

Pay Guide - Journalists Published Media Award

[MA000067]

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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 2025.

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

Adult

Magazine or wire service - Full-time & part-time

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am |
|--------------------------------------|-----------------|-----------------|--|--|---|--|---|
| Cadet 1st year | N/A | \$18.41 | \$20.25 | \$20.25 | \$21.63 | \$20.25 | \$22.09 |
| Cadet 2nd year | N/A | \$23.01 | \$25.31 | \$25.31 | \$27.04 | \$25.31 | \$27.61 |
| Cadet 3rd year / Graduate cadet | N/A | \$27.61 | \$30.37 | \$30.37 | \$32.44 | \$30.37 | \$33.13 |
| Editorial employee band 1 - level 1 | \$1,165.70 | \$30.68 | \$33.75 | \$33.75 | \$36.05 | \$33.75 | \$36.82 |
| Editorial employee band 1 - level 2 | \$1,198.50 | \$31.54 | \$34.69 | \$34.69 | \$37.06 | \$34.69 | \$37.85 |
| Editorial employee band 1 - level 3 | \$1,250.10 | \$32.90 | \$36.19 | \$36.19 | \$38.66 | \$36.19 | \$39.48 |
| Editorial employee band 1 - level 4 | \$1,283.50 | \$33.78 | \$37.16 | \$37.16 | \$39.69 | \$37.16 | \$40.54 |
| Editorial employee band 1 - level 5 | \$1,316.90 | \$34.66 | \$38.13 | \$38.13 | \$40.73 | \$38.13 | \$41.59 |
| Editorial employee band 1 - level 6 | \$1,384.40 | \$36.43 | \$40.07 | \$40.07 | \$42.81 | \$40.07 | \$43.72 |
| Editorial employee band 1 - level 7 | \$1,445.10 | \$38.03 | \$41.83 | \$41.83 | \$44.69 | \$41.83 | \$45.64 |
| Editorial employee band 2 - level 8 | \$1,512.40 | \$39.80 | \$43.78 | \$43.78 | \$46.77 | \$43.78 | \$47.76 |
| Editorial employee band 2 - level 9 | \$1,612.80 | \$42.44 | \$46.42 | \$46.42 | \$49.41 | \$46.42 | \$50.40 |
| Editorial employee band 2 - level 10 | \$1,713.60 | \$45.09 | \$49.07 | \$49.07 | \$52.06 | \$49.07 | \$53.05 |
| Editorial employee band 3 - level 11 | \$1,764.20 | \$46.43 | \$50.41 | \$50.41 | \$53.40 | \$50.41 | \$54.39 |
| Editorial employee band 3 - level 12 | \$1,982.40 | \$52.17 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$2,217.30 | \$58.35 | N/A | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) | Overtime - first 3 hours - in excess of agreed hours (part-time only) | Overtime - after 3 hours - in excess of agreed hours (part-time only) |
|--------------------------------------|--|---|-----------------------|--|--|--|--|
| Cadet 1st year | \$22.09 | \$23.47 | \$46.03 | \$27.62 | \$36.82 | \$27.62 | \$36.82 |
| Cadet 2nd year | \$27.61 | \$29.34 | \$57.53 | \$34.52 | \$46.02 | \$34.52 | \$46.02 |
| Cadet 3rd year / Graduate cadet | \$33.13 | \$35.20 | \$69.03 | \$41.42 | \$55.22 | \$41.42 | \$55.22 |
| Editorial employee band 1 - level 1 | \$36.82 | \$39.12 | \$76.70 | \$46.02 | \$61.36 | \$46.02 | \$61.36 |
| Editorial employee band 1 - level 2 | \$37.85 | \$40.21 | \$78.85 | \$47.31 | \$63.08 | \$47.31 | \$63.08 |
| Editorial employee band 1 - level 3 | \$39.48 | \$41.95 | \$82.25 | \$49.35 | \$65.80 | \$49.35 | \$65.80 |
| Editorial employee band 1 - level 4 | \$40.54 | \$43.07 | \$84.45 | \$50.67 | \$67.56 | \$50.67 | \$67.56 |
| Editorial employee band 1 - level 5 | \$41.59 | \$44.19 | \$86.65 | \$51.99 | \$69.32 | \$51.99 | \$69.32 |
| Editorial employee band 1 - level 6 | \$43.72 | \$46.45 | \$91.08 | \$54.65 | \$72.86 | \$54.65 | \$72.86 |
| Editorial employee band 1 - level 7 | \$45.64 | \$48.49 | \$95.08 | \$57.05 | \$76.06 | \$57.05 | \$76.06 |
| Editorial employee band 2 - level 8 | \$47.76 | \$50.75 | \$99.50 | \$59.70 | \$79.60 | \$59.70 | \$79.60 |
| Editorial employee band 2 - level 9 | \$50.40 | \$53.39 | \$106.10 | \$63.66 | \$84.88 | \$63.66 | \$84.88 |
| Editorial employee band 2 - level 10 | \$53.05 | \$56.04 | \$112.73 | \$67.64 | \$90.18 | \$67.64 | \$90.18 |
| Editorial employee band 3 - level 11 | \$54.39 | \$57.38 | \$116.08 | \$69.65 | \$92.86 | \$69.65 | \$92.86 |
| Editorial employee band 3 - level 12 | N/A | N/A | \$130.43 | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | \$145.88 | N/A | N/A | N/A | N/A |

Table 3 of 3

| Classification | Overtime - working on a day off | Overtime - distant engagement - first 8 hours | Overtime - distant engagement - after 8 hours | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|--|---|--|---|
| Cadet 1st year | \$36.82 | \$27.62 | \$36.82 | \$27.62 | \$36.82 | \$27.62 |
| Cadet 2nd year | \$46.02 | \$34.52 | \$46.02 | \$34.52 | \$46.02 | \$34.52 |
| Cadet 3rd year / Graduate cadet | \$55.22 | \$41.42 | \$55.22 | \$41.42 | \$55.22 | \$41.42 |
| Editorial employee band 1 - level 1 | \$61.36 | \$46.02 | \$61.36 | \$46.02 | \$61.36 | \$46.02 |
| Editorial employee band 1 - level 2 | \$63.08 | \$47.31 | \$63.08 | \$47.31 | \$63.08 | \$47.31 |
| Editorial employee band 1 - level 3 | \$65.80 | \$49.35 | \$65.80 | \$49.35 | \$65.80 | \$49.35 |
| Editorial employee band 1 - level 4 | \$67.56 | \$50.67 | \$67.56 | \$50.67 | \$67.56 | \$50.67 |
| Editorial employee band 1 - level 5 | \$69.32 | \$51.99 | \$69.32 | \$51.99 | \$69.32 | \$51.99 |
| Editorial employee band 1 - level 6 | \$72.86 | \$54.65 | \$72.86 | \$54.65 | \$72.86 | \$54.65 |
| Editorial employee band 1 - level 7 | \$76.06 | \$57.05 | \$76.06 | \$57.05 | \$76.06 | \$57.05 |
| Editorial employee band 2 - level 8 | \$79.60 | \$59.70 | \$79.60 | \$59.70 | \$79.60 | \$59.70 |
| Editorial employee band 2 - level 9 | \$84.88 | \$63.66 | \$84.88 | \$63.66 | \$84.88 | \$63.66 |
| Editorial employee band 2 - level 10 | \$90.18 | \$67.64 | \$90.18 | \$67.64 | \$90.18 | \$67.64 |
| Editorial employee band 3 - level 11 | \$92.86 | \$69.65 | \$92.86 | \$69.65 | \$92.86 | \$69.65 |
| Editorial employee band 3 - level 12 | \$104.34 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$116.70 | N/A | N/A | N/A | N/A | N/A |

Country non-daily newspaper - Full-time & part-time

If the Sub-editing allowance applies the rates below should not be used, and should be calculated using [Pay and Conditions Tool](#).

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm |
|-------------------------------------|-----------------|-----------------|--|--|---|--|
| Cadet 1st year | N/A | \$18.41 | \$20.25 | \$20.25 | \$21.17 | \$20.25 |
| Cadet 2nd year | N/A | \$23.01 | \$25.31 | \$25.31 | \$26.46 | \$25.31 |
| Cadet 3rd year / Graduate cadet | N/A | \$27.61 | \$30.37 | \$30.37 | \$31.75 | \$30.37 |
| Editorial employee band 1 - level 1 | \$1,165.70 | \$30.68 | \$33.75 | \$33.75 | \$35.28 | \$33.75 |
| Editorial employee band 1 - level 2 | \$1,198.50 | \$31.54 | \$34.69 | \$34.69 | \$36.27 | \$34.69 |
| Editorial employee band 1 - level 3 | \$1,250.10 | \$32.90 | \$36.19 | \$36.19 | \$37.84 | \$36.19 |
| Editorial employee band 1 - level 4 | \$1,283.50 | \$33.78 | \$37.16 | \$37.16 | \$38.85 | \$37.16 |
| Editorial employee band 1 - level 5 | \$1,316.90 | \$34.66 | \$38.13 | \$38.13 | \$39.86 | \$38.13 |
| Editorial employee band 1 - level 6 | \$1,384.40 | \$36.43 | \$40.07 | \$40.07 | \$41.89 | \$40.07 |
| Editorial employee band 1 - level 7 | \$1,445.10 | \$38.03 | \$41.67 | \$41.67 | \$43.49 | \$41.67 |
| Editorial employee band 2 - level 8 | \$1,512.40 | \$39.80 | \$43.44 | \$43.44 | \$45.26 | \$43.44 |
| Editorial employee band 2 - level 9 | \$1,612.80 | \$42.44 | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) |
|-------------------------------------|---|---|--|----------------|---|---|
| Cadet 1st year | \$22.09 | \$22.09 | \$23.01 | \$46.03 | \$27.62 | \$36.82 |
| Cadet 2nd year | \$27.61 | \$27.61 | \$28.76 | \$57.53 | \$34.52 | \$46.02 |
| Cadet 3rd year / Graduate cadet | \$33.13 | \$33.13 | \$34.51 | \$69.03 | \$41.42 | \$55.22 |
| Editorial employee band 1 - level 1 | \$36.82 | \$36.82 | \$38.35 | \$76.70 | \$46.02 | \$61.36 |
| Editorial employee band 1 - level 2 | \$37.85 | \$37.85 | \$39.43 | \$78.85 | \$47.31 | \$63.08 |
| Editorial employee band 1 - level 3 | \$39.48 | \$39.48 | \$41.13 | \$82.25 | \$49.35 | \$65.80 |

| Classification | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) |
|-------------------------------------|--|--|---|-----------------------|--|--|
| Editorial employee band 1 - level 4 | \$40.54 | \$40.54 | \$42.23 | \$84.45 | \$50.67 | \$67.56 |
| Editorial employee band 1 - level 5 | \$41.59 | \$41.59 | \$43.33 | \$86.65 | \$51.99 | \$69.32 |
| Editorial employee band 1 - level 6 | \$43.72 | \$43.72 | \$45.54 | \$91.08 | \$54.65 | \$72.86 |
| Editorial employee band 1 - level 7 | \$45.32 | \$45.32 | \$47.14 | \$95.08 | \$57.05 | \$76.06 |
| Editorial employee band 2 - level 8 | \$47.09 | \$47.09 | \$48.91 | \$99.50 | \$59.70 | \$79.60 |
| Editorial employee band 2 - level 9 | N/A | N/A | N/A | \$106.10 | N/A | N/A |

