Australian Government Fair Work OMBUDSMAN

Pay Guide - Food, Beverage and Tobacco Manufacturing Award [MA000073]

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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 an apprentice started their apprenticeship before 1 January 2014, please use the Pay and Conditions Tool to calculate minimum rates, penalty rates and overtime.
If any all purpose allowances apply the rates below should not be used, and should be calculated using the Pay and Conditions Tool.

Adult
Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Level 1	$978.10	$25.74	$38.61	$51.48	$64.35	$28.96	$29.60
Level 2	$1,004.90	$26.44	$39.66	$52.88	$66.10	$29.75	$30.41
Level 3	$1,029.10	$27.08	$40.62	$54.16	$67.70	$30.47	$31.14
Level 4	$1,062.90	$27.97	$41.96	$55.94	$69.93	$31.47	$32.17
Level 5	$1,119.10	$29.45	$44.18	$58.90	$73.63	$33.13	$33.87
Level 6	$1,154.30	$30.38	$45.57	$60.76	$75.95	$34.18	$34.94

Table 2 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork
Level 1	$29.60	$33.46	$38.61	$51.48	$38.61	$51.48	$51.48
Level 2	$30.41	$34.37	$39.66	$52.88	$39.66	$52.88	$52.88
Level 3	$31.14	$35.20	$40.62	$54.16	$40.62	$54.16	$54.16
Level 4	$32.17	$36.36	$41.96	$55.94	$41.96	$55.94	$55.94
Level 5	$33.87	$38.29	$44.18	$58.90	$44.18	$58.90	$58.90
Level 6	$34.94	$39.49	$45.57	$60.76	$45.57	$60.76	$60.76

Table 3 of 5

Classification	Public holiday - continuous shiftwork	Public holiday - non-continuous shiftwork	Work on an unrostered shift - continuous shiftwork	Work on an unrostered shift - non-continuous shiftwork - first 3 hours	Work on an unrostered shift - non-continuous shiftwork - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - after 3 hours
Level 1	$51.48	$64.35	$51.48	$38.61	$51.48	$38.61	$51.48
Level 2	$52.88	$66.10	$52.88	$39.66	$52.88	$39.66	$52.88
Level 3	$54.16	$67.70	$54.16	$40.62	$54.16	$40.62	$54.16
Level 4	$55.94	$69.93	$55.94	$41.96	$55.94	$41.96	$55.94
Level 5	$58.90	$73.63	$58.90	$44.18	$58.90	$44.18	$58.90
Level 6	$60.76	$75.95	$60.76	$45.57	$60.76	$45.57	$60.76

Table 4 of 5

Classification	Overtime - Sunday - day worker and non-continuous shiftwork	Overtime - public holiday - day worker and non-continuous shiftwork	Overtime - continuous shiftwork	Overtime - working on an RDO	Overtime - return to duty/call back - day worker and non-continuous shiftwork - first 3 hours	Overtime - return to duty/call back - day worker and non-continuous shiftwork - after 3 hours	Overtime - return to duty/call back - continuous shiftwork
Level 1	$51.48	$64.35	$51.48	$51.48	$38.61	$51.48	$51.48
Level 2	$52.88	$66.10	$52.88	$52.88	$39.66	$52.88	$52.88
Level 3	$54.16	$67.70	$54.16	$54.16	$40.62	$54.16	$54.16
Level 4	$55.94	$69.93	$55.94	$55.94	$41.96	$55.94	$55.94
Level 5	$58.90	$73.63	$58.90	$58.90	$44.18	$58.90	$58.90
Level 6	$60.76	$75.95	$60.76	$60.76	$45.57	$60.76	$60.76

Table 5 of 5

Classification	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Working through meal break	Working through meal break - early morning shift	Working through meal break - afternoon shift - successive shifts	Working through meal break - night shift - successive shifts	Working through meal break - permanent night shift	Working through meal break - Saturday and Sunday
Level 1	$51.48	$51.48	$38.61	$41.83	$42.47	$42.47	$46.33	$51.48
Level 2	$52.88	$52.88	$39.66	$42.97	$43.63	$43.63	$47.59	$52.88
Level 3	$54.16	$54.16	$40.62	$44.01	$44.68	$44.68	$48.74	$54.16
Level 4	$55.94	$55.94	$41.96	$45.45	$46.15	$46.15	$50.35	$55.94
Level 5	$58.90	$58.90	$44.18	$47.86	$48.59	$48.59	$53.01	$58.90
Level 6	$60.76	$60.76	$45.57	$49.37	$50.13	$50.13	$54.68	$60.76

