural employee	$51.48	$45.05	$51.48	$51.48	$64.35
Level 2 - maintenance and horticultural employee level 1	$54.16	$47.39	$54.16	$54.16	$67.70
Level 3 - maintenance and horticultural employee level 2	$55.94	$48.95	$55.94	$55.94	$69.93
Level 4 - maintenance and horticultural level 3 (tradesperson)	$58.90	$51.54	$58.90	$58.90	$73.63
Level 5 - maintenance and horticultural level 4 (tradesperson)	$62.60	$54.78	$62.60	$62.60	$78.25
Level 8 - maintenance and horticultural management level 1	$68.68	$60.10	$68.68	$68.68	$85.85
Level 11 - maintenance and horticultural management level 2	$74.78	$65.43	$74.78	$74.78	$93.48

Guest service employees

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$32.18	$38.61	$45.05	$64.35	$35.13	$36.60
Level 1 - guest service grade 1	$33.05	$39.66	$46.27	$66.10	$36.00	$37.47
Level 2 - guest service grade 2	$33.85	$40.62	$47.39	$67.70	$36.80	$38.27
Level 3 - guest service grade 3	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38
Level 4 - guest service grade 4	$36.81	$44.18	$51.54	$73.63	$39.76	$41.23
Level 5 - guest service supervisor	$39.13	$46.95	$54.78	$78.25	$42.08	$43.55
Level 2 - front office grade 1	$33.85	$40.62	$47.39	$67.70	$36.80	$38.27
Level 3 - front office grade 2	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38
Level 4 - front office grade 3	$36.81	$44.18	$51.54	$73.63	$39.76	$41.23
Level 5 - front office supervisor	$39.13	$46.95	$54.78	$78.25	$42.08	$43.55
Level 2 - child care worker grade 1	$33.85	$40.62	$47.39	$67.70	$36.80	$38.27
Level 5 - child care worker grade 2	$39.13	$46.95	$54.78	$78.25	$42.08	$43.55
Level 6 - child care worker grade 3	$40.16	$48.20	$56.23	$80.33	$43.11	$44.58

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$38.61	$51.48	$45.05	$51.48	$51.48	$64.35
Level 1 - guest service grade 1	$39.66	$52.88	$46.27	$52.88	$52.88	$66.10
Level 2 - guest service grade 2	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70
Level 3 - guest service grade 3	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93
Level 4 - guest service grade 4	$44.18	$58.90	$51.54	$58.90	$58.90	$73.63
Level 5 - guest service supervisor	$46.95	$62.60	$54.78	$62.60	$62.60	$78.25
Level 2 - front office grade 1	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70
Level 3 - front office grade 2	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93
Level 4 - front office grade 3	$44.18	$58.90	$51.54	$58.90	$58.90	$73.63
Level 5 - front office supervisor	$46.95	$62.60	$54.78	$62.60	$62.60	$78.25
Level 2 - child care worker grade 1	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70
Level 5 - child care worker grade 2	$46.95	$62.60	$54.78	$62.60	$62.60	$78.25
Level 6 - child care worker grade 3	$48.20	$64.26	$56.23	$64.26	$64.26	$80.33

Leisure activities employees

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$32.18	$38.61	$45.05	$64.35	$35.13	$36.60
Level 2 - leisure attendant grade 1	$33.85	$40.62	$47.39	$67.70	$36.80	$38.27
Level 3 - leisure attendant grade 2	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38
Level 4 - leisure attendant grade 3	$36.81	$44.18	$51.54	$73.63	$39.76	$41.23
Level 3 - fitness instructor	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$38.61	$51.48	$45.05	$51.48	$51.48	$64.35
Level 2 - leisure attendant grade 1	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70
Level 3 - leisure attendant grade 2	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93
Level 4 - leisure attendant grade 3	$44.18	$58.90	$51.54	$58.90	$58.90	$73.63
Level 3 - fitness instructor	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93

Security employees

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$32.18	$38.61	$45.05	$64.35	$35.13	$36.60
Level 2 - doorperson/security officer grade 1	$33.85	$40.62	$47.39	$67.70	$36.80	$38.27
Level 3 - timekeeper/security officer grade 2	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$38.61	$51.48	$45.05	$51.48	$51.48	$64.35
Level 2 - doorperson/security officer grade 1	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70
Level 3 - timekeeper/security officer grade 2	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93

Stores and handyperson employees

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$32.18	$38.61	$45.05	$64.35	$35.13	$36.60
Level 2 - storeperson grade 1	$33.85	$40.62	$47.39	$67.70	$36.80	$38.27
Level 3 - storeperson grade 2	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38
Level 4 - storeperson grade 3	$36.81	$44.18	$51.54	$73.63	$39.76	$41.23
Level 3 - forklift driver	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38
Level 3 - handyperson	$34.96	$41.96	$48.95	$69.93	$37.91	$39.38

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$38.61	$51.48	$45.05	$51.48	$51.48	$64.35
Level 2 - storeperson grade 1	$40.62	$54.16	$47.39	$54.16	$54.16	$67.70
Level 3 - storeperson grade 2	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93
Level 4 - storeperson grade 3	$44.18	$58.90	$51.54	$58.90	$58.90	$73.63
Level 3 - forklift driver	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93
Level 3 - handyperson	$41.96	$55.94	$48.95	$55.94	$55.94	$69.93

Club managers

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$40.16	$48.20	$56.23	$80.33	$43.11	$44.58
Level 7 - level A manager	$41.18	$49.41	$57.65	$82.35	$44.13	$45.60
Level 8 - level B manager	$42.93	$51.51	$60.10	$85.85	$45.88	$47.35
Level 9 - level C manager	$43.50	$52.20	$60.90	$87.00	$46.45	$47.92
Level 10 - level D manager	$45.10	$54.12	$63.14	$90.20	$48.05	$49.52
Level 11 - level E manager	$46.74	$56.09	$65.43	$93.48	$49.69	$51.16
Level 12 - level F manager	$49.70	$59.64	$69.58	$99.40	$52.65	$54.12
Level 13 - level G manager	$50.66	$60.80	$70.93	$101.33	$53.61	$55.08

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$48.20	$64.26	$56.23	$64.26	$64.26	$80.33
Level 7 - level A manager	$49.41	$65.88	$57.65	$65.88	$65.88	$82.35
Level 8 - level B manager	$51.51	$68.68	$60.10	$68.68	$68.68	$85.85
Level 9 - level C manager	$52.20	$69.60	$60.90	$69.60	$69.60	$87.00
Level 10 - level D manager	$54.12	$72.16	$63.14	$72.16	$72.16	$90.20
Level 11 - level E manager	$56.09	$74.78	$65.43	$74.78	$74.78	$93.48
Level 12 - level F manager	$59.64	$79.52	$69.58	$79.52	$79.52	$99.40
Level 13 - level G manager	$60.80	$81.06	$70.93	$81.06	$81.06	$101.33

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

Administration employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$15.44	$23.16	$27.02	$38.60	$23.16	$23.16	$18.39	$19.86
Level 2 - clerical grade 1	$16.25	$24.38	$28.44	$40.63	$24.38	$24.38	$19.20	$20.67
Level 3 - clerical grade 2	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20
Level 4 - clerical grade 3	$17.67	$26.51	$30.92	$44.18	$26.51	$26.51	$20.62	$22.09
Level 5 - clerical supervisor	$18.78	$28.17	$32.87	$46.95	$28.17	$28.17	$21.73	$23.20

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60	$30.88
Level 2 - clerical grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 3 - clerical grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56
Level 4 - clerical grade 3	$26.51	$35.34	$30.92	$35.34	$35.34	$44.18	$35.34
Level 5 - clerical supervisor	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95	$37.56

Food and beverage and gaming employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$15.44	$23.16	$27.02	$38.60	$23.16	$23.16	$18.39	$19.86
Level 1 - food and beverage attendant grade 1	$15.86	$23.79	$27.76	$39.65	$23.79	$23.79	$18.81	$20.28
Level 2 - food and beverage attendant grade 2	$16.25	$24.38	$28.44	$40.63	$24.38	$24.38	$19.20	$20.67
Level 3 - food and beverage and gaming attendant grade 3	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20
Level 5 - food and beverage and gaming attendant grade 5	$18.78	$28.17	$32.87	$46.95	$28.17	$28.17	$21.73	$23.20

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60	$30.88
Level 1 - food and beverage attendant grade 1	$23.79	$31.72	$27.76	$31.72	$31.72	$39.65	$31.72
Level 2 - food and beverage attendant grade 2	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 3 - food and beverage and gaming attendant grade 3	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56
Level 5 - food and beverage and gaming attendant grade 5	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95	$37.56

Kitchen employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$15.44	$23.16	$27.02	$38.60	$23.16	$23.16	$18.39	$19.86
Level 1 - kitchen attendant grade 1	$15.86	$23.79	$27.76	$39.65	$23.79	$23.79	$18.81	$20.28
Level 2 - kitchen attendant grade 2	$16.25	$24.38	$28.44	$40.63	$24.38	$24.38	$19.20	$20.67
Level 3 - kitchen attendant grade 3	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20
Level 2 - cook grade 1	$16.25	$24.38	$28.44	$40.63	$24.38	$24.38	$19.20	$20.67
Level 3 - cook grade 2	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60	$30.88
Level 1 - kitchen attendant grade 1	$23.79	$31.72	$27.76	$31.72	$31.72	$39.65	$31.72
Level 2 - kitchen attendant grade 2	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 3 - kitchen attendant grade 3	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56
Level 2 - cook grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 3 - cook grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56