Table 3 of 3

| Classification | Overtime - first 3 hours - in excess of agreed hours (part-time only) | Overtime - after 3 hours - in excess of agreed hours (part-time only) | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|-------------------------------------|--|--|--|---|--|---|
| Cadet 1st year | \$27.62 | \$36.82 | \$36.82 | \$27.62 | \$36.82 | \$27.62 |
| Cadet 2nd year | \$34.52 | \$46.02 | \$46.02 | \$34.52 | \$46.02 | \$34.52 |
| Cadet 3rd year / Graduate cadet | \$41.42 | \$55.22 | \$55.22 | \$41.42 | \$55.22 | \$41.42 |
| Editorial employee band 1 - level 1 | \$46.02 | \$61.36 | \$61.36 | \$46.02 | \$61.36 | \$46.02 |
| Editorial employee band 1 - level 2 | \$47.31 | \$63.08 | \$63.08 | \$47.31 | \$63.08 | \$47.31 |
| Editorial employee band 1 - level 3 | \$49.35 | \$65.80 | \$65.80 | \$49.35 | \$65.80 | \$49.35 |
| Editorial employee band 1 - level 4 | \$50.67 | \$67.56 | \$67.56 | \$50.67 | \$67.56 | \$50.67 |
| Editorial employee band 1 - level 5 | \$51.99 | \$69.32 | \$69.32 | \$51.99 | \$69.32 | \$51.99 |
| Editorial employee band 1 - level 6 | \$54.65 | \$72.86 | \$72.86 | \$54.65 | \$72.86 | \$54.65 |
| Editorial employee band 1 - level 7 | \$57.05 | \$76.06 | \$76.06 | \$57.05 | \$76.06 | \$57.05 |
| Editorial employee band 2 - level 8 | \$59.70 | \$79.60 | \$79.60 | \$59.70 | \$79.60 | \$59.70 |
| Editorial employee band 2 - level 9 | N/A | N/A | \$84.88 | N/A | N/A | N/A |

Metropolitan daily newspaper - Full-time & part-time

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am |
|--------------------------------------|-----------------|-----------------|--|--|---|--|---|
| Cadet 1st year | N/A | \$18.41 | \$20.25 | \$20.25 | \$21.63 | \$20.25 | \$22.09 |
| Cadet 2nd year | N/A | \$23.01 | \$25.31 | \$25.31 | \$27.04 | \$25.31 | \$27.61 |
| Cadet 3rd year / Graduate cadet | N/A | \$27.61 | \$30.37 | \$30.37 | \$32.44 | \$30.37 | \$33.13 |
| Editorial employee band 1 - level 1 | \$1,165.70 | \$30.68 | \$33.75 | \$33.75 | \$36.05 | \$33.75 | \$36.82 |
| Editorial employee band 1 - level 2 | \$1,198.50 | \$31.54 | \$34.69 | \$34.69 | \$37.06 | \$34.69 | \$37.85 |
| Editorial employee band 1 - level 3 | \$1,250.10 | \$32.90 | \$36.19 | \$36.19 | \$38.66 | \$36.19 | \$39.48 |
| Editorial employee band 1 - level 4 | \$1,283.50 | \$33.78 | \$37.16 | \$37.16 | \$39.69 | \$37.16 | \$40.54 |
| Editorial employee band 1 - level 5 | \$1,316.90 | \$34.66 | \$38.13 | \$38.13 | \$40.73 | \$38.13 | \$41.59 |
| Editorial employee band 1 - level 6 | \$1,384.40 | \$36.43 | \$40.07 | \$40.07 | \$42.81 | \$40.07 | \$43.72 |
| Editorial employee band 1 - level 7 | \$1,445.10 | \$38.03 | \$41.83 | \$41.83 | \$44.69 | \$41.83 | \$45.64 |
| Editorial employee band 2 - level 8 | \$1,512.40 | \$39.80 | \$43.78 | \$43.78 | \$46.77 | \$43.78 | \$47.76 |
| Editorial employee band 2 - level 9 | \$1,612.80 | \$42.44 | \$46.42 | \$46.42 | \$49.41 | \$46.42 | \$50.40 |
| Editorial employee band 2 - level 10 | \$1,713.60 | \$45.09 | \$49.07 | \$49.07 | \$52.06 | \$49.07 | \$53.05 |
| Editorial employee band 3 - level 11 | \$1,764.20 | \$46.43 | \$50.41 | \$50.41 | \$53.40 | \$50.41 | \$54.39 |
| Editorial employee band 3 - level 12 | \$1,982.40 | \$52.17 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$2,217.30 | \$58.35 | N/A | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) | Overtime - first 3 hours - in excess of agreed hours (part-time only) | Overtime - after 3 hours - in excess of agreed hours (part-time only) |
|--------------------------------------|--|---|-----------------------|--|--|--|--|
| Cadet 1st year | \$22.09 | \$23.47 | \$46.03 | \$27.62 | \$36.82 | \$27.62 | \$36.82 |
| Cadet 2nd year | \$27.61 | \$29.34 | \$57.53 | \$34.52 | \$46.02 | \$34.52 | \$46.02 |
| Cadet 3rd year / Graduate cadet | \$33.13 | \$35.20 | \$69.03 | \$41.42 | \$55.22 | \$41.42 | \$55.22 |
| Editorial employee band 1 - level 1 | \$36.82 | \$39.12 | \$76.70 | \$46.02 | \$61.36 | \$46.02 | \$61.36 |
| Editorial employee band 1 - level 2 | \$37.85 | \$40.21 | \$78.85 | \$47.31 | \$63.08 | \$47.31 | \$63.08 |
| Editorial employee band 1 - level 3 | \$39.48 | \$41.95 | \$82.25 | \$49.35 | \$65.80 | \$49.35 | \$65.80 |
| Editorial employee band 1 - level 4 | \$40.54 | \$43.07 | \$84.45 | \$50.67 | \$67.56 | \$50.67 | \$67.56 |
| Editorial employee band 1 - level 5 | \$41.59 | \$44.19 | \$86.65 | \$51.99 | \$69.32 | \$51.99 | \$69.32 |
| Editorial employee band 1 - level 6 | \$43.72 | \$46.45 | \$91.08 | \$54.65 | \$72.86 | \$54.65 | \$72.86 |
| Editorial employee band 1 - level 7 | \$45.64 | \$48.49 | \$95.08 | \$57.05 | \$76.06 | \$57.05 | \$76.06 |
| Editorial employee band 2 - level 8 | \$47.76 | \$50.75 | \$99.50 | \$59.70 | \$79.60 | \$59.70 | \$79.60 |
| Editorial employee band 2 - level 9 | \$50.40 | \$53.39 | \$106.10 | \$63.66 | \$84.88 | \$63.66 | \$84.88 |
| Editorial employee band 2 - level 10 | \$53.05 | \$56.04 | \$112.73 | \$67.64 | \$90.18 | \$67.64 | \$90.18 |
| Editorial employee band 3 - level 11 | \$54.39 | \$57.38 | \$116.08 | \$69.65 | \$92.86 | \$69.65 | \$92.86 |
| Editorial employee band 3 - level 12 | N/A | N/A | \$130.43 | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | \$145.88 | N/A | N/A | N/A | N/A |

Table 3 of 3

| Classification | Overtime - working on a day off | Overtime - distant engagement - first 8 hours | Overtime - distant engagement - after 8 hours | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|--|---|--|---|
| Cadet 1st year | \$36.82 | \$27.62 | \$36.82 | \$27.62 | \$36.82 | \$27.62 |
| Cadet 2nd year | \$46.02 | \$34.52 | \$46.02 | \$34.52 | \$46.02 | \$34.52 |
| Cadet 3rd year / Graduate cadet | \$55.22 | \$41.42 | \$55.22 | \$41.42 | \$55.22 | \$41.42 |
| Editorial employee band 1 - level 1 | \$61.36 | \$46.02 | \$61.36 | \$46.02 | \$61.36 | \$46.02 |
| Editorial employee band 1 - level 2 | \$63.08 | \$47.31 | \$63.08 | \$47.31 | \$63.08 | \$47.31 |
| Editorial employee band 1 - level 3 | \$65.80 | \$49.35 | \$65.80 | \$49.35 | \$65.80 | \$49.35 |
| Editorial employee band 1 - level 4 | \$67.56 | \$50.67 | \$67.56 | \$50.67 | \$67.56 | \$50.67 |
| Editorial employee band 1 - level 5 | \$69.32 | \$51.99 | \$69.32 | \$51.99 | \$69.32 | \$51.99 |
| Editorial employee band 1 - level 6 | \$72.86 | \$54.65 | \$72.86 | \$54.65 | \$72.86 | \$54.65 |
| Editorial employee band 1 - level 7 | \$76.06 | \$57.05 | \$76.06 | \$57.05 | \$76.06 | \$57.05 |
| Editorial employee band 2 - level 8 | \$79.60 | \$59.70 | \$79.60 | \$59.70 | \$79.60 | \$59.70 |
| Editorial employee band 2 - level 9 | \$84.88 | \$63.66 | \$84.88 | \$63.66 | \$84.88 | \$63.66 |
| Editorial employee band 2 - level 10 | \$90.18 | \$67.64 | \$90.18 | \$67.64 | \$90.18 | \$67.64 |
| Editorial employee band 3 - level 11 | \$92.86 | \$69.65 | \$92.86 | \$69.65 | \$92.86 | \$69.65 |
| Editorial employee band 3 - level 12 | \$104.34 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$116.70 | N/A | N/A | N/A | N/A | N/A |

Regional daily newspaper - Full-time & part-time

If the Sub-editing allowance applies the rates below should not be used, and should be calculated using [Pay and Conditions Tool](#).