Casual

Table 1 of 5

Classification	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)
Level 1	$32.18	$48.27	$64.36	$80.45	$36.20	$37.01	$37.01
Level 2	$33.05	$49.58	$66.10	$82.63	$37.18	$38.01	$38.01
Level 3	$33.85	$50.78	$67.70	$84.63	$38.08	$38.93	$38.93
Level 4	$34.96	$52.44	$69.92	$87.40	$39.33	$40.20	$40.20
Level 5	$36.81	$55.22	$73.62	$92.03	$41.41	$42.33	$42.33
Level 6	$37.98	$56.97	$75.96	$94.95	$42.73	$43.68	$43.68

Table 2 of 5

Classification	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Level 1	$41.83	$48.27	$64.36	$48.27	$64.36	$64.36	$64.36
Level 2	$42.97	$49.58	$66.10	$49.58	$66.10	$66.10	$66.10
Level 3	$44.01	$50.78	$67.70	$50.78	$67.70	$67.70	$67.70
Level 4	$45.45	$52.44	$69.92	$52.44	$69.92	$69.92	$69.92
Level 5	$47.85	$55.22	$73.62	$55.22	$73.62	$73.62	$73.62
Level 6	$49.37	$56.97	$75.96	$56.97	$75.96	$75.96	$75.96

Table 3 of 5

Classification	Public holiday - non-continuous shiftwork	Work on an unrostered shift - continuous shiftwork	Work on an unrostered shift - non-continuous shiftwork - first 3 hours	Work on an unrostered shift - non-continuous shiftwork - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftwork
Level 1	$80.45	$64.36	$48.27	$64.36	$48.27	$64.36	$64.36
Level 2	$82.63	$66.10	$49.58	$66.10	$49.58	$66.10	$66.10
Level 3	$84.63	$67.70	$50.78	$67.70	$50.78	$67.70	$67.70

Classification	Public holiday - non-continuous shiftwork	Work on an unrostered shift - continuous shiftwork	Work on an unrostered shift - non-continuous shiftwork - first 3 hours	Work on an unrostered shift - non-continuous shiftwork - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftwork
Level 4	$87.40	$69.92	$52.44	$69.92	$52.44	$69.92	$69.92
Level 5	$92.03	$73.62	$55.22	$73.62	$55.22	$73.62	$73.62
Level 6	$94.95	$75.96	$56.97	$75.96	$56.97	$75.96	$75.96

Table 4 of 5

Classification	Overtime - public holiday - day worker and non-continuous shiftwork	Overtime - continuous shiftwork	Overtime - working on an RDO	Overtime - return to duty/call back - day worker and non-continuous shiftwork - first 3 hours	Overtime - return to duty/call back - day worker and non-continuous shiftwork - after 3 hours	Overtime - return to duty/call back - continuous shiftwork	Working through meal break
Level 1	$80.45	$64.36	$64.36	$48.27	$64.36	$64.36	$48.27
Level 2	$82.63	$66.10	$66.10	$49.58	$66.10	$66.10	$49.58
Level 3	$84.63	$67.70	$67.70	$50.78	$67.70	$67.70	$50.78
Level 4	$87.40	$69.92	$69.92	$52.44	$69.92	$69.92	$52.44
Level 5	$92.03	$73.62	$73.62	$55.22	$73.62	$73.62	$55.22
Level 6	$94.95	$75.96	$75.96	$56.97	$75.96	$75.96	$56.97

Table 5 of 5

Classification	Working through meal break - early morning shift	Working through meal break - afternoon shift - successive shifts	Working through meal break - night shift - successive shifts	Working through meal break - permanent night shift	Working through meal break - Saturday and Sunday
Level 1	$52.29	$53.10	$53.10	$57.92	$64.36
Level 2	$53.71	$54.53	$54.53	$59.49	$66.10
Level 3	$55.01	$55.85	$55.85	$60.93	$67.70
Level 4	$56.81	$57.68	$57.68	$62.93	$69.92
Level 5	$59.82	$60.74	$60.74	$66.26	$73.62
Level 6	$61.72	$62.67	$62.67	$68.36	$75.96