Golf professionals

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 1 - PGA associate year 1	$15.86	$23.79	$27.76	$39.65	$23.79	$23.79	$18.81	$20.28
Level 2 - PGA associate years 2 and 3	$16.25	$24.38	$28.44	$40.63	$24.38	$24.38	$19.20	$20.67
Level 5 - assistant or teaching professional	$18.78	$28.17	$32.87	$46.95	$28.17	$28.17	$21.73	$23.20
Level 12 - lead golf professional	$23.86	$35.79	$41.76	$59.65	$35.79	$35.79	$26.81	$28.28

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 1 - PGA associate year 1	$23.79	$31.72	$27.76	$31.72	$31.72	$39.65	$31.72
Level 2 - PGA associate years 2 and 3	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 5 - assistant or teaching professional	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95	$37.56
Level 12 - lead golf professional	$35.79	$47.72	$41.76	$47.72	$47.72	$59.65	$47.72

Ground maintenance employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday - after midday - first 2 hours	Saturday - after midday - after 2 hours	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Introductory maintenance and horticultural employee	$15.44	$23.16	$30.88	$30.88	$38.60	$23.16
Level 2 - maintenance and horticultural employee level 1	$16.25	$24.38	$32.50	$32.50	$40.63	$24.38
Level 3 - maintenance and horticultural employee level 2	$16.78	$25.17	$33.56	$33.56	$41.95	$25.17
Level 8 - maintenance and horticultural management level 1	$20.60	$30.90	$41.20	$41.20	$51.50	$30.90
Level 11 - maintenance and horticultural management level 2	$22.43	$33.65	$44.86	$44.86	$56.08	$33.65

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory maintenance and horticultural employee	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60	$30.88
Level 2 - maintenance and horticultural employee level 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 3 - maintenance and horticultural employee level 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56
Level 8 - maintenance and horticultural management level 1	$30.90	$41.20	$36.05	$41.20	$41.20	$51.50	$41.20
Level 11 - maintenance and horticultural management level 2	$33.65	$44.86	$39.25	$44.86	$44.86	$56.08	$44.86

Guest service employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$15.44	$23.16	$27.02	$38.60	$23.16	$23.16	$18.39	$19.86
Level 1 - guest service grade 1	$15.86	$23.79	$27.76	$39.65	$23.79	$23.79	$18.81	$20.28
Level 2 - guest service grade 2	$16.25	$24.38	$28.44	$40.63	$24.38	$24.38	$19.20	$20.67
Level 3 - guest service grade 3	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20
Level 4 - guest service grade 4	$17.67	$26.51	$30.92	$44.18	$26.51	$26.51	$20.62	$22.09
Level 5 - guest service supervisor	$18.78	$28.17	$32.87	$46.95	$28.17	$28.17	$21.73	$23.20
Level 2 - front office grade 1	$16.25	$24.38	$28.44	$40.63	$24.38	$24.38	$19.20	$20.67
Level 3 - front office grade 2	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20
Level 4 - front office grade 3	$17.67	$26.51	$30.92	$44.18	$26.51	$26.51	$20.62	$22.09
Level 5 - front office supervisor	$18.78	$28.17	$32.87	$46.95	$28.17	$28.17	$21.73	$23.20
Level 2 - child care worker grade 1	$16.25	$24.38	$28.44	$40.63	$24.38	$24.38	$19.20	$20.67
Level 5 - child care worker grade 2	$18.78	$28.17	$32.87	$46.95	$28.17	$28.17	$21.73	$23.20
Level 6 - child care worker grade 3	$19.28	$28.92	$33.74	$48.20	$28.92	$28.92	$22.23	$23.70

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60	$30.88
Level 1 - guest service grade 1	$23.79	$31.72	$27.76	$31.72	$31.72	$39.65	$31.72
Level 2 - guest service grade 2	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 3 - guest service grade 3	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56
Level 4 - guest service grade 4	$26.51	$35.34	$30.92	$35.34	$35.34	$44.18	$35.34
Level 5 - guest service supervisor	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95	$37.56
Level 2 - front office grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 3 - front office grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56
Level 4 - front office grade 3	$26.51	$35.34	$30.92	$35.34	$35.34	$44.18	$35.34
Level 5 - front office supervisor	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95	$37.56
Level 2 - child care worker grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 5 - child care worker grade 2	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95	$37.56
Level 6 - child care worker grade 3	$28.92	$38.56	$33.74	$38.56	$38.56	$48.20	$38.56

Leisure activities employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$15.44	$23.16	$27.02	$38.60	$23.16	$23.16	$18.39	$19.86
Level 2 - leisure attendant grade 1	$16.25	$24.38	$28.44	$40.63	$24.38	$24.38	$19.20	$20.67
Level 3 - leisure attendant grade 2	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20
Level 4 - leisure attendant grade 3	$17.67	$26.51	$30.92	$44.18	$26.51	$26.51	$20.62	$22.09
Level 3 - fitness instructor	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60	$30.88
Level 2 - leisure attendant grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 3 - leisure attendant grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56
Level 4 - leisure attendant grade 3	$26.51	$35.34	$30.92	$35.34	$35.34	$44.18	$35.34
Level 3 - fitness instructor	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56

Security employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$15.44	$23.16	$27.02	$38.60	$23.16	$23.16	$18.39	$19.86
Level 2 - doorperson/security officer grade 1	$16.25	$24.38	$28.44	$40.63	$24.38	$24.38	$19.20	$20.67
Level 3 - timekeeper/security officer grade 2	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60	$30.88
Level 2 - doorperson/security officer grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 3 - timekeeper/security officer grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56

Stores and handyperson employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$15.44	$23.16	$27.02	$38.60	$23.16	$23.16	$18.39	$19.86
Level 2 - storeperson grade 1	$16.25	$24.38	$28.44	$40.63	$24.38	$24.38	$19.20	$20.67
Level 3 - storeperson grade 2	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20
Level 4 - storeperson grade 3	$17.67	$26.51	$30.92	$44.18	$26.51	$26.51	$20.62	$22.09
Level 3 - forklift driver	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20
Level 3 - handyperson	$16.78	$25.17	$29.37	$41.95	$25.17	$25.17	$19.73	$21.20

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60	$30.88
Level 2 - storeperson grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63	$32.50
Level 3 - storeperson grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56
Level 4 - storeperson grade 3	$26.51	$35.34	$30.92	$35.34	$35.34	$44.18	$35.34
Level 3 - forklift driver	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56
Level 3 - handyperson	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95	$33.56

Club managers

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$19.28	$28.92	$33.74	$48.20	$28.92	$28.92	$22.23	$23.70
Level 7 - level A manager	$19.76	$29.64	$34.58	$49.40	$29.64	$29.64	$22.71	$24.18
Level 8 - level B manager	$20.60	$30.90	$36.05	$51.50	$30.90	$30.90	$23.55	$25.02
Level 9 - level C manager	$20.88	$31.32	$36.54	$52.20	$31.32	$31.32	$23.83	$25.30
Level 10 - level D manager	$21.65	$32.48	$37.89	$54.13	$32.48	$32.48	$24.60	$26.07
Level 11 - level E manager	$22.43	$33.65	$39.25	$56.08	$33.65	$33.65	$25.38	$26.85
Level 12 - level F manager	$23.86	$35.79	$41.76	$59.65	$35.79	$35.79	$26.81	$28.28
Level 13 - level G manager	$24.32	$36.48	$42.56	$60.80	$36.48	$36.48	$27.27	$28.74

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$28.92	$38.56	$33.74	$38.56	$38.56	$48.20	$38.56
Level 7 - level A manager	$29.64	$39.52	$34.58	$39.52	$39.52	$49.40	$39.52
Level 8 - level B manager	$30.90	$41.20	$36.05	$41.20	$41.20	$51.50	$41.20
Level 9 - level C manager	$31.32	$41.76	$36.54	$41.76	$41.76	$52.20	$41.76
Level 10 - level D manager	$32.48	$43.30	$37.89	$43.30	$43.30	$54.13	$43.30
Level 11 - level E manager	$33.65	$44.86	$39.25	$44.86	$44.86	$56.08	$44.86
Level 12 - level F manager	$35.79	$47.72	$41.76	$47.72	$47.72	$59.65	$47.72
Level 13 - level G manager	$36.48	$48.64	$42.56	$48.64	$48.64	$60.80	$48.64

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

Administration employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$18.02	$27.03	$31.54	$45.05	$27.03	$27.03	$20.97	$22.44
Level 2 - clerical grade 1	$18.96	$28.44	$33.18	$47.40	$28.44	$28.44	$21.91	$23.38
Level 3 - clerical grade 2	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00
Level 4 - clerical grade 3	$20.62	$30.93	$36.09	$51.55	$30.93	$30.93	$23.57	$25.04
Level 5 - clerical supervisor	$21.91	$32.87	$38.34	$54.78	$32.87	$32.87	$24.86	$26.33

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05	$36.04
Level 2 - clerical grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 3 - clerical grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16
Level 4 - clerical grade 3	$30.93	$41.24	$36.09	$41.24	$41.24	$51.55	$41.24
Level 5 - clerical supervisor	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78	$43.82

Food and beverage and gaming employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$18.02	$27.03	$31.54	$45.05	$27.03	$27.03	$20.97	$22.44
Level 1 - food and beverage attendant grade 1	$18.51	$27.77	$32.39	$46.28	$27.77	$27.77	$21.46	$22.93
Level 2 - food and beverage attendant grade 2	$18.96	$28.44	$33.18	$47.40	$28.44	$28.44	$21.91	$23.38
Level 3 - food and beverage and gaming attendant grade 3	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00
Level 5 - food and beverage and gaming attendant grade 5	$21.91	$32.87	$38.34	$54.78	$32.87	$32.87	$24.86	$26.33