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm |
|--------------------------------------|-----------------|-----------------|--|--|---|--|
| Cadet 1st year | N/A | \$18.41 | \$20.25 | \$20.25 | \$21.17 | \$20.25 |
| Cadet 2nd year | N/A | \$23.01 | \$25.31 | \$25.31 | \$26.46 | \$25.31 |
| Cadet 3rd year / Graduate cadet | N/A | \$27.61 | \$30.37 | \$30.37 | \$31.75 | \$30.37 |
| Editorial employee band 1 - level 1 | \$1,165.70 | \$30.68 | \$33.75 | \$33.75 | \$35.28 | \$33.75 |
| Editorial employee band 1 - level 2 | \$1,198.50 | \$31.54 | \$34.69 | \$34.69 | \$36.27 | \$34.69 |
| Editorial employee band 1 - level 3 | \$1,250.10 | \$32.90 | \$36.19 | \$36.19 | \$37.84 | \$36.19 |
| Editorial employee band 1 - level 4 | \$1,283.50 | \$33.78 | \$37.16 | \$37.16 | \$38.85 | \$37.16 |
| Editorial employee band 1 - level 5 | \$1,316.90 | \$34.66 | \$38.13 | \$38.13 | \$39.86 | \$38.13 |
| Editorial employee band 1 - level 6 | \$1,384.40 | \$36.43 | \$40.07 | \$40.07 | \$41.89 | \$40.07 |
| Editorial employee band 1 - level 7 | \$1,445.10 | \$38.03 | \$41.83 | \$41.83 | \$43.73 | \$41.83 |
| Editorial employee band 2 - level 8 | \$1,512.40 | \$39.80 | \$43.78 | \$43.78 | \$45.77 | \$43.78 |
| Editorial employee band 2 - level 9 | \$1,612.80 | \$42.44 | \$46.42 | \$46.42 | \$48.41 | \$46.42 |
| Editorial employee band 2 - level 10 | \$1,713.60 | \$45.09 | \$49.07 | \$49.07 | \$51.06 | \$49.07 |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) |
|-------------------------------------|---|---|--|----------------|---|---|
| Cadet 1st year | \$22.09 | \$22.09 | \$23.01 | \$46.03 | \$27.62 | \$36.82 |
| Cadet 2nd year | \$27.61 | \$27.61 | \$28.76 | \$57.53 | \$34.52 | \$46.02 |
| Cadet 3rd year / Graduate cadet | \$33.13 | \$33.13 | \$34.51 | \$69.03 | \$41.42 | \$55.22 |
| Editorial employee band 1 - level 1 | \$36.82 | \$36.82 | \$38.35 | \$76.70 | \$46.02 | \$61.36 |
| Editorial employee band 1 - level 2 | \$37.85 | \$37.85 | \$39.43 | \$78.85 | \$47.31 | \$63.08 |

| Classification | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) |
|--------------------------------------|--|--|---|-----------------------|--|--|
| Editorial employee band 1 - level 3 | \$39.48 | \$39.48 | \$41.13 | \$82.25 | \$49.35 | \$65.80 |
| Editorial employee band 1 - level 4 | \$40.54 | \$40.54 | \$42.23 | \$84.45 | \$50.67 | \$67.56 |
| Editorial employee band 1 - level 5 | \$41.59 | \$41.59 | \$43.33 | \$86.65 | \$51.99 | \$69.32 |
| Editorial employee band 1 - level 6 | \$43.72 | \$43.72 | \$45.54 | \$91.08 | \$54.65 | \$72.86 |
| Editorial employee band 1 - level 7 | \$45.64 | \$45.64 | \$47.54 | \$95.08 | \$57.05 | \$76.06 |
| Editorial employee band 2 - level 8 | \$47.76 | \$47.76 | \$49.75 | \$99.50 | \$59.70 | \$79.60 |
| Editorial employee band 2 - level 9 | \$50.40 | \$50.40 | \$52.39 | \$106.10 | \$63.66 | \$84.88 |
| Editorial employee band 2 - level 10 | \$53.05 | \$53.05 | \$55.04 | \$112.73 | \$67.64 | \$90.18 |

Table 3 of 3

| Classification | Overtime - first 3 hours - in excess of agreed hours (part-time only) | Overtime - after 3 hours - in excess of agreed hours (part-time only) | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|--|---|--|---|
| Cadet 1st year | \$27.62 | \$36.82 | \$36.82 | \$27.62 | \$36.82 | \$27.62 |
| Cadet 2nd year | \$34.52 | \$46.02 | \$46.02 | \$34.52 | \$46.02 | \$34.52 |
| Cadet 3rd year / Graduate cadet | \$41.42 | \$55.22 | \$55.22 | \$41.42 | \$55.22 | \$41.42 |
| Editorial employee band 1 - level 1 | \$46.02 | \$61.36 | \$61.36 | \$46.02 | \$61.36 | \$46.02 |
| Editorial employee band 1 - level 2 | \$47.31 | \$63.08 | \$63.08 | \$47.31 | \$63.08 | \$47.31 |
| Editorial employee band 1 - level 3 | \$49.35 | \$65.80 | \$65.80 | \$49.35 | \$65.80 | \$49.35 |
| Editorial employee band 1 - level 4 | \$50.67 | \$67.56 | \$67.56 | \$50.67 | \$67.56 | \$50.67 |
| Editorial employee band 1 - level 5 | \$51.99 | \$69.32 | \$69.32 | \$51.99 | \$69.32 | \$51.99 |
| Editorial employee band 1 - level 6 | \$54.65 | \$72.86 | \$72.86 | \$54.65 | \$72.86 | \$54.65 |
| Editorial employee band 1 - level 7 | \$57.05 | \$76.06 | \$76.06 | \$57.05 | \$76.06 | \$57.05 |
| Editorial employee band 2 - level 8 | \$59.70 | \$79.60 | \$79.60 | \$59.70 | \$79.60 | \$59.70 |
| Editorial employee band 2 - level 9 | \$63.66 | \$84.88 | \$84.88 | \$63.66 | \$84.88 | \$63.66 |
| Editorial employee band 2 - level 10 | \$67.64 | \$90.18 | \$90.18 | \$67.64 | \$90.18 | \$67.64 |

Suburban newspaper - Full-time & part-time

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm |
|--------------------------------------|-----------------|-----------------|--|--|---|--|
| Cadet 1st year | N/A | \$18.41 | \$20.25 | \$20.25 | \$21.63 | \$20.25 |
| Cadet 2nd year | N/A | \$23.01 | \$25.31 | \$25.31 | \$27.04 | \$25.31 |
| Cadet 3rd year / Graduate cadet | N/A | \$27.61 | \$30.37 | \$30.37 | \$32.44 | \$30.37 |
| Editorial employee band 1 - level 1 | \$1,165.70 | \$30.68 | \$33.75 | \$33.75 | \$36.05 | \$33.75 |
| Editorial employee band 1 - level 2 | \$1,198.50 | \$31.54 | \$34.69 | \$34.69 | \$37.06 | \$34.69 |
| Editorial employee band 1 - level 3 | \$1,250.10 | \$32.90 | \$36.19 | \$36.19 | \$38.66 | \$36.19 |
| Editorial employee band 1 - level 4 | \$1,283.50 | \$33.78 | \$37.07 | \$37.07 | \$39.54 | \$37.07 |
| Editorial employee band 1 - level 5 | \$1,316.90 | \$34.66 | \$37.95 | \$37.95 | \$40.42 | \$37.95 |
| Editorial employee band 1 - level 6 | \$1,384.40 | \$36.43 | \$39.72 | \$39.72 | \$42.19 | \$39.72 |
| Editorial employee band 1 - level 7 | \$1,445.10 | \$38.03 | \$41.32 | \$41.32 | \$43.79 | \$41.32 |
| Editorial employee band 2 - level 8 | \$1,512.40 | \$39.80 | \$43.09 | \$43.09 | \$45.56 | \$43.09 |
| Editorial employee band 2 - level 9 | \$1,612.80 | \$42.44 | \$45.73 | \$45.73 | \$48.20 | \$45.73 |
| Editorial employee band 2 - level 10 | \$1,713.60 | \$45.09 | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) |
|-------------------------------------|---|---|--|----------------|---|---|
| Cadet 1st year | \$22.09 | \$22.09 | \$23.47 | \$46.03 | \$27.62 | \$36.82 |
| Cadet 2nd year | \$27.61 | \$27.61 | \$29.34 | \$57.53 | \$34.52 | \$46.02 |
| Cadet 3rd year / Graduate cadet | \$33.13 | \$33.13 | \$35.20 | \$69.03 | \$41.42 | \$55.22 |
| Editorial employee band 1 - level 1 | \$36.82 | \$36.82 | \$39.12 | \$76.70 | \$46.02 | \$61.36 |
| Editorial employee band 1 - level 2 | \$37.85 | \$37.85 | \$40.21 | \$78.85 | \$47.31 | \$63.08 |
| Editorial employee band 1 - level 3 | \$39.48 | \$39.48 | \$41.95 | \$82.25 | \$49.35 | \$65.80 |

| Classification | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) |
|--------------------------------------|--|--|---|-----------------------|--|--|
| Editorial employee band 1 - level 4 | \$40.36 | \$40.36 | \$42.83 | \$84.45 | \$50.67 | \$67.56 |
| Editorial employee band 1 - level 5 | \$41.24 | \$41.24 | \$43.71 | \$86.65 | \$51.99 | \$69.32 |
| Editorial employee band 1 - level 6 | \$43.01 | \$43.01 | \$45.48 | \$91.08 | \$54.65 | \$72.86 |
| Editorial employee band 1 - level 7 | \$44.61 | \$44.61 | \$47.08 | \$95.08 | \$57.05 | \$76.06 |
| Editorial employee band 2 - level 8 | \$46.38 | \$46.38 | \$48.85 | \$99.50 | \$59.70 | \$79.60 |
| Editorial employee band 2 - level 9 | \$49.02 | \$49.02 | \$51.49 | \$106.10 | \$63.66 | \$84.88 |
| Editorial employee band 2 - level 10 | N/A | N/A | N/A | \$112.73 | N/A | N/A |