Junior - Full-time & part-time

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

Table 1 of 5

Classification	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)
Under 16 years	$15.86	$23.79	$31.72	$39.65	$17.84	$18.24	$18.24
16 years	$18.51	$27.77	$37.02	$46.28	$20.82	$21.29	$21.29
17 years	$21.15	$31.73	$42.30	$52.88	$23.79	$24.32	$24.32
18 years	$23.80	$35.70	$47.60	$59.50	$26.78	$27.37	$27.37

Table 2 of 5

Classification	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Under 16 years	$20.62	$23.79	$31.72	$23.79	$31.72	$31.72	$31.72
16 years	$24.06	$27.77	$37.02	$27.77	$37.02	$37.02	$37.02
17 years	$27.50	$31.73	$42.30	$31.73	$42.30	$42.30	$42.30
18 years	$30.94	$35.70	$47.60	$35.70	$47.60	$47.60	$47.60

Table 3 of 5

Classification	Public holiday - non-continuous shiftwork	Work on an unrostered shift - continuous shiftwork	Work on an unrostered shift - non-continuous shiftwork - first 3 hours	Work on an unrostered shift - non-continuous shiftwork - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftwork
Under 16 years	$39.65	$31.72	$23.79	$31.72	$23.79	$31.72	$31.72
16 years	$46.28	$37.02	$27.77	$37.02	$27.77	$37.02	$37.02
17 years	$52.88	$42.30	$31.73	$42.30	$31.73	$42.30	$42.30
18 years	$59.50	$47.60	$35.70	$47.60	$35.70	$47.60	$47.60

Table 4 of 5

Classification	Overtime - public holiday - day worker and non-continuous shiftwork	Overtime - continuous shiftwork	Overtime - working on an RDO	Overtime - return to duty/call back - day worker and non-continuous shiftwork - first 3 hours	Overtime - return to duty/call back - day worker and non-continuous shiftwork - after 3 hours	Overtime - return to duty/call back - continuous shiftwork	Less than 10 hour break between shifts
Under 16 years	$39.65	$31.72	$31.72	$23.79	$31.72	$31.72	$31.72
16 years	$46.28	$37.02	$37.02	$27.77	$37.02	$37.02	$37.02
17 years	$52.88	$42.30	$42.30	$31.73	$42.30	$42.30	$42.30
18 years	$59.50	$47.60	$47.60	$35.70	$47.60	$47.60	$47.60

Table 5 of 5

Classification	Less than 8 hour break between shifts - change to shift	Working through meal break	Working through meal break - early morning shift	Working through meal break - afternoon shift - successive shifts	Working through meal break - night shift - successive shifts	Working through meal break - permanent night shift	Working through meal break - Saturday and Sunday
Under 16 years	$31.72	$23.79	$25.77	$26.17	$26.17	$28.55	$31.72
16 years	$37.02	$27.77	$30.08	$30.54	$30.54	$33.32	$37.02
17 years	$42.30	$31.73	$34.37	$34.90	$34.90	$38.07	$42.30
18 years	$47.60	$35.70	$38.68	$39.27	$39.27	$42.84	$47.60

Junior - Casual

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

Table 1 of 5

Classification	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Night shift - 5 or more successive shifts (6 in six day enterprise)
Under 16 years	$19.83	$29.75	$39.66	$49.58	$22.31	$22.80	$22.80
16 years	$23.14	$34.71	$46.28	$57.85	$26.03	$26.61	$26.61
17 years	$26.44	$39.66	$52.88	$66.10	$29.75	$30.41	$30.41
18 years	$29.75	$44.63	$59.50	$74.38	$33.47	$34.21	$34.21

Table 2 of 5

Classification	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Under 16 years	$25.78	$29.75	$39.66	$29.75	$39.66	$39.66	$39.66
16 years	$30.08	$34.71	$46.28	$34.71	$46.28	$46.28	$46.28
17 years	$34.37	$39.66	$52.88	$39.66	$52.88	$52.88	$52.88
18 years	$38.68	$44.63	$59.50	$44.63	$59.50	$59.50	$59.50