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05	$36.04
Level 1 - food and beverage attendant grade 1	$27.77	$37.02	$32.39	$37.02	$37.02	$46.28	$37.02
Level 2 - food and beverage attendant grade 2	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 3 - food and beverage and gaming attendant grade 3	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16
Level 5 - food and beverage and gaming attendant grade 5	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78	$43.82

Kitchen employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$18.02	$27.03	$31.54	$45.05	$27.03	$27.03	$20.97	$22.44
Level 1 - kitchen attendant grade 1	$18.51	$27.77	$32.39	$46.28	$27.77	$27.77	$21.46	$22.93
Level 2 - kitchen attendant grade 2	$18.96	$28.44	$33.18	$47.40	$28.44	$28.44	$21.91	$23.38
Level 3 - kitchen attendant grade 3	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00
Level 2 - cook grade 1	$18.96	$28.44	$33.18	$47.40	$28.44	$28.44	$21.91	$23.38
Level 3 - cook grade 2	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05	$36.04
Level 1 - kitchen attendant grade 1	$27.77	$37.02	$32.39	$37.02	$37.02	$46.28	$37.02
Level 2 - kitchen attendant grade 2	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 3 - kitchen attendant grade 3	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16
Level 2 - cook grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 3 - cook grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16

Golf professionals

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 1 - PGA associate year 1	$18.51	$27.77	$32.39	$46.28	$27.77	$27.77	$21.46	$22.93
Level 2 - PGA associate years 2 and 3	$18.96	$28.44	$33.18	$47.40	$28.44	$28.44	$21.91	$23.38
Level 5 - assistant or teaching professional	$21.91	$32.87	$38.34	$54.78	$32.87	$32.87	$24.86	$26.33
Level 12 - lead golf professional	$27.83	$41.75	$48.70	$69.58	$41.75	$41.75	$30.78	$32.25

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 1 - PGA associate year 1	$27.77	$37.02	$32.39	$37.02	$37.02	$46.28	$37.02
Level 2 - PGA associate years 2 and 3	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 5 - assistant or teaching professional	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78	$43.82
Level 12 - lead golf professional	$41.75	$55.66	$48.70	$55.66	$55.66	$69.58	$55.66

Ground maintenance employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday - after midday - first 2 hours	Saturday - after midday - after 2 hours	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Introductory maintenance and horticultural employee	$18.02	$27.03	$36.04	$36.04	$45.05	$27.03
Level 2 - maintenance and horticultural employee level 1	$18.96	$28.44	$37.92	$37.92	$47.40	$28.44
Level 3 - maintenance and horticultural employee level 2	$19.58	$29.37	$39.16	$39.16	$48.95	$29.37
Level 8 - maintenance and horticultural management level 1	$24.04	$36.06	$48.08	$48.08	$60.10	$36.06
Level 11 - maintenance and horticultural management level 2	$26.17	$39.26	$52.34	$52.34	$65.43	$39.26

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory maintenance and horticultural employee	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05	$36.04
Level 2 - maintenance and horticultural employee level 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 3 - maintenance and horticultural employee level 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16
Level 8 - maintenance and horticultural management level 1	$36.06	$48.08	$42.07	$48.08	$48.08	$60.10	$48.08
Level 11 - maintenance and horticultural management level 2	$39.26	$52.34	$45.80	$52.34	$52.34	$65.43	$52.34

Guest service employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$18.02	$27.03	$31.54	$45.05	$27.03	$27.03	$20.97	$22.44
Level 1 - guest service grade 1	$18.51	$27.77	$32.39	$46.28	$27.77	$27.77	$21.46	$22.93
Level 2 - guest service grade 2	$18.96	$28.44	$33.18	$47.40	$28.44	$28.44	$21.91	$23.38
Level 3 - guest service grade 3	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00
Level 4 - guest service grade 4	$20.62	$30.93	$36.09	$51.55	$30.93	$30.93	$23.57	$25.04
Level 5 - guest service supervisor	$21.91	$32.87	$38.34	$54.78	$32.87	$32.87	$24.86	$26.33
Level 2 - front office grade 1	$18.96	$28.44	$33.18	$47.40	$28.44	$28.44	$21.91	$23.38
Level 3 - front office grade 2	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00
Level 4 - front office grade 3	$20.62	$30.93	$36.09	$51.55	$30.93	$30.93	$23.57	$25.04
Level 5 - front office supervisor	$21.91	$32.87	$38.34	$54.78	$32.87	$32.87	$24.86	$26.33
Level 2 - child care worker grade 1	$18.96	$28.44	$33.18	$47.40	$28.44	$28.44	$21.91	$23.38
Level 5 - child care worker grade 2	$21.91	$32.87	$38.34	$54.78	$32.87	$32.87	$24.86	$26.33
Level 6 - child care worker grade 3	$22.49	$33.74	$39.36	$56.23	$33.74	$33.74	$25.44	$26.91

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05	$36.04
Level 1 - guest service grade 1	$27.77	$37.02	$32.39	$37.02	$37.02	$46.28	$37.02
Level 2 - guest service grade 2	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 3 - guest service grade 3	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16
Level 4 - guest service grade 4	$30.93	$41.24	$36.09	$41.24	$41.24	$51.55	$41.24
Level 5 - guest service supervisor	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78	$43.82
Level 2 - front office grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 3 - front office grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16
Level 4 - front office grade 3	$30.93	$41.24	$36.09	$41.24	$41.24	$51.55	$41.24
Level 5 - front office supervisor	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78	$43.82
Level 2 - child care worker grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 5 - child care worker grade 2	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78	$43.82
Level 6 - child care worker grade 3	$33.74	$44.98	$39.36	$44.98	$44.98	$56.23	$44.98

Leisure activities employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$18.02	$27.03	$31.54	$45.05	$27.03	$27.03	$20.97	$22.44
Level 2 - leisure attendant grade 1	$18.96	$28.44	$33.18	$47.40	$28.44	$28.44	$21.91	$23.38
Level 3 - leisure attendant grade 2	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00
Level 4 - leisure attendant grade 3	$20.62	$30.93	$36.09	$51.55	$30.93	$30.93	$23.57	$25.04
Level 3 - fitness instructor	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05	$36.04
Level 2 - leisure attendant grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 3 - leisure attendant grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16
Level 4 - leisure attendant grade 3	$30.93	$41.24	$36.09	$41.24	$41.24	$51.55	$41.24
Level 3 - fitness instructor	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16

Security employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$18.02	$27.03	$31.54	$45.05	$27.03	$27.03	$20.97	$22.44
Level 2 - doorperson/security officer grade 1	$18.96	$28.44	$33.18	$47.40	$28.44	$28.44	$21.91	$23.38
Level 3 - timekeeper/security officer grade 2	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05	$36.04
Level 2 - doorperson/security officer grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 3 - timekeeper/security officer grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16

Stores and handyperson employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$18.02	$27.03	$31.54	$45.05	$27.03	$27.03	$20.97	$22.44
Level 2 - storeperson grade 1	$18.96	$28.44	$33.18	$47.40	$28.44	$28.44	$21.91	$23.38
Level 3 - storeperson grade 2	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00
Level 4 - storeperson grade 3	$20.62	$30.93	$36.09	$51.55	$30.93	$30.93	$23.57	$25.04
Level 3 - forklift driver	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00
Level 3 - handyperson	$19.58	$29.37	$34.27	$48.95	$29.37	$29.37	$22.53	$24.00

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05	$36.04
Level 2 - storeperson grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40	$37.92
Level 3 - storeperson grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16
Level 4 - storeperson grade 3	$30.93	$41.24	$36.09	$41.24	$41.24	$51.55	$41.24
Level 3 - forklift driver	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16
Level 3 - handyperson	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95	$39.16

Club managers

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$22.49	$33.74	$39.36	$56.23	$33.74	$33.74	$25.44	$26.91
Level 7 - level A manager	$23.06	$34.59	$40.36	$57.65	$34.59	$34.59	$26.01	$27.48
Level 8 - level B manager	$24.04	$36.06	$42.07	$60.10	$36.06	$36.06	$26.99	$28.46
Level 9 - level C manager	$24.36	$36.54	$42.63	$60.90	$36.54	$36.54	$27.31	$28.78
Level 10 - level D manager	$25.26	$37.89	$44.21	$63.15	$37.89	$37.89	$28.21	$29.68
Level 11 - level E manager	$26.17	$39.26	$45.80	$65.43	$39.26	$39.26	$29.12	$30.59
Level 12 - level F manager	$27.83	$41.75	$48.70	$69.58	$41.75	$41.75	$30.78	$32.25
Level 13 - level G manager	$28.37	$42.56	$49.65	$70.93	$42.56	$42.56	$31.32	$32.79

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$33.74	$44.98	$39.36	$44.98	$44.98	$56.23	$44.98
Level 7 - level A manager	$34.59	$46.12	$40.36	$46.12	$46.12	$57.65	$46.12
Level 8 - level B manager	$36.06	$48.08	$42.07	$48.08	$48.08	$60.10	$48.08
Level 9 - level C manager	$36.54	$48.72	$42.63	$48.72	$48.72	$60.90	$48.72
Level 10 - level D manager	$37.89	$50.52	$44.21	$50.52	$50.52	$63.15	$50.52
Level 11 - level E manager	$39.26	$52.34	$45.80	$52.34	$52.34	$65.43	$52.34
Level 12 - level F manager	$41.75	$55.66	$48.70	$55.66	$55.66	$69.58	$55.66
Level 13 - level G manager	$42.56	$56.74	$49.65	$56.74	$56.74	$70.93	$56.74