Table 3 of 3

| Classification | Overtime - first 3 hours - in excess of agreed hours (part-time only) | Overtime - after 3 hours - in excess of agreed hours (part-time only) | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|--|---|--|---|
| Cadet 1st year | \$27.62 | \$36.82 | \$36.82 | \$27.62 | \$36.82 | \$27.62 |
| Cadet 2nd year | \$34.52 | \$46.02 | \$46.02 | \$34.52 | \$46.02 | \$34.52 |
| Cadet 3rd year / Graduate cadet | \$41.42 | \$55.22 | \$55.22 | \$41.42 | \$55.22 | \$41.42 |
| Editorial employee band 1 - level 1 | \$46.02 | \$61.36 | \$61.36 | \$46.02 | \$61.36 | \$46.02 |
| Editorial employee band 1 - level 2 | \$47.31 | \$63.08 | \$63.08 | \$47.31 | \$63.08 | \$47.31 |
| Editorial employee band 1 - level 3 | \$49.35 | \$65.80 | \$65.80 | \$49.35 | \$65.80 | \$49.35 |
| Editorial employee band 1 - level 4 | \$50.67 | \$67.56 | \$67.56 | \$50.67 | \$67.56 | \$50.67 |
| Editorial employee band 1 - level 5 | \$51.99 | \$69.32 | \$69.32 | \$51.99 | \$69.32 | \$51.99 |
| Editorial employee band 1 - level 6 | \$54.65 | \$72.86 | \$72.86 | \$54.65 | \$72.86 | \$54.65 |
| Editorial employee band 1 - level 7 | \$57.05 | \$76.06 | \$76.06 | \$57.05 | \$76.06 | \$57.05 |
| Editorial employee band 2 - level 8 | \$59.70 | \$79.60 | \$79.60 | \$59.70 | \$79.60 | \$59.70 |
| Editorial employee band 2 - level 9 | \$63.66 | \$84.88 | \$84.88 | \$63.66 | \$84.88 | \$63.66 |
| Editorial employee band 2 - level 10 | N/A | N/A | \$90.18 | N/A | N/A | N/A |

Digital publications - Full-time & part-time

These rates don't apply for digital publications associated with print publications.

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm |
|--------------------------------------|-----------------|-----------------|--|--|---|--|
| Cadet 1st year | N/A | \$18.41 | \$20.25 | \$20.25 | \$21.17 | \$20.25 |
| Cadet 2nd year | N/A | \$23.01 | \$25.31 | \$25.31 | \$26.46 | \$25.31 |
| Cadet 3rd year / Graduate cadet | N/A | \$27.61 | \$30.37 | \$30.37 | \$31.75 | \$30.37 |
| Editorial employee band 1 - level 1 | \$1,165.70 | \$30.68 | \$33.75 | \$33.75 | \$35.28 | \$33.75 |
| Editorial employee band 1 - level 2 | \$1,198.50 | \$31.54 | \$34.69 | \$34.69 | \$36.27 | \$34.69 |
| Editorial employee band 1 - level 3 | \$1,250.10 | \$32.90 | \$36.19 | \$36.19 | \$37.84 | \$36.19 |
| Editorial employee band 1 - level 4 | \$1,283.50 | \$33.78 | \$37.16 | \$37.16 | \$38.85 | \$37.16 |
| Editorial employee band 1 - level 5 | \$1,316.90 | \$34.66 | \$38.13 | \$38.13 | \$39.86 | \$38.13 |
| Editorial employee band 1 - level 6 | \$1,384.40 | \$36.43 | \$40.07 | \$40.07 | \$41.89 | \$40.07 |
| Editorial employee band 1 - level 7 | \$1,445.10 | \$38.03 | \$41.67 | \$41.67 | \$43.49 | \$41.67 |
| Editorial employee band 2 - level 8 | \$1,512.40 | \$39.80 | \$43.44 | \$43.44 | \$45.26 | \$43.44 |
| Editorial employee band 2 - level 9 | \$1,612.80 | \$42.44 | \$46.08 | \$46.08 | \$47.90 | \$46.08 |
| Editorial employee band 2 - level 10 | \$1,713.60 | \$45.09 | \$48.73 | \$48.73 | \$50.55 | \$48.73 |
| Editorial employee band 3 - level 11 | \$1,764.20 | \$46.43 | \$50.07 | \$50.07 | \$51.89 | \$50.07 |
| Editorial employee band 3 - level 12 | \$1,982.40 | \$52.17 | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$2,217.30 | \$58.35 | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) |
|--------------------------------------|--|--|---|-----------------------|--|--|
| Cadet 1st year | \$22.09 | \$22.09 | \$23.01 | \$46.03 | \$27.62 | \$36.82 |
| Cadet 2nd year | \$27.61 | \$27.61 | \$28.76 | \$57.53 | \$34.52 | \$46.02 |
| Cadet 3rd year / Graduate cadet | \$33.13 | \$33.13 | \$34.51 | \$69.03 | \$41.42 | \$55.22 |
| Editorial employee band 1 - level 1 | \$36.82 | \$36.82 | \$38.35 | \$76.70 | \$46.02 | \$61.36 |
| Editorial employee band 1 - level 2 | \$37.85 | \$37.85 | \$39.43 | \$78.85 | \$47.31 | \$63.08 |
| Editorial employee band 1 - level 3 | \$39.48 | \$39.48 | \$41.13 | \$82.25 | \$49.35 | \$65.80 |
| Editorial employee band 1 - level 4 | \$40.54 | \$40.54 | \$42.23 | \$84.45 | \$50.67 | \$67.56 |
| Editorial employee band 1 - level 5 | \$41.59 | \$41.59 | \$43.33 | \$86.65 | \$51.99 | \$69.32 |
| Editorial employee band 1 - level 6 | \$43.72 | \$43.72 | \$45.54 | \$91.08 | \$54.65 | \$72.86 |
| Editorial employee band 1 - level 7 | \$45.32 | \$45.32 | \$47.14 | \$95.08 | \$57.05 | \$76.06 |
| Editorial employee band 2 - level 8 | \$47.09 | \$47.09 | \$48.91 | \$99.50 | \$59.70 | \$79.60 |
| Editorial employee band 2 - level 9 | \$49.73 | \$49.73 | \$51.55 | \$106.10 | \$63.66 | \$84.88 |
| Editorial employee band 2 - level 10 | \$52.38 | \$52.38 | \$54.20 | \$112.73 | \$67.64 | \$90.18 |
| Editorial employee band 3 - level 11 | \$53.72 | \$53.72 | \$55.54 | \$116.08 | \$69.65 | \$92.86 |
| Editorial employee band 3 - level 12 | N/A | N/A | N/A | \$130.43 | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | N/A | \$145.88 | N/A | N/A |

Table 3 of 3

| Classification | Overtime - first 3 hours - in excess of agreed hours (part-time only) | Overtime - after 3 hours - in excess of agreed hours (part-time only) | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|--|---|--|---|
| Cadet 1st year | \$27.62 | \$36.82 | \$36.82 | \$27.62 | \$36.82 | \$27.62 |
| Cadet 2nd year | \$34.52 | \$46.02 | \$46.02 | \$34.52 | \$46.02 | \$34.52 |
| Cadet 3rd year / Graduate cadet | \$41.42 | \$55.22 | \$55.22 | \$41.42 | \$55.22 | \$41.42 |
| Editorial employee band 1 - level 1 | \$46.02 | \$61.36 | \$61.36 | \$46.02 | \$61.36 | \$46.02 |
| Editorial employee band 1 - level 2 | \$47.31 | \$63.08 | \$63.08 | \$47.31 | \$63.08 | \$47.31 |
| Editorial employee band 1 - level 3 | \$49.35 | \$65.80 | \$65.80 | \$49.35 | \$65.80 | \$49.35 |
| Editorial employee band 1 - level 4 | \$50.67 | \$67.56 | \$67.56 | \$50.67 | \$67.56 | \$50.67 |
| Editorial employee band 1 - level 5 | \$51.99 | \$69.32 | \$69.32 | \$51.99 | \$69.32 | \$51.99 |
| Editorial employee band 1 - level 6 | \$54.65 | \$72.86 | \$72.86 | \$54.65 | \$72.86 | \$54.65 |
| Editorial employee band 1 - level 7 | \$57.05 | \$76.06 | \$76.06 | \$57.05 | \$76.06 | \$57.05 |
| Editorial employee band 2 - level 8 | \$59.70 | \$79.60 | \$79.60 | \$59.70 | \$79.60 | \$59.70 |
| Editorial employee band 2 - level 9 | \$63.66 | \$84.88 | \$84.88 | \$63.66 | \$84.88 | \$63.66 |
| Editorial employee band 2 - level 10 | \$67.64 | \$90.18 | \$90.18 | \$67.64 | \$90.18 | \$67.64 |
| Editorial employee band 3 - level 11 | \$69.65 | \$92.86 | \$92.86 | \$69.65 | \$92.86 | \$69.65 |
| Editorial employee band 3 - level 12 | N/A | N/A | \$104.34 | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | \$116.70 | N/A | N/A | N/A |