Table 3 of 5

Classification	Public holiday - non-continuous shiftwork	Work on an unrostered shift - continuous shiftwork	Work on an unrostered shift - non-continuous shiftwork - first 3 hours	Work on an unrostered shift - non-continuous shiftwork - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - after 3 hours	Overtime - Sunday - day worker and non-continuous shiftwork
Under 16 years	$49.58	$39.66	$29.75	$39.66	$29.75	$39.66	$39.66
16 years	$57.85	$46.28	$34.71	$46.28	$34.71	$46.28	$46.28
17 years	$66.10	$52.88	$39.66	$52.88	$39.66	$52.88	$52.88
18 years	$74.38	$59.50	$44.63	$59.50	$44.63	$59.50	$59.50

Table 4 of 5

Classification	Overtime - public holiday - day worker and non-continuous shiftwork	Overtime - continuous shiftwork	Overtime - working on an RDO	Overtime - return to duty/call back - day worker and non-continuous shiftwork - first 3 hours	Overtime - return to duty/call back - day worker and non-continuous shiftwork - after 3 hours	Overtime - return to duty/call back - continuous shiftwork	Working through meal break
Under 16 years	$49.58	$39.66	$39.66	$29.75	$39.66	$39.66	$29.75
16 years	$57.85	$46.28	$46.28	$34.71	$46.28	$46.28	$34.71
17 years	$66.10	$52.88	$52.88	$39.66	$52.88	$52.88	$39.66
18 years	$74.38	$59.50	$59.50	$44.63	$59.50	$59.50	$44.63

Table 5 of 5

Classification	Working through meal break - early morning shift	Working through meal break - afternoon shift - successive shifts	Working through meal break - night shift - successive shifts	Working through meal break - permanent night shift	Working through meal break - Saturday and Sunday
Under 16 years	$32.22	$32.72	$32.72	$35.69	$39.66
16 years	$37.60	$38.18	$38.18	$41.65	$46.28
17 years	$42.97	$43.63	$43.63	$47.59	$52.88
18 years	$48.34	$49.09	$49.09	$53.55	$59.50

Apprentice - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Apprentice stage 1	$559.55	$14.73	$22.10	$29.46	$36.83	$16.57	$16.94
Apprentice stage 2	$671.46	$17.67	$26.51	$35.34	$44.18	$19.88	$20.32
Apprentice stage 3	$839.33	$22.09	$33.14	$44.18	$55.23	$24.85	$25.40
Apprentice stage 4	$984.81	$25.92	$38.88	$51.84	$64.80	$29.16	$29.81

Table 2 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork
Apprentice stage 1	$16.94	$19.15	$22.10	$29.46	$22.10	$29.46	$29.46
Apprentice stage 2	$20.32	$22.97	$26.51	$35.34	$26.51	$35.34	$35.34
Apprentice stage 3	$25.40	$28.72	$33.14	$44.18	$33.14	$44.18	$44.18
Apprentice stage 4	$29.81	$33.70	$38.88	$51.84	$38.88	$51.84	$51.84

Table 3 of 5

Classification	Public holiday - continuous shiftwork	Public holiday - non-continuous shiftwork	Work on an unrostered shift - continuous shiftwork	Work on an unrostered shift - non-continuous shiftwork - first 3 hours	Work on an unrostered shift - non-continuous shiftwork - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - after 3 hours
Apprentice stage 1	$29.46	$36.83	$29.46	$22.10	$29.46	$22.10	$29.46
Apprentice stage 2	$35.34	$44.18	$35.34	$26.51	$35.34	$26.51	$35.34
Apprentice stage 3	$44.18	$55.23	$44.18	$33.14	$44.18	$33.14	$44.18
Apprentice stage 4	$51.84	$64.80	$51.84	$38.88	$51.84	$38.88	$51.84

Table 4 of 5

Classification	Overtime - Sunday - day worker and non-continuous shiftwork	Overtime - public holiday - day worker and non-continuous shiftwork	Overtime - continuous shiftwork	Overtime - working on an RDO	Overtime - return to duty/call back - day worker and non-continuous shiftwork - first 3 hours	Overtime - return to duty/call back - day worker and non-continuous shiftwork - after 3 hours	Overtime - return to duty/call back - continuous shiftwork
Apprentice stage 1	$29.46	$36.83	$29.46	$29.46	$22.10	$29.46	$29.46
Apprentice stage 2	$35.34	$44.18	$35.34	$35.34	$26.51	$35.34	$35.34
Apprentice stage 3	$44.18	$55.23	$44.18	$44.18	$33.14	$44.18	$44.18
Apprentice stage 4	$51.84	$64.80	$51.84	$51.84	$38.88	$51.84	$51.84