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

Administration employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$21.88	$32.82	$38.29	$54.70	$32.82	$32.82	$24.83	$26.30
Level 2 - clerical grade 1	$23.02	$34.53	$40.29	$57.55	$34.53	$34.53	$25.97	$27.44
Level 3 - clerical grade 2	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19
Level 4 - clerical grade 3	$25.03	$37.55	$43.80	$62.58	$37.55	$37.55	$27.98	$29.45
Level 5 - clerical supervisor	$26.61	$39.92	$46.57	$66.53	$39.92	$39.92	$29.56	$31.03

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70	$43.76
Level 2 - clerical grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 3 - clerical grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54
Level 4 - clerical grade 3	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58	$50.06
Level 5 - clerical supervisor	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53	$53.22

Food and beverage and gaming employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$21.88	$32.82	$38.29	$54.70	$32.82	$32.82	$24.83	$26.30
Level 1 - food and beverage attendant grade 1	$22.47	$33.71	$39.32	$56.18	$33.71	$33.71	$25.42	$26.89
Level 2 - food and beverage attendant grade 2	$23.02	$34.53	$40.29	$57.55	$34.53	$34.53	$25.97	$27.44
Level 3 - food and beverage and gaming attendant grade 3	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19
Level 5 - food and beverage and gaming attendant grade 5	$26.61	$39.92	$46.57	$66.53	$39.92	$39.92	$29.56	$31.03

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70	$43.76
Level 1 - food and beverage attendant grade 1	$33.71	$44.94	$39.32	$44.94	$44.94	$56.18	$44.94
Level 2 - food and beverage attendant grade 2	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 3 - food and beverage and gaming attendant grade 3	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54
Level 5 - food and beverage and gaming attendant grade 5	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53	$53.22

Kitchen employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$21.88	$32.82	$38.29	$54.70	$32.82	$32.82	$24.83	$26.30
Level 1 - kitchen attendant grade 1	$22.47	$33.71	$39.32	$56.18	$33.71	$33.71	$25.42	$26.89
Level 2 - kitchen attendant grade 2	$23.02	$34.53	$40.29	$57.55	$34.53	$34.53	$25.97	$27.44
Level 3 - kitchen attendant grade 3	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19
Level 2 - cook grade 1	$23.02	$34.53	$40.29	$57.55	$34.53	$34.53	$25.97	$27.44
Level 3 - cook grade 2	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70	$43.76
Level 1 - kitchen attendant grade 1	$33.71	$44.94	$39.32	$44.94	$44.94	$56.18	$44.94
Level 2 - kitchen attendant grade 2	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 3 - kitchen attendant grade 3	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54
Level 2 - cook grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 3 - cook grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54

Golf professionals

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 1 - PGA associate year 1	$22.47	$33.71	$39.32	$56.18	$33.71	$33.71	$25.42	$26.89
Level 2 - PGA associate years 2 and 3	$23.02	$34.53	$40.29	$57.55	$34.53	$34.53	$25.97	$27.44
Level 5 - assistant or teaching professional	$26.61	$39.92	$46.57	$66.53	$39.92	$39.92	$29.56	$31.03
Level 12 - lead golf professional	$33.80	$50.70	$59.15	$84.50	$50.70	$50.70	$36.75	$38.22

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 1 - PGA associate year 1	$33.71	$44.94	$39.32	$44.94	$44.94	$56.18	$44.94
Level 2 - PGA associate years 2 and 3	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 5 - assistant or teaching professional	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53	$53.22
Level 12 - lead golf professional	$50.70	$67.60	$59.15	$67.60	$67.60	$84.50	$67.60

Ground maintenance employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday - after midday - first 2 hours	Saturday - after midday - after 2 hours	Sunday	Public holiday	Christmas Day - Saturday or Sunday
Introductory maintenance and horticultural employee	$21.88	$32.82	$43.76	$43.76	$54.70	$32.82
Level 2 - maintenance and horticultural employee level 1	$23.02	$34.53	$46.04	$46.04	$57.55	$34.53
Level 3 - maintenance and horticultural employee level 2	$23.77	$35.66	$47.54	$47.54	$59.43	$35.66
Level 8 - maintenance and horticultural management level 1	$29.19	$43.79	$58.38	$58.38	$72.98	$43.79
Level 11 - maintenance and horticultural management level 2	$31.78	$47.67	$63.56	$63.56	$79.45	$47.67

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory maintenance and horticultural employee	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70	$43.76
Level 2 - maintenance and horticultural employee level 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 3 - maintenance and horticultural employee level 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54
Level 8 - maintenance and horticultural management level 1	$43.79	$58.38	$51.08	$58.38	$58.38	$72.98	$58.38
Level 11 - maintenance and horticultural management level 2	$47.67	$63.56	$55.62	$63.56	$63.56	$79.45	$63.56

Guest service employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$21.88	$32.82	$38.29	$54.70	$32.82	$32.82	$24.83	$26.30
Level 1 - guest service grade 1	$22.47	$33.71	$39.32	$56.18	$33.71	$33.71	$25.42	$26.89
Level 2 - guest service grade 2	$23.02	$34.53	$40.29	$57.55	$34.53	$34.53	$25.97	$27.44
Level 3 - guest service grade 3	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19
Level 4 - guest service grade 4	$25.03	$37.55	$43.80	$62.58	$37.55	$37.55	$27.98	$29.45
Level 5 - guest service supervisor	$26.61	$39.92	$46.57	$66.53	$39.92	$39.92	$29.56	$31.03
Level 2 - front office grade 1	$23.02	$34.53	$40.29	$57.55	$34.53	$34.53	$25.97	$27.44
Level 3 - front office grade 2	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19
Level 4 - front office grade 3	$25.03	$37.55	$43.80	$62.58	$37.55	$37.55	$27.98	$29.45
Level 5 - front office supervisor	$26.61	$39.92	$46.57	$66.53	$39.92	$39.92	$29.56	$31.03
Level 2 - child care worker grade 1	$23.02	$34.53	$40.29	$57.55	$34.53	$34.53	$25.97	$27.44
Level 5 - child care worker grade 2	$26.61	$39.92	$46.57	$66.53	$39.92	$39.92	$29.56	$31.03
Level 6 - child care worker grade 3	$27.31	$40.97	$47.79	$68.28	$40.97	$40.97	$30.26	$31.73

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70	$43.76
Level 1 - guest service grade 1	$33.71	$44.94	$39.32	$44.94	$44.94	$56.18	$44.94
Level 2 - guest service grade 2	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 3 - guest service grade 3	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54
Level 4 - guest service grade 4	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58	$50.06
Level 5 - guest service supervisor	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53	$53.22
Level 2 - front office grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 3 - front office grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54
Level 4 - front office grade 3	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58	$50.06
Level 5 - front office supervisor	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53	$53.22
Level 2 - child care worker grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 5 - child care worker grade 2	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53	$53.22
Level 6 - child care worker grade 3	$40.97	$54.62	$47.79	$54.62	$54.62	$68.28	$54.62

Leisure activities employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$21.88	$32.82	$38.29	$54.70	$32.82	$32.82	$24.83	$26.30
Level 2 - leisure attendant grade 1	$23.02	$34.53	$40.29	$57.55	$34.53	$34.53	$25.97	$27.44
Level 3 - leisure attendant grade 2	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19
Level 4 - leisure attendant grade 3	$25.03	$37.55	$43.80	$62.58	$37.55	$37.55	$27.98	$29.45
Level 3 - fitness instructor	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70	$43.76
Level 2 - leisure attendant grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 3 - leisure attendant grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54
Level 4 - leisure attendant grade 3	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58	$50.06
Level 3 - fitness instructor	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54

Security employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$21.88	$32.82	$38.29	$54.70	$32.82	$32.82	$24.83	$26.30
Level 2 - doorperson/security officer grade 1	$23.02	$34.53	$40.29	$57.55	$34.53	$34.53	$25.97	$27.44
Level 3 - timekeeper/security officer grade 2	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70	$43.76
Level 2 - doorperson/security officer grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 3 - timekeeper/security officer grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54

Stores and handyperson employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$21.88	$32.82	$38.29	$54.70	$32.82	$32.82	$24.83	$26.30
Level 2 - storeperson grade 1	$23.02	$34.53	$40.29	$57.55	$34.53	$34.53	$25.97	$27.44
Level 3 - storeperson grade 2	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19
Level 4 - storeperson grade 3	$25.03	$37.55	$43.80	$62.58	$37.55	$37.55	$27.98	$29.45
Level 3 - forklift driver	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19
Level 3 - handyperson	$23.77	$35.66	$41.60	$59.43	$35.66	$35.66	$26.72	$28.19

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70	$43.76
Level 2 - storeperson grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55	$46.04
Level 3 - storeperson grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54
Level 4 - storeperson grade 3	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58	$50.06
Level 3 - forklift driver	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54
Level 3 - handyperson	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43	$47.54

Club managers

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$27.31	$40.97	$47.79	$68.28	$40.97	$40.97	$30.26	$31.73
Level 7 - level A manager	$28.00	$42.00	$49.00	$70.00	$42.00	$42.00	$30.95	$32.42
Level 8 - level B manager	$29.19	$43.79	$51.08	$72.98	$43.79	$43.79	$32.14	$33.61
Level 9 - level C manager	$29.58	$44.37	$51.77	$73.95	$44.37	$44.37	$32.53	$34.00
Level 10 - level D manager	$30.67	$46.01	$53.67	$76.68	$46.01	$46.01	$33.62	$35.09
Level 11 - level E manager	$31.78	$47.67	$55.62	$79.45	$47.67	$47.67	$34.73	$36.20
Level 12 - level F manager	$33.80	$50.70	$59.15	$84.50	$50.70	$50.70	$36.75	$38.22
Level 13 - level G manager	$34.45	$51.68	$60.29	$86.13	$51.68	$51.68	$37.40	$38.87