Other publications - Full-time & part-time

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Saturday & Sunday - starts after 7am and finishes before 6pm |
|--------------------------------------|-----------------|-----------------|--|--|--|
| Cadet 1st year | N/A | \$18.41 | \$20.25 | \$20.25 | \$20.25 |
| Cadet 2nd year | N/A | \$23.01 | \$25.31 | \$25.31 | \$25.31 |
| Cadet 3rd year / Graduate cadet | N/A | \$27.61 | \$30.37 | \$30.37 | \$30.37 |
| Editorial employee band 1 - level 1 | \$1,165.70 | \$30.68 | \$33.75 | \$33.75 | \$33.75 |
| Editorial employee band 1 - level 2 | \$1,198.50 | \$31.54 | \$34.69 | \$34.69 | \$34.69 |
| Editorial employee band 1 - level 3 | \$1,250.10 | \$32.90 | \$36.19 | \$36.19 | \$36.19 |
| Editorial employee band 1 - level 4 | \$1,283.50 | \$33.78 | \$37.16 | \$37.16 | \$37.16 |
| Editorial employee band 1 - level 5 | \$1,316.90 | \$34.66 | \$38.13 | \$38.13 | \$38.13 |
| Editorial employee band 1 - level 6 | \$1,384.40 | \$36.43 | \$40.07 | \$40.07 | \$40.07 |
| Editorial employee band 1 - level 7 | \$1,445.10 | \$38.03 | \$41.67 | \$41.67 | \$41.67 |
| Editorial employee band 2 - level 8 | \$1,512.40 | \$39.80 | \$43.44 | \$43.44 | \$43.44 |
| Editorial employee band 2 - level 9 | \$1,612.80 | \$42.44 | \$46.08 | \$46.08 | \$46.08 |
| Editorial employee band 2 - level 10 | \$1,713.60 | \$45.09 | \$48.73 | \$48.73 | \$48.73 |
| Editorial employee band 3 - level 11 | \$1,764.20 | \$46.43 | \$50.07 | \$50.07 | \$50.07 |
| Editorial employee band 3 - level 12 | \$1,982.40 | \$52.17 | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$2,217.30 | \$58.35 | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Public holiday | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) |
|-------------------------------------|---|---|----------------|---|---|
| Cadet 1st year | \$22.09 | \$22.09 | \$46.03 | \$27.62 | \$36.82 |
| Cadet 2nd year | \$27.61 | \$27.61 | \$57.53 | \$34.52 | \$46.02 |
| Cadet 3rd year / Graduate cadet | \$33.13 | \$33.13 | \$69.03 | \$41.42 | \$55.22 |
| Editorial employee band 1 - level 1 | \$36.82 | \$36.82 | \$76.70 | \$46.02 | \$61.36 |
| Editorial employee band 1 - level 2 | \$37.85 | \$37.85 | \$78.85 | \$47.31 | \$63.08 |
| Editorial employee band 1 - level 3 | \$39.48 | \$39.48 | \$82.25 | \$49.35 | \$65.80 |
| Editorial employee band 1 - level 4 | \$40.54 | \$40.54 | \$84.45 | \$50.67 | \$67.56 |

| Classification | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Public holiday | Overtime - first 2 hours (full-time only) | Overtime - after 2 hours (full-time only) |
|--------------------------------------|--|--|-----------------------|--|--|
| Editorial employee band 1 - level 5 | \$41.59 | \$41.59 | \$86.65 | \$51.99 | \$69.32 |
| Editorial employee band 1 - level 6 | \$43.72 | \$43.72 | \$91.08 | \$54.65 | \$72.86 |
| Editorial employee band 1 - level 7 | \$45.32 | \$45.32 | \$95.08 | \$57.05 | \$76.06 |
| Editorial employee band 2 - level 8 | \$47.09 | \$47.09 | \$99.50 | \$59.70 | \$79.60 |
| Editorial employee band 2 - level 9 | \$49.73 | \$49.73 | \$106.10 | \$63.66 | \$84.88 |
| Editorial employee band 2 - level 10 | \$52.38 | \$52.38 | \$112.73 | \$67.64 | \$90.18 |
| Editorial employee band 3 - level 11 | \$53.72 | \$53.72 | \$116.08 | \$69.65 | \$92.86 |
| Editorial employee band 3 - level 12 | N/A | N/A | \$130.43 | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | \$145.88 | N/A | N/A |

Table 3 of 3

| Classification | Overtime - first 3 hours - in excess of agreed hours (part-time only) | Overtime - after 3 hours - in excess of agreed hours (part-time only) | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|--|---|--|---|
| Cadet 1st year | \$27.62 | \$36.82 | \$36.82 | \$27.62 | \$36.82 | \$27.62 |
| Cadet 2nd year | \$34.52 | \$46.02 | \$46.02 | \$34.52 | \$46.02 | \$34.52 |
| Cadet 3rd year / Graduate cadet | \$41.42 | \$55.22 | \$55.22 | \$41.42 | \$55.22 | \$41.42 |
| Editorial employee band 1 - level 1 | \$46.02 | \$61.36 | \$61.36 | \$46.02 | \$61.36 | \$46.02 |
| Editorial employee band 1 - level 2 | \$47.31 | \$63.08 | \$63.08 | \$47.31 | \$63.08 | \$47.31 |
| Editorial employee band 1 - level 3 | \$49.35 | \$65.80 | \$65.80 | \$49.35 | \$65.80 | \$49.35 |
| Editorial employee band 1 - level 4 | \$50.67 | \$67.56 | \$67.56 | \$50.67 | \$67.56 | \$50.67 |
| Editorial employee band 1 - level 5 | \$51.99 | \$69.32 | \$69.32 | \$51.99 | \$69.32 | \$51.99 |
| Editorial employee band 1 - level 6 | \$54.65 | \$72.86 | \$72.86 | \$54.65 | \$72.86 | \$54.65 |
| Editorial employee band 1 - level 7 | \$57.05 | \$76.06 | \$76.06 | \$57.05 | \$76.06 | \$57.05 |
| Editorial employee band 2 - level 8 | \$59.70 | \$79.60 | \$79.60 | \$59.70 | \$79.60 | \$59.70 |
| Editorial employee band 2 - level 9 | \$63.66 | \$84.88 | \$84.88 | \$63.66 | \$84.88 | \$63.66 |
| Editorial employee band 2 - level 10 | \$67.64 | \$90.18 | \$90.18 | \$67.64 | \$90.18 | \$67.64 |
| Editorial employee band 3 - level 11 | \$69.65 | \$92.86 | \$92.86 | \$69.65 | \$92.86 | \$69.65 |
| Editorial employee band 3 - level 12 | N/A | N/A | \$104.34 | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | \$116.70 | N/A | N/A | N/A |

Magazine or wire service - Casual

Table 1 of 3

| Classification | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am |
|--------------------------------------|-----------------|--|--|---|--|---|
| Editorial employee band 1 - level 1 | \$38.35 | \$41.42 | \$41.42 | \$43.72 | \$41.42 | \$44.49 |
| Editorial employee band 1 - level 2 | \$39.43 | \$42.58 | \$42.58 | \$44.95 | \$42.58 | \$45.74 |
| Editorial employee band 1 - level 3 | \$41.13 | \$44.42 | \$44.42 | \$46.89 | \$44.42 | \$47.71 |
| Editorial employee band 1 - level 4 | \$42.23 | \$45.61 | \$45.61 | \$48.14 | \$45.61 | \$48.99 |
| Editorial employee band 1 - level 5 | \$43.33 | \$46.80 | \$46.80 | \$49.40 | \$46.80 | \$50.26 |
| Editorial employee band 1 - level 6 | \$45.54 | \$49.18 | \$49.18 | \$51.92 | \$49.18 | \$52.83 |
| Editorial employee band 1 - level 7 | \$47.54 | \$51.34 | \$51.34 | \$54.20 | \$51.34 | \$55.15 |
| Editorial employee band 2 - level 8 | \$49.75 | \$53.73 | \$53.73 | \$56.72 | \$53.73 | \$57.71 |
| Editorial employee band 2 - level 9 | \$53.05 | \$57.03 | \$57.03 | \$60.02 | \$57.03 | \$61.01 |
| Editorial employee band 2 - level 10 | \$56.36 | \$60.34 | \$60.34 | \$63.33 | \$60.34 | \$64.32 |
| Editorial employee band 3 - level 11 | \$58.04 | \$62.02 | \$62.02 | \$65.01 | \$62.02 | \$66.00 |
| Editorial employee band 3 - level 12 | \$65.21 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$72.94 | N/A | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - working on a day off |
|-------------------------------------|---|--|----------------|--------------------------|--------------------------|---------------------------------|
| Editorial employee band 1 - level 1 | \$44.49 | \$46.79 | \$84.37 | \$53.69 | \$69.03 | \$69.03 |
| Editorial employee band 1 - level 2 | \$45.74 | \$48.10 | \$86.74 | \$55.20 | \$70.97 | \$70.97 |
| Editorial employee band 1 - level 3 | \$47.71 | \$50.18 | \$90.48 | \$57.58 | \$74.03 | \$74.03 |
| Editorial employee band 1 - level 4 | \$48.99 | \$51.52 | \$92.90 | \$59.12 | \$76.01 | \$76.01 |
| Editorial employee band 1 - level 5 | \$50.26 | \$52.86 | \$95.32 | \$60.66 | \$77.99 | \$77.99 |
| Editorial employee band 1 - level 6 | \$52.83 | \$55.56 | \$100.18 | \$63.75 | \$81.97 | \$81.97 |

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - working on a day off |
|--------------------------------------|--|---|-----------------------|---------------------------------|---------------------------------|--|
| Editorial employee band 1 - level 7 | \$55.15 | \$58.00 | \$104.58 | \$66.55 | \$85.57 | \$85.57 |
| Editorial employee band 2 - level 8 | \$57.71 | \$60.70 | \$109.45 | \$69.65 | \$89.55 | \$89.55 |
| Editorial employee band 2 - level 9 | \$61.01 | \$64.00 | \$116.71 | \$74.27 | \$95.49 | \$95.49 |
| Editorial employee band 2 - level 10 | \$64.32 | \$67.31 | \$124.00 | \$78.91 | \$101.45 | \$101.45 |
| Editorial employee band 3 - level 11 | \$66.00 | \$68.99 | \$127.68 | \$81.25 | \$104.47 | \$104.47 |
| Editorial employee band 3 - level 12 | N/A | N/A | \$143.47 | N/A | N/A | \$117.38 |
| Editorial employee band 3 - level 13 | N/A | N/A | \$160.46 | N/A | N/A | \$131.29 |

Table 3 of 3

| Classification | Overtime - distant engagement - first 8 hours | Overtime - distant engagement - after 8 hours | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|--|---|--|---|
| Editorial employee band 1 - level 1 | \$53.69 | \$69.03 | \$53.69 | \$69.03 | \$53.69 |
| Editorial employee band 1 - level 2 | \$55.20 | \$70.97 | \$55.20 | \$70.97 | \$55.20 |
| Editorial employee band 1 - level 3 | \$57.58 | \$74.03 | \$57.58 | \$74.03 | \$57.58 |
| Editorial employee band 1 - level 4 | \$59.12 | \$76.01 | \$59.12 | \$76.01 | \$59.12 |
| Editorial employee band 1 - level 5 | \$60.66 | \$77.99 | \$60.66 | \$77.99 | \$60.66 |
| Editorial employee band 1 - level 6 | \$63.75 | \$81.97 | \$63.75 | \$81.97 | \$63.75 |
| Editorial employee band 1 - level 7 | \$66.55 | \$85.57 | \$66.55 | \$85.57 | \$66.55 |
| Editorial employee band 2 - level 8 | \$69.65 | \$89.55 | \$69.65 | \$89.55 | \$69.65 |
| Editorial employee band 2 - level 9 | \$74.27 | \$95.49 | \$74.27 | \$95.49 | \$74.27 |
| Editorial employee band 2 - level 10 | \$78.91 | \$101.45 | \$78.91 | \$101.45 | \$78.91 |
| Editorial employee band 3 - level 11 | \$81.25 | \$104.47 | \$81.25 | \$104.47 | \$81.25 |
| Editorial employee band 3 - level 12 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | N/A | N/A | N/A |

Country non-daily newspaper - Casual

If the Sub-editing allowance applies the rates below should not be used, and should be calculated using [Pay and Conditions Tool](#).