Table 5 of 5

Classification	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Working through meal break	Working through meal break - early morning shift	Working through meal break - afternoon shift - successive shifts	Working through meal break - night shift - successive shifts	Working through meal break - permanent night shift	Working through meal break - Saturday and Sunday
Apprentice stage 1	$29.46	$29.46	$22.10	$23.94	$24.30	$24.30	$26.51	$29.46
Apprentice stage 2	$35.34	$35.34	$26.51	$28.71	$29.16	$29.16	$31.81	$35.34
Apprentice stage 3	$44.18	$44.18	$33.14	$35.90	$36.45	$36.45	$39.76	$44.18
Apprentice stage 4	$51.84	$51.84	$38.88	$42.12	$42.77	$42.77	$46.66	$51.84

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Apprentice stage 1	$615.51	$16.20	$24.30	$32.40	$40.50	$18.23	$18.63
Apprentice stage 2	$727.42	$19.14	$28.71	$38.28	$47.85	$21.53	$22.01
Apprentice stage 3	$839.33	$22.09	$33.14	$44.18	$55.23	$24.85	$25.40
Apprentice stage 4	$984.81	$25.92	$38.88	$51.84	$64.80	$29.16	$29.81

Table 2 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork
Apprentice stage 1	$18.63	$21.06	$24.30	$32.40	$24.30	$32.40	$32.40
Apprentice stage 2	$22.01	$24.88	$28.71	$38.28	$28.71	$38.28	$38.28
Apprentice stage 3	$25.40	$28.72	$33.14	$44.18	$33.14	$44.18	$44.18
Apprentice stage 4	$29.81	$33.70	$38.88	$51.84	$38.88	$51.84	$51.84

Table 3 of 5

Classification	Public holiday - continuous shiftwork	Public holiday - non-continuous shiftwork	Work on an unrostered shift - continuous shiftwork	Work on an unrostered shift - non-continuous shiftwork - first 3 hours	Work on an unrostered shift - non-continuous shiftwork - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - after 3 hours
Apprentice stage 1	$32.40	$40.50	$32.40	$24.30	$32.40	$24.30	$32.40
Apprentice stage 2	$38.28	$47.85	$38.28	$28.71	$38.28	$28.71	$38.28
Apprentice stage 3	$44.18	$55.23	$44.18	$33.14	$44.18	$33.14	$44.18
Apprentice stage 4	$51.84	$64.80	$51.84	$38.88	$51.84	$38.88	$51.84

Table 4 of 5

Classification	Overtime - Sunday - day worker and non-continuous shiftwork	Overtime - public holiday - day worker and non-continuous shiftwork	Overtime - continuous shiftwork	Overtime - working on an RDO	Overtime - return to duty/call back - day worker and non-continuous shiftwork - first 3 hours	Overtime - return to duty/call back - day worker and non-continuous shiftwork - after 3 hours	Overtime - return to duty/call back - continuous shiftwork
Apprentice stage 1	$32.40	$40.50	$32.40	$32.40	$24.30	$32.40	$32.40
Apprentice stage 2	$38.28	$47.85	$38.28	$38.28	$28.71	$38.28	$38.28
Apprentice stage 3	$44.18	$55.23	$44.18	$44.18	$33.14	$44.18	$44.18
Apprentice stage 4	$51.84	$64.80	$51.84	$51.84	$38.88	$51.84	$51.84

Table 5 of 5

Classification	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Working through meal break	Working through meal break - early morning shift	Working through meal break - afternoon shift - successive shifts	Working through meal break - night shift - successive shifts	Working through meal break - permanent night shift	Working through meal break - Saturday and Sunday
Apprentice stage 1	$32.40	$32.40	$24.30	$26.33	$26.73	$26.73	$29.16	$32.40
Apprentice stage 2	$38.28	$38.28	$28.71	$31.10	$31.58	$31.58	$34.45	$38.28
Apprentice stage 3	$44.18	$44.18	$33.14	$35.90	$36.45	$36.45	$39.76	$44.18
Apprentice stage 4	$51.84	$51.84	$38.88	$42.12	$42.77	$42.77	$46.66	$51.84