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$40.97	$54.62	$47.79	$54.62	$54.62	$68.28	$54.62
Level 7 - level A manager	$42.00	$56.00	$49.00	$56.00	$56.00	$70.00	$56.00
Level 8 - level B manager	$43.79	$58.38	$51.08	$58.38	$58.38	$72.98	$58.38
Level 9 - level C manager	$44.37	$59.16	$51.77	$59.16	$59.16	$73.95	$59.16
Level 10 - level D manager	$46.01	$61.34	$53.67	$61.34	$61.34	$76.68	$61.34
Level 11 - level E manager	$47.67	$63.56	$55.62	$63.56	$63.56	$79.45	$63.56
Level 12 - level F manager	$50.70	$67.60	$59.15	$67.60	$67.60	$84.50	$67.60
Level 13 - level G manager	$51.68	$68.90	$60.29	$68.90	$68.90	$86.13	$68.90

Junior - Casual - Under 18 years of age

Administration employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$19.30	$23.16	$27.02	$38.60	$22.25	$23.72
Level 2 - clerical grade 1	$20.31	$24.38	$28.44	$40.63	$23.26	$24.73
Level 3 - clerical grade 2	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40
Level 4 - clerical grade 3	$22.09	$26.51	$30.92	$44.18	$25.04	$26.51
Level 5 - clerical supervisor	$23.48	$28.17	$32.87	$46.95	$26.43	$27.90

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60
Level 2 - clerical grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63
Level 3 - clerical grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95
Level 4 - clerical grade 3	$26.51	$35.34	$30.92	$35.34	$35.34	$44.18
Level 5 - clerical supervisor	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95

Food and beverage and gaming employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$19.30	$23.16	$27.02	$38.60	$22.25	$23.72
Level 1 - food and beverage attendant grade 1	$19.83	$23.79	$27.76	$39.65	$22.78	$24.25
Level 2 - food and beverage attendant grade 2	$20.31	$24.38	$28.44	$40.63	$23.26	$24.73
Level 3 - food and beverage and gaming attendant grade 3	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40
Level 5 - food and beverage and gaming attendant grade 5	$23.48	$28.17	$32.87	$46.95	$26.43	$27.90

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60
Level 1 - food and beverage attendant grade 1	$23.79	$31.72	$27.76	$31.72	$31.72	$39.65
Level 2 - food and beverage attendant grade 2	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63
Level 3 - food and beverage and gaming attendant grade 3	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95
Level 5 - food and beverage and gaming attendant grade 5	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95

Kitchen employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$19.30	$23.16	$27.02	$38.60	$22.25	$23.72
Level 1 - kitchen attendant grade 1	$19.83	$23.79	$27.76	$39.65	$22.78	$24.25
Level 2 - kitchen attendant grade 2	$20.31	$24.38	$28.44	$40.63	$23.26	$24.73
Level 3 - kitchen attendant grade 3	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40
Level 2 - cook grade 1	$20.31	$24.38	$28.44	$40.63	$23.26	$24.73
Level 3 - cook grade 2	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60
Level 1 - kitchen attendant grade 1	$23.79	$31.72	$27.76	$31.72	$31.72	$39.65
Level 2 - kitchen attendant grade 2	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63
Level 3 - kitchen attendant grade 3	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95
Level 2 - cook grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63
Level 3 - cook grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95

Golf professionals

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 1 - PGA associate year 1	$19.83	$23.79	$27.76	$39.65	$22.78	$24.25
Level 2 - PGA associate years 2 and 3	$20.31	$24.38	$28.44	$40.63	$23.26	$24.73
Level 5 - assistant or teaching professional	$23.48	$28.17	$32.87	$46.95	$26.43	$27.90
Level 12 - lead golf professional	$29.83	$35.79	$41.76	$59.65	$32.78	$34.25

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1 - PGA associate year 1	$23.79	$31.72	$27.76	$31.72	$31.72	$39.65
Level 2 - PGA associate years 2 and 3	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63
Level 5 - assistant or teaching professional	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95
Level 12 - lead golf professional	$35.79	$47.72	$41.76	$47.72	$47.72	$59.65

Ground maintenance employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday - after midday - first 2 hours	Saturday - after midday - after 2 hours	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Introductory maintenance and horticultural employee	$19.30	$23.16	$30.88	$30.88	$38.60	$23.16
Level 2 - maintenance and horticultural employee level 1	$20.31	$24.38	$32.50	$32.50	$40.63	$24.38
Level 3 - maintenance and horticultural employee level 2	$20.98	$25.17	$33.56	$33.56	$41.95	$25.17
Level 8 - maintenance and horticultural management level 1	$25.75	$30.90	$41.20	$41.20	$51.50	$30.90
Level 11 - maintenance and horticultural management level 2	$28.04	$33.65	$44.86	$44.86	$56.08	$33.65

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory maintenance and horticultural employee	$30.88	$27.02	$30.88	$30.88	$38.60
Level 2 - maintenance and horticultural employee level 1	$32.50	$28.44	$32.50	$32.50	$40.63
Level 3 - maintenance and horticultural employee level 2	$33.56	$29.37	$33.56	$33.56	$41.95
Level 8 - maintenance and horticultural management level 1	$41.20	$36.05	$41.20	$41.20	$51.50
Level 11 - maintenance and horticultural management level 2	$44.86	$39.25	$44.86	$44.86	$56.08

Guest service employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$19.30	$23.16	$27.02	$38.60	$22.25	$23.72
Level 1 - guest service grade 1	$19.83	$23.79	$27.76	$39.65	$22.78	$24.25
Level 2 - guest service grade 2	$20.31	$24.38	$28.44	$40.63	$23.26	$24.73
Level 3 - guest service grade 3	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40
Level 4 - guest service grade 4	$22.09	$26.51	$30.92	$44.18	$25.04	$26.51
Level 5 - guest service supervisor	$23.48	$28.17	$32.87	$46.95	$26.43	$27.90
Level 2 - front office grade 1	$20.31	$24.38	$28.44	$40.63	$23.26	$24.73
Level 3 - front office grade 2	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40
Level 4 - front office grade 3	$22.09	$26.51	$30.92	$44.18	$25.04	$26.51
Level 5 - front office supervisor	$23.48	$28.17	$32.87	$46.95	$26.43	$27.90
Level 2 - child care worker grade 1	$20.31	$24.38	$28.44	$40.63	$23.26	$24.73
Level 5 - child care worker grade 2	$23.48	$28.17	$32.87	$46.95	$26.43	$27.90
Level 6 - child care worker grade 3	$24.10	$28.92	$33.74	$48.20	$27.05	$28.52

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60
Level 1 - guest service grade 1	$23.79	$31.72	$27.76	$31.72	$31.72	$39.65
Level 2 - guest service grade 2	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63
Level 3 - guest service grade 3	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95
Level 4 - guest service grade 4	$26.51	$35.34	$30.92	$35.34	$35.34	$44.18
Level 5 - guest service supervisor	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95
Level 2 - front office grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63
Level 3 - front office grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95
Level 4 - front office grade 3	$26.51	$35.34	$30.92	$35.34	$35.34	$44.18
Level 5 - front office supervisor	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95
Level 2 - child care worker grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63
Level 5 - child care worker grade 2	$28.17	$37.56	$32.87	$37.56	$37.56	$46.95
Level 6 - child care worker grade 3	$28.92	$38.56	$33.74	$38.56	$38.56	$48.20

Leisure activities employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$19.30	$23.16	$27.02	$38.60	$22.25	$23.72
Level 2 - leisure attendant grade 1	$20.31	$24.38	$28.44	$40.63	$23.26	$24.73
Level 3 - leisure attendant grade 2	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40
Level 4 - leisure attendant grade 3	$22.09	$26.51	$30.92	$44.18	$25.04	$26.51
Level 3 - fitness instructor	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60
Level 2 - leisure attendant grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63
Level 3 - leisure attendant grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95
Level 4 - leisure attendant grade 3	$26.51	$35.34	$30.92	$35.34	$35.34	$44.18
Level 3 - fitness instructor	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95

Security employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$19.30	$23.16	$27.02	$38.60	$22.25	$23.72
Level 2 - doorperson/security officer grade 1	$20.31	$24.38	$28.44	$40.63	$23.26	$24.73
Level 3 - timekeeper/security officer grade 2	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60
Level 2 - doorperson/security officer grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63
Level 3 - timekeeper/security officer grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95

Stores and handyperson employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$19.30	$23.16	$27.02	$38.60	$22.25	$23.72
Level 2 - storeperson grade 1	$20.31	$24.38	$28.44	$40.63	$23.26	$24.73
Level 3 - storeperson grade 2	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40
Level 4 - storeperson grade 3	$22.09	$26.51	$30.92	$44.18	$25.04	$26.51
Level 3 - forklift driver	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40
Level 3 - handyperson	$20.98	$25.17	$29.37	$41.95	$23.93	$25.40

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$23.16	$30.88	$27.02	$30.88	$30.88	$38.60
Level 2 - storeperson grade 1	$24.38	$32.50	$28.44	$32.50	$32.50	$40.63
Level 3 - storeperson grade 2	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95
Level 4 - storeperson grade 3	$26.51	$35.34	$30.92	$35.34	$35.34	$44.18
Level 3 - forklift driver	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95
Level 3 - handyperson	$25.17	$33.56	$29.37	$33.56	$33.56	$41.95

Club managers

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$24.10	$28.92	$33.74	$48.20	$27.05	$28.52
Level 7 - level A manager	$24.70	$29.64	$34.58	$49.40	$27.65	$29.12
Level 8 - level B manager	$25.75	$30.90	$36.05	$51.50	$28.70	$30.17
Level 9 - level C manager	$26.10	$31.32	$36.54	$52.20	$29.05	$30.52
Level 10 - level D manager	$27.06	$32.48	$37.89	$54.13	$30.01	$31.48
Level 11 - level E manager	$28.04	$33.65	$39.25	$56.08	$30.99	$32.46
Level 12 - level F manager	$29.83	$35.79	$41.76	$59.65	$32.78	$34.25
Level 13 - level G manager	$30.40	$36.48	$42.56	$60.80	$33.35	$34.82