Table 1 of 3

| Classification | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am |
|-------------------------------------|-----------------|--|--|---|--|---|
| Editorial employee band 1 - level 1 | \$38.35 | \$41.42 | \$41.42 | \$42.95 | \$41.42 | \$44.49 |
| Editorial employee band 1 - level 2 | \$39.43 | \$42.58 | \$42.58 | \$44.16 | \$42.58 | \$45.74 |
| Editorial employee band 1 - level 3 | \$41.13 | \$44.42 | \$44.42 | \$46.07 | \$44.42 | \$47.71 |
| Editorial employee band 1 - level 4 | \$42.23 | \$45.61 | \$45.61 | \$47.30 | \$45.61 | \$48.99 |
| Editorial employee band 1 - level 5 | \$43.33 | \$46.80 | \$46.80 | \$48.53 | \$46.80 | \$50.26 |
| Editorial employee band 1 - level 6 | \$45.54 | \$49.18 | \$49.18 | \$51.00 | \$49.18 | \$52.83 |
| Editorial employee band 1 - level 7 | \$47.54 | \$51.18 | \$51.18 | \$53.00 | \$51.18 | \$54.83 |
| Editorial employee band 2 - level 8 | \$49.75 | \$53.39 | \$53.39 | \$55.21 | \$53.39 | \$57.04 |
| Editorial employee band 2 - level 9 | \$53.05 | N/A | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours |
|-------------------------------------|---|--|----------------|--------------------------|--------------------------|
| Editorial employee band 1 - level 1 | \$44.49 | \$46.02 | \$84.37 | \$53.69 | \$69.03 |
| Editorial employee band 1 - level 2 | \$45.74 | \$47.32 | \$86.74 | \$55.20 | \$70.97 |
| Editorial employee band 1 - level 3 | \$47.71 | \$49.36 | \$90.48 | \$57.58 | \$74.03 |
| Editorial employee band 1 - level 4 | \$48.99 | \$50.68 | \$92.90 | \$59.12 | \$76.01 |
| Editorial employee band 1 - level 5 | \$50.26 | \$52.00 | \$95.32 | \$60.66 | \$77.99 |
| Editorial employee band 1 - level 6 | \$52.83 | \$54.65 | \$100.18 | \$63.75 | \$81.97 |
| Editorial employee band 1 - level 7 | \$54.83 | \$56.65 | \$104.58 | \$66.55 | \$85.57 |
| Editorial employee band 2 - level 8 | \$57.04 | \$58.86 | \$109.45 | \$69.65 | \$89.55 |
| Editorial employee band 2 - level 9 | N/A | N/A | \$116.71 | N/A | N/A |

Table 3 of 3

| Classification | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|-------------------------------------|--|---|--|---|
| Editorial employee band 1 - level 1 | \$69.03 | \$53.69 | \$69.03 | \$53.69 |
| Editorial employee band 1 - level 2 | \$70.97 | \$55.20 | \$70.97 | \$55.20 |
| Editorial employee band 1 - level 3 | \$74.03 | \$57.58 | \$74.03 | \$57.58 |
| Editorial employee band 1 - level 4 | \$76.01 | \$59.12 | \$76.01 | \$59.12 |
| Editorial employee band 1 - level 5 | \$77.99 | \$60.66 | \$77.99 | \$60.66 |
| Editorial employee band 1 - level 6 | \$81.97 | \$63.75 | \$81.97 | \$63.75 |
| Editorial employee band 1 - level 7 | \$85.57 | \$66.55 | \$85.57 | \$66.55 |
| Editorial employee band 2 - level 8 | \$89.55 | \$69.65 | \$89.55 | \$69.65 |
| Editorial employee band 2 - level 9 | \$95.49 | N/A | N/A | N/A |

Metropolitan daily newspaper - Casual

Table 1 of 3

| Classification | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am |
|--------------------------------------|-----------------|--|--|---|--|---|
| Editorial employee band 1 - level 1 | \$38.35 | \$41.42 | \$41.42 | \$43.72 | \$41.42 | \$44.49 |
| Editorial employee band 1 - level 2 | \$39.43 | \$42.58 | \$42.58 | \$44.95 | \$42.58 | \$45.74 |
| Editorial employee band 1 - level 3 | \$41.13 | \$44.42 | \$44.42 | \$46.89 | \$44.42 | \$47.71 |
| Editorial employee band 1 - level 4 | \$42.23 | \$45.61 | \$45.61 | \$48.14 | \$45.61 | \$48.99 |
| Editorial employee band 1 - level 5 | \$43.33 | \$46.80 | \$46.80 | \$49.40 | \$46.80 | \$50.26 |
| Editorial employee band 1 - level 6 | \$45.54 | \$49.18 | \$49.18 | \$51.92 | \$49.18 | \$52.83 |
| Editorial employee band 1 - level 7 | \$47.54 | \$51.34 | \$51.34 | \$54.20 | \$51.34 | \$55.15 |
| Editorial employee band 2 - level 8 | \$49.75 | \$53.73 | \$53.73 | \$56.72 | \$53.73 | \$57.71 |
| Editorial employee band 2 - level 9 | \$53.05 | \$57.03 | \$57.03 | \$60.02 | \$57.03 | \$61.01 |
| Editorial employee band 2 - level 10 | \$56.36 | \$60.34 | \$60.34 | \$63.33 | \$60.34 | \$64.32 |
| Editorial employee band 3 - level 11 | \$58.04 | \$62.02 | \$62.02 | \$65.01 | \$62.02 | \$66.00 |
| Editorial employee band 3 - level 12 | \$65.21 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$72.94 | N/A | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - working on a day off |
|-------------------------------------|---|--|----------------|--------------------------|--------------------------|---------------------------------|
| Editorial employee band 1 - level 1 | \$44.49 | \$46.79 | \$84.37 | \$53.69 | \$69.03 | \$69.03 |
| Editorial employee band 1 - level 2 | \$45.74 | \$48.10 | \$86.74 | \$55.20 | \$70.97 | \$70.97 |
| Editorial employee band 1 - level 3 | \$47.71 | \$50.18 | \$90.48 | \$57.58 | \$74.03 | \$74.03 |
| Editorial employee band 1 - level 4 | \$48.99 | \$51.52 | \$92.90 | \$59.12 | \$76.01 | \$76.01 |
| Editorial employee band 1 - level 5 | \$50.26 | \$52.86 | \$95.32 | \$60.66 | \$77.99 | \$77.99 |
| Editorial employee band 1 - level 6 | \$52.83 | \$55.56 | \$100.18 | \$63.75 | \$81.97 | \$81.97 |

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - working on a day off |
|--------------------------------------|---|--|----------------|--------------------------|--------------------------|---------------------------------|
| Editorial employee band 1 - level 7 | \$55.15 | \$58.00 | \$104.58 | \$66.55 | \$85.57 | \$85.57 |
| Editorial employee band 2 - level 8 | \$57.71 | \$60.70 | \$109.45 | \$69.65 | \$89.55 | \$89.55 |
| Editorial employee band 2 - level 9 | \$61.01 | \$64.00 | \$116.71 | \$74.27 | \$95.49 | \$95.49 |
| Editorial employee band 2 - level 10 | \$64.32 | \$67.31 | \$124.00 | \$78.91 | \$101.45 | \$101.45 |
| Editorial employee band 3 - level 11 | \$66.00 | \$68.99 | \$127.68 | \$81.25 | \$104.47 | \$104.47 |
| Editorial employee band 3 - level 12 | N/A | N/A | \$143.47 | N/A | N/A | \$117.38 |
| Editorial employee band 3 - level 13 | N/A | N/A | \$160.46 | N/A | N/A | \$131.29 |

Table 3 of 3

| Classification | Overtime - distant engagement - first 8 hours | Overtime - distant engagement - after 8 hours | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|---|---|--|---------------------------------------|--|
| Editorial employee band 1 - level 1 | \$53.69 | \$69.03 | \$53.69 | \$69.03 | \$53.69 |
| Editorial employee band 1 - level 2 | \$55.20 | \$70.97 | \$55.20 | \$70.97 | \$55.20 |
| Editorial employee band 1 - level 3 | \$57.58 | \$74.03 | \$57.58 | \$74.03 | \$57.58 |
| Editorial employee band 1 - level 4 | \$59.12 | \$76.01 | \$59.12 | \$76.01 | \$59.12 |
| Editorial employee band 1 - level 5 | \$60.66 | \$77.99 | \$60.66 | \$77.99 | \$60.66 |
| Editorial employee band 1 - level 6 | \$63.75 | \$81.97 | \$63.75 | \$81.97 | \$63.75 |
| Editorial employee band 1 - level 7 | \$66.55 | \$85.57 | \$66.55 | \$85.57 | \$66.55 |
| Editorial employee band 2 - level 8 | \$69.65 | \$89.55 | \$69.65 | \$89.55 | \$69.65 |
| Editorial employee band 2 - level 9 | \$74.27 | \$95.49 | \$74.27 | \$95.49 | \$74.27 |
| Editorial employee band 2 - level 10 | \$78.91 | \$101.45 | \$78.91 | \$101.45 | \$78.91 |
| Editorial employee band 3 - level 11 | \$81.25 | \$104.47 | \$81.25 | \$104.47 | \$81.25 |
| Editorial employee band 3 - level 12 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | N/A | N/A | N/A |

Regional daily newspaper - Casual

If the Sub-editing allowance applies the rates below should not be used, and should be calculated using [Pay and Conditions Tool](#).