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$28.92	$38.56	$33.74	$38.56	$38.56	$48.20
Level 7 - level A manager	$29.64	$39.52	$34.58	$39.52	$39.52	$49.40
Level 8 - level B manager	$30.90	$41.20	$36.05	$41.20	$41.20	$51.50
Level 9 - level C manager	$31.32	$41.76	$36.54	$41.76	$41.76	$52.20
Level 10 - level D manager	$32.48	$43.30	$37.89	$43.30	$43.30	$54.13
Level 11 - level E manager	$33.65	$44.86	$39.25	$44.86	$44.86	$56.08
Level 12 - level F manager	$35.79	$47.72	$41.76	$47.72	$47.72	$59.65
Level 13 - level G manager	$36.48	$48.64	$42.56	$48.64	$48.64	$60.80

Junior - Casual - 18 years of age

Administration employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$22.53	$27.03	$31.54	$45.05	$25.48	$26.95
Level 2 - clerical grade 1	$23.70	$28.44	$33.18	$47.40	$26.65	$28.12
Level 3 - clerical grade 2	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90
Level 4 - clerical grade 3	$25.78	$30.93	$36.09	$51.55	$28.73	$30.20
Level 5 - clerical supervisor	$27.39	$32.87	$38.34	$54.78	$30.34	$31.81

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05
Level 2 - clerical grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40
Level 3 - clerical grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95
Level 4 - clerical grade 3	$30.93	$41.24	$36.09	$41.24	$41.24	$51.55
Level 5 - clerical supervisor	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78

Food and beverage and gaming employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$22.53	$27.03	$31.54	$45.05	$25.48	$26.95
Level 1 - food and beverage attendant grade 1	$23.14	$27.77	$32.39	$46.28	$26.09	$27.56
Level 2 - food and beverage attendant grade 2	$23.70	$28.44	$33.18	$47.40	$26.65	$28.12
Level 3 - food and beverage and gaming attendant grade 3	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90
Level 5 - food and beverage and gaming attendant grade 5	$27.39	$32.87	$38.34	$54.78	$30.34	$31.81

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05
Level 1 - food and beverage attendant grade 1	$27.77	$37.02	$32.39	$37.02	$37.02	$46.28
Level 2 - food and beverage attendant grade 2	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40
Level 3 - food and beverage and gaming attendant grade 3	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95
Level 5 - food and beverage and gaming attendant grade 5	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78

Kitchen employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$22.53	$27.03	$31.54	$45.05	$25.48	$26.95
Level 1 - kitchen attendant grade 1	$23.14	$27.77	$32.39	$46.28	$26.09	$27.56
Level 2 - kitchen attendant grade 2	$23.70	$28.44	$33.18	$47.40	$26.65	$28.12
Level 3 - kitchen attendant grade 3	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90
Level 2 - cook grade 1	$23.70	$28.44	$33.18	$47.40	$26.65	$28.12
Level 3 - cook grade 2	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05
Level 1 - kitchen attendant grade 1	$27.77	$37.02	$32.39	$37.02	$37.02	$46.28
Level 2 - kitchen attendant grade 2	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40
Level 3 - kitchen attendant grade 3	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95
Level 2 - cook grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40
Level 3 - cook grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95

Golf professionals

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 1 - PGA associate year 1	$23.14	$27.77	$32.39	$46.28	$26.09	$27.56
Level 2 - PGA associate years 2 and 3	$23.70	$28.44	$33.18	$47.40	$26.65	$28.12
Level 5 - assistant or teaching professional	$27.39	$32.87	$38.34	$54.78	$30.34	$31.81
Level 12 - lead golf professional	$34.79	$41.75	$48.70	$69.58	$37.74	$39.21

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1 - PGA associate year 1	$27.77	$37.02	$32.39	$37.02	$37.02	$46.28
Level 2 - PGA associate years 2 and 3	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40
Level 5 - assistant or teaching professional	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78
Level 12 - lead golf professional	$41.75	$55.66	$48.70	$55.66	$55.66	$69.58

Ground maintenance employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday - after midday - first 2 hours	Saturday - after midday - after 2 hours	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Introductory maintenance and horticultural employee	$22.53	$27.03	$36.04	$36.04	$45.05	$27.03
Level 2 - maintenance and horticultural employee level 1	$23.70	$28.44	$37.92	$37.92	$47.40	$28.44
Level 3 - maintenance and horticultural employee level 2	$24.48	$29.37	$39.16	$39.16	$48.95	$29.37
Level 8 - maintenance and horticultural management level 1	$30.05	$36.06	$48.08	$48.08	$60.10	$36.06
Level 11 - maintenance and horticultural management level 2	$32.71	$39.26	$52.34	$52.34	$65.43	$39.26

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory maintenance and horticultural employee	$36.04	$31.54	$36.04	$36.04	$45.05
Level 2 - maintenance and horticultural employee level 1	$37.92	$33.18	$37.92	$37.92	$47.40
Level 3 - maintenance and horticultural employee level 2	$39.16	$34.27	$39.16	$39.16	$48.95
Level 8 - maintenance and horticultural management level 1	$48.08	$42.07	$48.08	$48.08	$60.10
Level 11 - maintenance and horticultural management level 2	$52.34	$45.80	$52.34	$52.34	$65.43

Guest service employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$22.53	$27.03	$31.54	$45.05	$25.48	$26.95
Level 1 - guest service grade 1	$23.14	$27.77	$32.39	$46.28	$26.09	$27.56
Level 2 - guest service grade 2	$23.70	$28.44	$33.18	$47.40	$26.65	$28.12
Level 3 - guest service grade 3	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90
Level 4 - guest service grade 4	$25.78	$30.93	$36.09	$51.55	$28.73	$30.20
Level 5 - guest service supervisor	$27.39	$32.87	$38.34	$54.78	$30.34	$31.81
Level 2 - front office grade 1	$23.70	$28.44	$33.18	$47.40	$26.65	$28.12
Level 3 - front office grade 2	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90
Level 4 - front office grade 3	$25.78	$30.93	$36.09	$51.55	$28.73	$30.20
Level 5 - front office supervisor	$27.39	$32.87	$38.34	$54.78	$30.34	$31.81
Level 2 - child care worker grade 1	$23.70	$28.44	$33.18	$47.40	$26.65	$28.12
Level 5 - child care worker grade 2	$27.39	$32.87	$38.34	$54.78	$30.34	$31.81
Level 6 - child care worker grade 3	$28.11	$33.74	$39.36	$56.23	$31.06	$32.53

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05
Level 1 - guest service grade 1	$27.77	$37.02	$32.39	$37.02	$37.02	$46.28
Level 2 - guest service grade 2	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40
Level 3 - guest service grade 3	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95
Level 4 - guest service grade 4	$30.93	$41.24	$36.09	$41.24	$41.24	$51.55
Level 5 - guest service supervisor	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78
Level 2 - front office grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40
Level 3 - front office grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95
Level 4 - front office grade 3	$30.93	$41.24	$36.09	$41.24	$41.24	$51.55
Level 5 - front office supervisor	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78
Level 2 - child care worker grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40
Level 5 - child care worker grade 2	$32.87	$43.82	$38.34	$43.82	$43.82	$54.78
Level 6 - child care worker grade 3	$33.74	$44.98	$39.36	$44.98	$44.98	$56.23

Leisure activities employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$22.53	$27.03	$31.54	$45.05	$25.48	$26.95
Level 2 - leisure attendant grade 1	$23.70	$28.44	$33.18	$47.40	$26.65	$28.12
Level 3 - leisure attendant grade 2	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90
Level 4 - leisure attendant grade 3	$25.78	$30.93	$36.09	$51.55	$28.73	$30.20
Level 3 - fitness instructor	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05
Level 2 - leisure attendant grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40
Level 3 - leisure attendant grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95
Level 4 - leisure attendant grade 3	$30.93	$41.24	$36.09	$41.24	$41.24	$51.55
Level 3 - fitness instructor	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95

Security employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$22.53	$27.03	$31.54	$45.05	$25.48	$26.95
Level 2 - doorperson/security officer grade 1	$23.70	$28.44	$33.18	$47.40	$26.65	$28.12
Level 3 - timekeeper/security officer grade 2	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05
Level 2 - doorperson/security officer grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40
Level 3 - timekeeper/security officer grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95

Stores and handyperson employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$22.53	$27.03	$31.54	$45.05	$25.48	$26.95
Level 2 - storeperson grade 1	$23.70	$28.44	$33.18	$47.40	$26.65	$28.12
Level 3 - storeperson grade 2	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90
Level 4 - storeperson grade 3	$25.78	$30.93	$36.09	$51.55	$28.73	$30.20
Level 3 - forklift driver	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90
Level 3 - handyperson	$24.48	$29.37	$34.27	$48.95	$27.43	$28.90

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$27.03	$36.04	$31.54	$36.04	$36.04	$45.05
Level 2 - storeperson grade 1	$28.44	$37.92	$33.18	$37.92	$37.92	$47.40
Level 3 - storeperson grade 2	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95
Level 4 - storeperson grade 3	$30.93	$41.24	$36.09	$41.24	$41.24	$51.55
Level 3 - forklift driver	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95
Level 3 - handyperson	$29.37	$39.16	$34.27	$39.16	$39.16	$48.95