Table 1 of 3

| Classification | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am |
|--------------------------------------|-----------------|--|--|---|--|---|
| Editorial employee band 1 - level 1 | \$38.35 | \$41.42 | \$41.42 | \$42.95 | \$41.42 | \$44.49 |
| Editorial employee band 1 - level 2 | \$39.43 | \$42.58 | \$42.58 | \$44.16 | \$42.58 | \$45.74 |
| Editorial employee band 1 - level 3 | \$41.13 | \$44.42 | \$44.42 | \$46.07 | \$44.42 | \$47.71 |
| Editorial employee band 1 - level 4 | \$42.23 | \$45.61 | \$45.61 | \$47.30 | \$45.61 | \$48.99 |
| Editorial employee band 1 - level 5 | \$43.33 | \$46.80 | \$46.80 | \$48.53 | \$46.80 | \$50.26 |
| Editorial employee band 1 - level 6 | \$45.54 | \$49.18 | \$49.18 | \$51.00 | \$49.18 | \$52.83 |
| Editorial employee band 1 - level 7 | \$47.54 | \$51.34 | \$51.34 | \$53.24 | \$51.34 | \$55.15 |
| Editorial employee band 2 - level 8 | \$49.75 | \$53.73 | \$53.73 | \$55.72 | \$53.73 | \$57.71 |
| Editorial employee band 2 - level 9 | \$53.05 | \$57.03 | \$57.03 | \$59.02 | \$57.03 | \$61.01 |
| Editorial employee band 2 - level 10 | \$56.36 | \$60.34 | \$60.34 | \$62.33 | \$60.34 | \$64.32 |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours |
|--------------------------------------|---|--|----------------|--------------------------|--------------------------|
| Editorial employee band 1 - level 1 | \$44.49 | \$46.02 | \$84.37 | \$53.69 | \$69.03 |
| Editorial employee band 1 - level 2 | \$45.74 | \$47.32 | \$86.74 | \$55.20 | \$70.97 |
| Editorial employee band 1 - level 3 | \$47.71 | \$49.36 | \$90.48 | \$57.58 | \$74.03 |
| Editorial employee band 1 - level 4 | \$48.99 | \$50.68 | \$92.90 | \$59.12 | \$76.01 |
| Editorial employee band 1 - level 5 | \$50.26 | \$52.00 | \$95.32 | \$60.66 | \$77.99 |
| Editorial employee band 1 - level 6 | \$52.83 | \$54.65 | \$100.18 | \$63.75 | \$81.97 |
| Editorial employee band 1 - level 7 | \$55.15 | \$57.05 | \$104.58 | \$66.55 | \$85.57 |
| Editorial employee band 2 - level 8 | \$57.71 | \$59.70 | \$109.45 | \$69.65 | \$89.55 |
| Editorial employee band 2 - level 9 | \$61.01 | \$63.00 | \$116.71 | \$74.27 | \$95.49 |
| Editorial employee band 2 - level 10 | \$64.32 | \$66.31 | \$124.00 | \$78.91 | \$101.45 |

Table 3 of 3

| Classification | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|---|--|---|
| Editorial employee band 1 - level 1 | \$69.03 | \$53.69 | \$69.03 | \$53.69 |
| Editorial employee band 1 - level 2 | \$70.97 | \$55.20 | \$70.97 | \$55.20 |
| Editorial employee band 1 - level 3 | \$74.03 | \$57.58 | \$74.03 | \$57.58 |
| Editorial employee band 1 - level 4 | \$76.01 | \$59.12 | \$76.01 | \$59.12 |
| Editorial employee band 1 - level 5 | \$77.99 | \$60.66 | \$77.99 | \$60.66 |
| Editorial employee band 1 - level 6 | \$81.97 | \$63.75 | \$81.97 | \$63.75 |
| Editorial employee band 1 - level 7 | \$85.57 | \$66.55 | \$85.57 | \$66.55 |
| Editorial employee band 2 - level 8 | \$89.55 | \$69.65 | \$89.55 | \$69.65 |
| Editorial employee band 2 - level 9 | \$95.49 | \$74.27 | \$95.49 | \$74.27 |
| Editorial employee band 2 - level 10 | \$101.45 | \$78.91 | \$101.45 | \$78.91 |

Suburban newspaper - Casual

Table 1 of 3

| Classification | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am |
|--------------------------------------|-----------------|--|--|---|--|---|
| Editorial employee band 1 - level 1 | \$38.35 | \$41.42 | \$41.42 | \$43.72 | \$41.42 | \$44.49 |
| Editorial employee band 1 - level 2 | \$39.43 | \$42.58 | \$42.58 | \$44.95 | \$42.58 | \$45.74 |
| Editorial employee band 1 - level 3 | \$41.13 | \$44.42 | \$44.42 | \$46.89 | \$44.42 | \$47.71 |
| Editorial employee band 1 - level 4 | \$42.23 | \$45.52 | \$45.52 | \$47.99 | \$45.52 | \$48.81 |
| Editorial employee band 1 - level 5 | \$43.33 | \$46.62 | \$46.62 | \$49.09 | \$46.62 | \$49.91 |
| Editorial employee band 1 - level 6 | \$45.54 | \$48.83 | \$48.83 | \$51.30 | \$48.83 | \$52.12 |
| Editorial employee band 1 - level 7 | \$47.54 | \$50.83 | \$50.83 | \$53.30 | \$50.83 | \$54.12 |
| Editorial employee band 2 - level 8 | \$49.75 | \$53.04 | \$53.04 | \$55.51 | \$53.04 | \$56.33 |
| Editorial employee band 2 - level 9 | \$53.05 | \$56.34 | \$56.34 | \$58.81 | \$56.34 | \$59.63 |
| Editorial employee band 2 - level 10 | \$56.36 | N/A | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours |
|--------------------------------------|---|--|----------------|--------------------------|--------------------------|
| Editorial employee band 1 - level 1 | \$44.49 | \$46.79 | \$84.37 | \$53.69 | \$69.03 |
| Editorial employee band 1 - level 2 | \$45.74 | \$48.10 | \$86.74 | \$55.20 | \$70.97 |
| Editorial employee band 1 - level 3 | \$47.71 | \$50.18 | \$90.48 | \$57.58 | \$74.03 |
| Editorial employee band 1 - level 4 | \$48.81 | \$51.28 | \$92.90 | \$59.12 | \$76.01 |
| Editorial employee band 1 - level 5 | \$49.91 | \$52.38 | \$95.32 | \$60.66 | \$77.99 |
| Editorial employee band 1 - level 6 | \$52.12 | \$54.59 | \$100.18 | \$63.75 | \$81.97 |
| Editorial employee band 1 - level 7 | \$54.12 | \$56.59 | \$104.58 | \$66.55 | \$85.57 |
| Editorial employee band 2 - level 8 | \$56.33 | \$58.80 | \$109.45 | \$69.65 | \$89.55 |
| Editorial employee band 2 - level 9 | \$59.63 | \$62.10 | \$116.71 | \$74.27 | \$95.49 |
| Editorial employee band 2 - level 10 | N/A | N/A | \$124.00 | N/A | N/A |

Table 3 of 3

| Classification | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|---|--|---|
| Editorial employee band 1 - level 1 | \$69.03 | \$53.69 | \$69.03 | \$53.69 |
| Editorial employee band 1 - level 2 | \$70.97 | \$55.20 | \$70.97 | \$55.20 |
| Editorial employee band 1 - level 3 | \$74.03 | \$57.58 | \$74.03 | \$57.58 |
| Editorial employee band 1 - level 4 | \$76.01 | \$59.12 | \$76.01 | \$59.12 |
| Editorial employee band 1 - level 5 | \$77.99 | \$60.66 | \$77.99 | \$60.66 |
| Editorial employee band 1 - level 6 | \$81.97 | \$63.75 | \$81.97 | \$63.75 |
| Editorial employee band 1 - level 7 | \$85.57 | \$66.55 | \$85.57 | \$66.55 |
| Editorial employee band 2 - level 8 | \$89.55 | \$69.65 | \$89.55 | \$69.65 |
| Editorial employee band 2 - level 9 | \$95.49 | \$74.27 | \$95.49 | \$74.27 |
| Editorial employee band 2 - level 10 | \$101.45 | N/A | N/A | N/A |

Digital publications - Casual

These rates don't apply for digital publications associated with print publications.

Table 1 of 3

| Classification | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Shiftwork - Monday to Friday - shift includes work between 8.30pm and 6am | Saturday & Sunday - starts after 7am and finishes before 6pm | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am |
|--------------------------------------|-----------------|--|--|---|--|---|
| Editorial employee band 1 - level 1 | \$38.35 | \$41.42 | \$41.42 | \$42.95 | \$41.42 | \$44.49 |
| Editorial employee band 1 - level 2 | \$39.43 | \$42.58 | \$42.58 | \$44.16 | \$42.58 | \$45.74 |
| Editorial employee band 1 - level 3 | \$41.13 | \$44.42 | \$44.42 | \$46.07 | \$44.42 | \$47.71 |
| Editorial employee band 1 - level 4 | \$42.23 | \$45.61 | \$45.61 | \$47.30 | \$45.61 | \$48.99 |
| Editorial employee band 1 - level 5 | \$43.33 | \$46.80 | \$46.80 | \$48.53 | \$46.80 | \$50.26 |
| Editorial employee band 1 - level 6 | \$45.54 | \$49.18 | \$49.18 | \$51.00 | \$49.18 | \$52.83 |
| Editorial employee band 1 - level 7 | \$47.54 | \$51.18 | \$51.18 | \$53.00 | \$51.18 | \$54.83 |
| Editorial employee band 2 - level 8 | \$49.75 | \$53.39 | \$53.39 | \$55.21 | \$53.39 | \$57.04 |
| Editorial employee band 2 - level 9 | \$53.05 | \$56.69 | \$56.69 | \$58.51 | \$56.69 | \$60.34 |
| Editorial employee band 2 - level 10 | \$56.36 | \$60.00 | \$60.00 | \$61.82 | \$60.00 | \$63.65 |
| Editorial employee band 3 - level 11 | \$58.04 | \$61.68 | \$61.68 | \$63.50 | \$61.68 | \$65.33 |
| Editorial employee band 3 - level 12 | \$65.21 | N/A | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$72.94 | N/A | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours |
|-------------------------------------|---|--|----------------|--------------------------|--------------------------|
| Editorial employee band 1 - level 1 | \$44.49 | \$46.02 | \$84.37 | \$53.69 | \$69.03 |
| Editorial employee band 1 - level 2 | \$45.74 | \$47.32 | \$86.74 | \$55.20 | \$70.97 |
| Editorial employee band 1 - level 3 | \$47.71 | \$49.36 | \$90.48 | \$57.58 | \$74.03 |
| Editorial employee band 1 - level 4 | \$48.99 | \$50.68 | \$92.90 | \$59.12 | \$76.01 |
| Editorial employee band 1 - level 5 | \$50.26 | \$52.00 | \$95.32 | \$60.66 | \$77.99 |
| Editorial employee band 1 - level 6 | \$52.83 | \$54.65 | \$100.18 | \$63.75 | \$81.97 |