Club managers

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$28.11	$33.74	$39.36	$56.23	$31.06	$32.53
Level 7 - level A manager	$28.83	$34.59	$40.36	$57.65	$31.78	$33.25
Level 8 - level B manager	$30.05	$36.06	$42.07	$60.10	$33.00	$34.47
Level 9 - level C manager	$30.45	$36.54	$42.63	$60.90	$33.40	$34.87
Level 10 - level D manager	$31.58	$37.89	$44.21	$63.15	$34.53	$36.00
Level 11 - level E manager	$32.71	$39.26	$45.80	$65.43	$35.66	$37.13
Level 12 - level F manager	$34.79	$41.75	$48.70	$69.58	$37.74	$39.21
Level 13 - level G manager	$35.46	$42.56	$49.65	$70.93	$38.41	$39.88

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$33.74	$44.98	$39.36	$44.98	$44.98	$56.23
Level 7 - level A manager	$34.59	$46.12	$40.36	$46.12	$46.12	$57.65
Level 8 - level B manager	$36.06	$48.08	$42.07	$48.08	$48.08	$60.10
Level 9 - level C manager	$36.54	$48.72	$42.63	$48.72	$48.72	$60.90
Level 10 - level D manager	$37.89	$50.52	$44.21	$50.52	$50.52	$63.15
Level 11 - level E manager	$39.26	$52.34	$45.80	$52.34	$52.34	$65.43
Level 12 - level F manager	$41.75	$55.66	$48.70	$55.66	$55.66	$69.58
Level 13 - level G manager	$42.56	$56.74	$49.65	$56.74	$56.74	$70.93

Junior - Casual - 19 years of age

Administration employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$27.35	$32.82	$38.29	$54.70	$30.30	$31.77
Level 2 - clerical grade 1	$28.78	$34.53	$40.29	$57.55	$31.73	$33.20
Level 3 - clerical grade 2	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13
Level 4 - clerical grade 3	$31.29	$37.55	$43.80	$62.58	$34.24	$35.71
Level 5 - clerical supervisor	$33.26	$39.92	$46.57	$66.53	$36.21	$37.68

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70
Level 2 - clerical grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55
Level 3 - clerical grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43
Level 4 - clerical grade 3	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58
Level 5 - clerical supervisor	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53

Food and beverage and gaming employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$27.35	$32.82	$38.29	$54.70	$30.30	$31.77
Level 1 - food and beverage attendant grade 1	$28.09	$33.71	$39.32	$56.18	$31.04	$32.51
Level 2 - food and beverage attendant grade 2	$28.78	$34.53	$40.29	$57.55	$31.73	$33.20
Level 3 - food and beverage and gaming attendant grade 3	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13
Level 5 - food and beverage and gaming attendant grade 5	$33.26	$39.92	$46.57	$66.53	$36.21	$37.68

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70
Level 1 - food and beverage attendant grade 1	$33.71	$44.94	$39.32	$44.94	$44.94	$56.18
Level 2 - food and beverage attendant grade 2	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55
Level 3 - food and beverage and gaming attendant grade 3	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43
Level 5 - food and beverage and gaming attendant grade 5	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53

Kitchen employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$27.35	$32.82	$38.29	$54.70	$30.30	$31.77
Level 1 - kitchen attendant grade 1	$28.09	$33.71	$39.32	$56.18	$31.04	$32.51
Level 2 - kitchen attendant grade 2	$28.78	$34.53	$40.29	$57.55	$31.73	$33.20
Level 3 - kitchen attendant grade 3	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13
Level 2 - cook grade 1	$28.78	$34.53	$40.29	$57.55	$31.73	$33.20
Level 3 - cook grade 2	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70
Level 1 - kitchen attendant grade 1	$33.71	$44.94	$39.32	$44.94	$44.94	$56.18
Level 2 - kitchen attendant grade 2	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55
Level 3 - kitchen attendant grade 3	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43
Level 2 - cook grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55
Level 3 - cook grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43

Golf professionals

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 1 - PGA associate year 1	$28.09	$33.71	$39.32	$56.18	$31.04	$32.51
Level 2 - PGA associate years 2 and 3	$28.78	$34.53	$40.29	$57.55	$31.73	$33.20
Level 5 - assistant or teaching professional	$33.26	$39.92	$46.57	$66.53	$36.21	$37.68
Level 12 - lead golf professional	$42.25	$50.70	$59.15	$84.50	$45.20	$46.67

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 1 - PGA associate year 1	$33.71	$44.94	$39.32	$44.94	$44.94	$56.18
Level 2 - PGA associate years 2 and 3	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55
Level 5 - assistant or teaching professional	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53
Level 12 - lead golf professional	$50.70	$67.60	$59.15	$67.60	$67.60	$84.50

Ground maintenance employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday - after midday - first 2 hours	Saturday - after midday - after 2 hours	Sunday	Public holiday	Overtime - Monday to Friday - first 2 hours
Introductory maintenance and horticultural employee	$27.35	$32.82	$43.76	$43.76	$54.70	$32.82
Level 2 - maintenance and horticultural employee level 1	$28.78	$34.53	$46.04	$46.04	$57.55	$34.53
Level 3 - maintenance and horticultural employee level 2	$29.71	$35.66	$47.54	$47.54	$59.43	$35.66
Level 8 - maintenance and horticultural management level 1	$36.49	$43.79	$58.38	$58.38	$72.98	$43.79
Level 11 - maintenance and horticultural management level 2	$39.73	$47.67	$63.56	$63.56	$79.45	$47.67

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory maintenance and horticultural employee	$43.76	$38.29	$43.76	$43.76	$54.70
Level 2 - maintenance and horticultural employee level 1	$46.04	$40.29	$46.04	$46.04	$57.55
Level 3 - maintenance and horticultural employee level 2	$47.54	$41.60	$47.54	$47.54	$59.43
Level 8 - maintenance and horticultural management level 1	$58.38	$51.08	$58.38	$58.38	$72.98
Level 11 - maintenance and horticultural management level 2	$63.56	$55.62	$63.56	$63.56	$79.45

Guest service employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$27.35	$32.82	$38.29	$54.70	$30.30	$31.77
Level 1 - guest service grade 1	$28.09	$33.71	$39.32	$56.18	$31.04	$32.51
Level 2 - guest service grade 2	$28.78	$34.53	$40.29	$57.55	$31.73	$33.20
Level 3 - guest service grade 3	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13
Level 4 - guest service grade 4	$31.29	$37.55	$43.80	$62.58	$34.24	$35.71
Level 5 - guest service supervisor	$33.26	$39.92	$46.57	$66.53	$36.21	$37.68
Level 2 - front office grade 1	$28.78	$34.53	$40.29	$57.55	$31.73	$33.20
Level 3 - front office grade 2	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13
Level 4 - front office grade 3	$31.29	$37.55	$43.80	$62.58	$34.24	$35.71
Level 5 - front office supervisor	$33.26	$39.92	$46.57	$66.53	$36.21	$37.68
Level 2 - child care worker grade 1	$28.78	$34.53	$40.29	$57.55	$31.73	$33.20
Level 5 - child care worker grade 2	$33.26	$39.92	$46.57	$66.53	$36.21	$37.68
Level 6 - child care worker grade 3	$34.14	$40.97	$47.79	$68.28	$37.09	$38.56

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70
Level 1 - guest service grade 1	$33.71	$44.94	$39.32	$44.94	$44.94	$56.18
Level 2 - guest service grade 2	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55
Level 3 - guest service grade 3	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43
Level 4 - guest service grade 4	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58
Level 5 - guest service supervisor	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53
Level 2 - front office grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55
Level 3 - front office grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43
Level 4 - front office grade 3	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58
Level 5 - front office supervisor	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53
Level 2 - child care worker grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55
Level 5 - child care worker grade 2	$39.92	$53.22	$46.57	$53.22	$53.22	$66.53
Level 6 - child care worker grade 3	$40.97	$54.62	$47.79	$54.62	$54.62	$68.28

Leisure activities employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$27.35	$32.82	$38.29	$54.70	$30.30	$31.77
Level 2 - leisure attendant grade 1	$28.78	$34.53	$40.29	$57.55	$31.73	$33.20
Level 3 - leisure attendant grade 2	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13
Level 4 - leisure attendant grade 3	$31.29	$37.55	$43.80	$62.58	$34.24	$35.71
Level 3 - fitness instructor	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70
Level 2 - leisure attendant grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55
Level 3 - leisure attendant grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43
Level 4 - leisure attendant grade 3	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58
Level 3 - fitness instructor	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43

Security employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$27.35	$32.82	$38.29	$54.70	$30.30	$31.77
Level 2 - doorperson/security officer grade 1	$28.78	$34.53	$40.29	$57.55	$31.73	$33.20
Level 3 - timekeeper/security officer grade 2	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70
Level 2 - doorperson/security officer grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55
Level 3 - timekeeper/security officer grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43

Stores and handyperson employees

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Introductory	$27.35	$32.82	$38.29	$54.70	$30.30	$31.77
Level 2 - storeperson grade 1	$28.78	$34.53	$40.29	$57.55	$31.73	$33.20
Level 3 - storeperson grade 2	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13
Level 4 - storeperson grade 3	$31.29	$37.55	$43.80	$62.58	$34.24	$35.71
Level 3 - forklift driver	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13
Level 3 - handyperson	$29.71	$35.66	$41.60	$59.43	$32.66	$34.13

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Introductory	$32.82	$43.76	$38.29	$43.76	$43.76	$54.70
Level 2 - storeperson grade 1	$34.53	$46.04	$40.29	$46.04	$46.04	$57.55
Level 3 - storeperson grade 2	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43
Level 4 - storeperson grade 3	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58
Level 3 - forklift driver	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43
Level 3 - handyperson	$35.66	$47.54	$41.60	$47.54	$47.54	$59.43

Club managers

Junior employees with a trade qualification or who are liquor service employees must be paid at the adult rate of pay.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$34.14	$40.97	$47.79	$68.28	$37.09	$38.56
Level 7 - level A manager	$35.00	$42.00	$49.00	$70.00	$37.95	$39.42
Level 8 - level B manager	$36.49	$43.79	$51.08	$72.98	$39.44	$40.91
Level 9 - level C manager	$36.98	$44.37	$51.77	$73.95	$39.93	$41.40
Level 10 - level D manager	$38.34	$46.01	$53.67	$76.68	$41.29	$42.76
Level 11 - level E manager	$39.73	$47.67	$55.62	$79.45	$42.68	$44.15
Level 12 - level F manager	$42.25	$50.70	$59.15	$84.50	$45.20	$46.67
Level 13 - level G manager	$43.06	$51.68	$60.29	$86.13	$46.01	$47.48

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday
Level 6 - club manager of a club with a gross annual revenue of less than $500,000	$40.97	$54.62	$47.79	$54.62	$54.62	$68.28
Level 7 - level A manager	$42.00	$56.00	$49.00	$56.00	$56.00	$70.00
Level 8 - level B manager	$43.79	$58.38	$51.08	$58.38	$58.38	$72.98
Level 9 - level C manager	$44.37	$59.16	$51.77	$59.16	$59.16	$73.95
Level 10 - level D manager	$46.01	$61.34	$53.67	$61.34	$61.34	$76.68
Level 11 - level E manager	$47.67	$63.56	$55.62	$63.56	$63.56	$79.45
Level 12 - level F manager	$50.70	$67.60	$59.15	$67.60	$67.60	$84.50
Level 13 - level G manager	$51.68	$68.90	$60.29	$68.90	$68.90	$86.13

Apprentice

Cooking apprentice

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	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Apprentice 1st year	$16.20	$24.30	$28.35	$40.50	$24.30	$24.30	$19.15	$20.62
Apprentice 2nd year	$19.14	$28.71	$33.50	$47.85	$28.71	$28.71	$22.09	$23.56
Apprentice 3rd year	$23.56	$35.34	$41.23	$58.90	$35.34	$35.34	$26.51	$27.98
Apprentice 4th year	$27.98	$41.97	$48.97	$69.95	$41.97	$41.97	$30.93	$32.40

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Apprentice 1st year	$24.30	$32.40	$28.35	$32.40	$32.40	$40.50	$32.40
Apprentice 2nd year	$28.71	$38.28	$33.50	$38.28	$38.28	$47.85	$38.28
Apprentice 3rd year	$35.34	$47.12	$41.23	$47.12	$47.12	$58.90	$47.12
Apprentice 4th year	$41.97	$55.96	$48.97	$55.96	$55.96	$69.95	$55.96

Waiting apprentice

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	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Apprentice 1st six months (0-6 months)	$20.62	$30.93	$36.09	$51.55	$30.93	$30.93	$23.57	$25.04
Apprentice 2nd six months (7-12 months)	$25.03	$37.55	$43.80	$62.58	$37.55	$37.55	$27.98	$29.45
Apprentice 3rd six months (13-18 months)	$28.27	$42.41	$49.47	$70.68	$42.41	$42.41	$31.22	$32.69
Apprentice 4th six months (18 months and over)	$28.86	$43.29	$50.51	$72.15	$43.29	$43.29	$31.81	$33.28

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Apprentice 1st six months (0-6 months)	$30.93	$41.24	$36.09	$41.24	$41.24	$51.55	$41.24
Apprentice 2nd six months (7-12 months)	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58	$50.06
Apprentice 3rd six months (13-18 months)	$42.41	$56.54	$49.47	$56.54	$56.54	$70.68	$56.54
Apprentice 4th six months (18 months and over)	$43.29	$57.72	$50.51	$57.72	$57.72	$72.15	$57.72

Maintenance and horticulture apprentice

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	Saturday - after midday - first 2 hours	Saturday - after midday - after 2 hours	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Overtime - Monday to Friday - first 2 hours
Apprentice 1st year	$16.20	$24.30	$32.40	$32.40	$40.50	$24.30	$24.30
Apprentice 2nd year	$19.14	$28.71	$38.28	$38.28	$47.85	$28.71	$28.71
Apprentice 3rd year	$23.56	$35.34	$47.12	$47.12	$58.90	$35.34	$35.34
Apprentice 4th year	$27.98	$41.97	$55.96	$55.96	$69.95	$41.97	$41.97

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Apprentice 1st year	$32.40	$28.35	$32.40	$32.40	$40.50	$32.40
Apprentice 2nd year	$38.28	$33.50	$38.28	$38.28	$47.85	$38.28
Apprentice 3rd year	$47.12	$41.23	$47.12	$47.12	$58.90	$47.12
Apprentice 4th year	$55.96	$48.97	$55.96	$55.96	$69.95	$55.96

Adult apprentice - Cooking - Started after 1 Jan 2014

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	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Apprentice 1st year	$23.56	$35.34	$41.23	$58.90	$35.34	$35.34	$26.51	$27.98
Apprentice 2nd year	$25.74	$38.61	$45.05	$64.35	$38.61	$38.61	$28.69	$30.16
Apprentice 3rd year	$25.74	$38.61	$45.05	$64.35	$38.61	$38.61	$28.69	$30.16
Apprentice 4th year	$27.98	$41.97	$48.97	$69.95	$41.97	$41.97	$30.93	$32.40

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Apprentice 1st year	$35.34	$47.12	$41.23	$47.12	$47.12	$58.90	$47.12
Apprentice 2nd year	$38.61	$51.48	$45.05	$51.48	$51.48	$64.35	$51.48
Apprentice 3rd year	$38.61	$51.48	$45.05	$51.48	$51.48	$64.35	$51.48
Apprentice 4th year	$41.97	$55.96	$48.97	$55.96	$55.96	$69.95	$55.96

Adult apprentice - Waiting - Started after 1 Jan 2014

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	Saturday	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Public holiday - equivalent paid time off	Monday to Friday - 7pm to midnight	Monday to Friday - midnight to 7am
Apprentice 1st six months (0-6 months)	$23.56	$35.34	$41.23	$58.90	$35.34	$35.34	$26.51	$27.98
Apprentice 2nd six months (7-12 months)	$25.03	$37.55	$43.80	$62.58	$37.55	$37.55	$27.98	$29.45
Apprentice 3rd six months (13-18 months)	$28.27	$42.41	$49.47	$70.68	$42.41	$42.41	$31.22	$32.69
Apprentice 4th six months (18 months and over)	$28.86	$43.29	$50.51	$72.15	$43.29	$43.29	$31.81	$33.28

Table 2 of 2

Classification	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Apprentice 1st six months (0-6 months)	$35.34	$47.12	$41.23	$47.12	$47.12	$58.90	$47.12
Apprentice 2nd six months (7-12 months)	$37.55	$50.06	$43.80	$50.06	$50.06	$62.58	$50.06
Apprentice 3rd six months (13-18 months)	$42.41	$56.54	$49.47	$56.54	$56.54	$70.68	$56.54
Apprentice 4th six months (18 months and over)	$43.29	$57.72	$50.51	$57.72	$57.72	$72.15	$57.72

Adult apprentice - Maintenance and horticulture - Started after 1 Jan 2014

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	Saturday - after midday - first 2 hours	Saturday - after midday - after 2 hours	Sunday	Public holiday	Christmas Day - Saturday or Sunday	Overtime - Monday to Friday - first 2 hours
Apprentice 1st year	$23.56	$35.34	$47.12	$47.12	$58.90	$35.34	$35.34
Apprentice 2nd year	$25.74	$38.61	$51.48	$51.48	$64.35	$38.61	$38.61
Apprentice 3rd year	$25.74	$38.61	$51.48	$51.48	$64.35	$38.61	$38.61
Apprentice 4th year	$27.98	$41.97	$55.96	$55.96	$69.95	$41.97	$41.97

Table 2 of 2

Classification	Overtime - Monday to Friday - after 2 hours	Overtime - Saturday - first 2 hours	Overtime - Saturday - after 2 hours	Overtime - Sunday	Overtime - public holiday	Overtime - working on RDO
Apprentice 1st year	$47.12	$41.23	$47.12	$47.12	$58.90	$47.12
Apprentice 2nd year	$51.48	$45.05	$51.48	$51.48	$64.35	$51.48
Apprentice 3rd year	$51.48	$45.05	$51.48	$51.48	$64.35	$51.48
Apprentice 4th year	$55.96	$48.97	$55.96	$55.96	$69.95	$55.96

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before casual loading, penalties and overtime are calculated.

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the costs 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
Broken shift allowance - not casuals	$4.48 per day
Equipment reimbursement	reimbursement for the cost of purchasing such equipment
Expenses reimbursement - club manager	reimbursement for all monies reasonably spent by the employee for and on behalf of the employer with board approval
* First aid allowance	$0.35 per hour
Laundry allowance - club manager	$10.27 per week
Laundry reimbursement	reimbursement for the demonstrated costs of laundering the special clothing
Meal allowance - overtime	$17.42
Protective clothing reimbursement	reimbursement for the cost of purchasing the protective clothing
Special clothing reimbursement	reimbursement for the cost of purchasing the special clothing
Tool allowance - cook	$2.03 per day up to a maximum of $9.94 per week
Tool allowance - maintenance and horticultural employee	reimbursement for the cost of the tools
Training fees reimbursement - maintenance and horticultural employee	reimbursement for the cost of course fees
Uniform reimbursement - club manager	reimbursement for the cost of purchasing the uniform
Vehicle allowance	$1.01 per km of authorised travel
Working away from usual workplace - excess travel costs allowance	an amount equal to the cost of fares from the usual workplace to the new workplace