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Shiftwork - Saturday & Sunday - shift includes work between 8.30pm and 6am | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours |
|--------------------------------------|--|---|-----------------------|---------------------------------|---------------------------------|
| Editorial employee band 1 - level 7 | \$54.83 | \$56.65 | \$104.58 | \$66.55 | \$85.57 |
| Editorial employee band 2 - level 8 | \$57.04 | \$58.86 | \$109.45 | \$69.65 | \$89.55 |
| Editorial employee band 2 - level 9 | \$60.34 | \$62.16 | \$116.71 | \$74.27 | \$95.49 |
| Editorial employee band 2 - level 10 | \$63.65 | \$65.47 | \$124.00 | \$78.91 | \$101.45 |
| Editorial employee band 3 - level 11 | \$65.33 | \$67.15 | \$127.68 | \$81.25 | \$104.47 |
| Editorial employee band 3 - level 12 | N/A | N/A | \$143.47 | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | N/A | \$160.46 | N/A | N/A |

Table 3 of 3

| Classification | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|---|--|---|
| Editorial employee band 1 - level 1 | \$69.03 | \$53.69 | \$69.03 | \$53.69 |
| Editorial employee band 1 - level 2 | \$70.97 | \$55.20 | \$70.97 | \$55.20 |
| Editorial employee band 1 - level 3 | \$74.03 | \$57.58 | \$74.03 | \$57.58 |
| Editorial employee band 1 - level 4 | \$76.01 | \$59.12 | \$76.01 | \$59.12 |
| Editorial employee band 1 - level 5 | \$77.99 | \$60.66 | \$77.99 | \$60.66 |
| Editorial employee band 1 - level 6 | \$81.97 | \$63.75 | \$81.97 | \$63.75 |
| Editorial employee band 1 - level 7 | \$85.57 | \$66.55 | \$85.57 | \$66.55 |
| Editorial employee band 2 - level 8 | \$89.55 | \$69.65 | \$89.55 | \$69.65 |
| Editorial employee band 2 - level 9 | \$95.49 | \$74.27 | \$95.49 | \$74.27 |
| Editorial employee band 2 - level 10 | \$101.45 | \$78.91 | \$101.45 | \$78.91 |
| Editorial employee band 3 - level 11 | \$104.47 | \$81.25 | \$104.47 | \$81.25 |
| Editorial employee band 3 - level 12 | \$117.38 | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$131.29 | N/A | N/A | N/A |

Other publications - Casual

Table 1 of 3

| Classification | Hourly pay rate | Shiftwork - Monday to Friday - shift includes work between 6am and 7am | Shiftwork - Monday to Friday - finishes between 6pm and 8.30pm | Saturday & Sunday - starts after 7am and finishes before 6pm | Shiftwork - Saturday & Sunday - shift includes work between 6am and 7am |
|--------------------------------------|-----------------|--|--|--|---|
| Editorial employee band 1 - level 1 | \$38.35 | \$41.42 | \$41.42 | \$41.42 | \$44.49 |
| Editorial employee band 1 - level 2 | \$39.43 | \$42.58 | \$42.58 | \$42.58 | \$45.74 |
| Editorial employee band 1 - level 3 | \$41.13 | \$44.42 | \$44.42 | \$44.42 | \$47.71 |
| Editorial employee band 1 - level 4 | \$42.23 | \$45.61 | \$45.61 | \$45.61 | \$48.99 |
| Editorial employee band 1 - level 5 | \$43.33 | \$46.80 | \$46.80 | \$46.80 | \$50.26 |
| Editorial employee band 1 - level 6 | \$45.54 | \$49.18 | \$49.18 | \$49.18 | \$52.83 |
| Editorial employee band 1 - level 7 | \$47.54 | \$51.18 | \$51.18 | \$51.18 | \$54.83 |
| Editorial employee band 2 - level 8 | \$49.75 | \$53.39 | \$53.39 | \$53.39 | \$57.04 |
| Editorial employee band 2 - level 9 | \$53.05 | \$56.69 | \$56.69 | \$56.69 | \$60.34 |
| Editorial employee band 2 - level 10 | \$56.36 | \$60.00 | \$60.00 | \$60.00 | \$63.65 |
| Editorial employee band 3 - level 11 | \$58.04 | \$61.68 | \$61.68 | \$61.68 | \$65.33 |
| Editorial employee band 3 - level 12 | \$65.21 | N/A | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$72.94 | N/A | N/A | N/A | N/A |

Table 2 of 3

| Classification | Shiftwork - Saturday & Sunday - finishes between 6pm and 8.30pm | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours |
|--------------------------------------|---|----------------|--------------------------|--------------------------|
| Editorial employee band 1 - level 1 | \$44.49 | \$84.37 | \$53.69 | \$69.03 |
| Editorial employee band 1 - level 2 | \$45.74 | \$86.74 | \$55.20 | \$70.97 |
| Editorial employee band 1 - level 3 | \$47.71 | \$90.48 | \$57.58 | \$74.03 |
| Editorial employee band 1 - level 4 | \$48.99 | \$92.90 | \$59.12 | \$76.01 |
| Editorial employee band 1 - level 5 | \$50.26 | \$95.32 | \$60.66 | \$77.99 |
| Editorial employee band 1 - level 6 | \$52.83 | \$100.18 | \$63.75 | \$81.97 |
| Editorial employee band 1 - level 7 | \$54.83 | \$104.58 | \$66.55 | \$85.57 |
| Editorial employee band 2 - level 8 | \$57.04 | \$109.45 | \$69.65 | \$89.55 |
| Editorial employee band 2 - level 9 | \$60.34 | \$116.71 | \$74.27 | \$95.49 |
| Editorial employee band 2 - level 10 | \$63.65 | \$124.00 | \$78.91 | \$101.45 |
| Editorial employee band 3 - level 11 | \$65.33 | \$127.68 | \$81.25 | \$104.47 |
| Editorial employee band 3 - level 12 | N/A | \$143.47 | N/A | N/A |
| Editorial employee band 3 - level 13 | N/A | \$160.46 | N/A | N/A |

Table 3 of 3

| Classification | Overtime - working on a day off | Less than 12 hour break after distant engagement | Less than 8 hour break between shifts | Break of more than 8 hours but less than 11 hours between shifts |
|--------------------------------------|--|---|--|---|
| Editorial employee band 1 - level 1 | \$69.03 | \$53.69 | \$69.03 | \$53.69 |
| Editorial employee band 1 - level 2 | \$70.97 | \$55.20 | \$70.97 | \$55.20 |
| Editorial employee band 1 - level 3 | \$74.03 | \$57.58 | \$74.03 | \$57.58 |
| Editorial employee band 1 - level 4 | \$76.01 | \$59.12 | \$76.01 | \$59.12 |
| Editorial employee band 1 - level 5 | \$77.99 | \$60.66 | \$77.99 | \$60.66 |
| Editorial employee band 1 - level 6 | \$81.97 | \$63.75 | \$81.97 | \$63.75 |
| Editorial employee band 1 - level 7 | \$85.57 | \$66.55 | \$85.57 | \$66.55 |
| Editorial employee band 2 - level 8 | \$89.55 | \$69.65 | \$89.55 | \$69.65 |
| Editorial employee band 2 - level 9 | \$95.49 | \$74.27 | \$95.49 | \$74.27 |
| Editorial employee band 2 - level 10 | \$101.45 | \$78.91 | \$101.45 | \$78.91 |
| Editorial employee band 3 - level 11 | \$104.47 | \$81.25 | \$104.47 | \$81.25 |
| Editorial employee band 3 - level 12 | \$117.38 | N/A | N/A | N/A |
| Editorial employee band 3 - level 13 | \$131.29 | N/A | N/A | N/A |

Allowances

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

| Allowances | Rate |
|--|---|
| Cadet journalist fees reimbursement | reimbursement of fees for prescribed courses (excluding amounts owed under the Higher Education Contribution Scheme) |
| Damage to clothing reimbursement | reasonable compensation for damage to clothing and personal effects |
| Evening attire allowance | \$300.00 minimum per year |
| Expenses reimbursement | reimbursement for reasonable out-of-pocket expenses, including transport expenses |
| Meal allowance - more than one meal a day away from home | \$24.92 per meal for the 2nd and 3rd meal |
| Permanent transfer to another location reimbursement | reimbursement for reasonable travelling expenses for the employee and their family and the transfer or storage of furniture and personal property |
| Personal air travel insurance reimbursement | reimbursement for additional personal insurance to cover any existing personal insurance policies that would be invalidated by such travel |
| Special risk insurance reimbursement | reimbursement for the cost of insuring against injury or death by accident from any air travel other than by regular passenger carrying service or any duties performed in a war zone or warlike operations |
| Spectacle allowance - in receipt of a health fund benefit | reimbursement for the difference between the cost of the spectacles and the benefit, with a maximum of \$120.87 on the first frames. The employer will not be liable for the tinted or outdoor component of any lenses. |
| Spectacle allowance - not in receipt of a health fund benefit | reimbursement for the cost of the lens and up to \$120.87 on the first frames. The employer will not be liable for the tinted or outdoor component of any lenses. |
| *Sub-editing allowance - country non-daily newspaper or a regional daily newspaper | 5% of the employee's minimum hourly rate per hour for an employee who works a full shift as a sub-editor |
| Temporary transfer to another location reimbursement | reimbursement for all reasonable expenses for accommodation and travel |