Adult apprentice - Started after 1 Jan 2014

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Saturday - day worker	Sunday - day worker	Public holiday - day worker	Early morning shift	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Apprentice stage 1	$895.28	$23.56	$35.34	$47.12	$58.90	$26.51	$27.09
Apprentice stage 2	$978.10	$25.74	$38.61	$51.48	$64.35	$28.96	$29.60
Apprentice stage 3	$1,004.90	$26.44	$39.66	$52.88	$66.10	$29.75	$30.41
Apprentice stage 4	$1,029.10	$27.08	$40.62	$54.16	$67.70	$30.47	$31.14

Table 2 of 5

Classification	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork
Apprentice stage 1	$27.09	$30.63	$35.34	$47.12	$35.34	$47.12	$47.12
Apprentice stage 2	$29.60	$33.46	$38.61	$51.48	$38.61	$51.48	$51.48
Apprentice stage 3	$30.41	$34.37	$39.66	$52.88	$39.66	$52.88	$52.88
Apprentice stage 4	$31.14	$35.20	$40.62	$54.16	$40.62	$54.16	$54.16

Table 3 of 5

Classification	Public holiday - continuous shiftwork	Public holiday - non-continuous shiftwork	Work on an unrostered shift - continuous shiftwork	Work on an unrostered shift - non-continuous shiftwork - first 3 hours	Work on an unrostered shift - non-continuous shiftwork - after 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - first 3 hours	Overtime - Monday to Saturday - day worker and non-continuous shiftwork - after 3 hours
Apprentice stage 1	$47.12	$58.90	$47.12	$35.34	$47.12	$35.34	$47.12
Apprentice stage 2	$51.48	$64.35	$51.48	$38.61	$51.48	$38.61	$51.48
Apprentice stage 3	$52.88	$66.10	$52.88	$39.66	$52.88	$39.66	$52.88
Apprentice stage 4	$54.16	$67.70	$54.16	$40.62	$54.16	$40.62	$54.16

Table 4 of 5

Classification	Overtime - Sunday - day worker and non-continuous shiftwork	Overtime - public holiday - day worker and non-continuous shiftwork	Overtime - continuous shiftwork	Overtime - working on an RDO	Overtime - return to duty/call back - day worker and non-continuous shiftwork - first 3 hours	Overtime - return to duty/call back - day worker and non-continuous shiftwork - after 3 hours	Overtime - return to duty/call back - continuous shiftwork
Apprentice stage 1	$47.12	$58.90	$47.12	$47.12	$35.34	$47.12	$47.12
Apprentice stage 2	$51.48	$64.35	$51.48	$51.48	$38.61	$51.48	$51.48
Apprentice stage 3	$52.88	$66.10	$52.88	$52.88	$39.66	$52.88	$52.88
Apprentice stage 4	$54.16	$67.70	$54.16	$54.16	$40.62	$54.16	$54.16

Table 5 of 5

Classification	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift	Working through meal break	Working through meal break - early morning shift	Working through meal break - afternoon shift - successive shifts	Working through meal break - night shift - successive shifts	Working through meal break - permanent night shift	Working through meal break - Saturday and Sunday
Apprentice stage 1	$47.12	$47.12	$35.34	$38.29	$38.87	$38.87	$42.41	$47.12
Apprentice stage 2	$51.48	$51.48	$38.61	$41.83	$42.47	$42.47	$46.33	$51.48
Apprentice stage 3	$52.88	$52.88	$39.66	$42.97	$43.63	$43.63	$47.59	$52.88
Apprentice stage 4	$54.16	$54.16	$40.62	$44.01	$44.68	$44.68	$48.74	$54.16

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 cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
* Boiler attendant allowance	$0.66 per hour
Cold places allowance	$0.82 per hour
Confined spaces allowance	$1.12 per hour
Dirty or dusty work allowance	$0.85 per hour
Distant work - return home fares reimbursement	reimbursement for the cost of a return trip home after each 4 weeks of distant work
First aid allowance	$22.26 per week
Fumigation gas allowance	$11.25 per day on any day methyl bromide gas is used
* Heavy vehicle driver allowance - Gross Vehicle Weight over 3 tonnes and up to 4.5 tonnes	$0.18 per hour for time spent driving a heavy vehicle
* Heavy vehicle driver allowance - Gross Vehicle Weight over 4.5 tonnes and up to 14.95 tonnes	$1.47 per hour for time spent driving a heavy vehicle
* Heavy vehicle driver allowance - Gross Vehicle Weight over 14.95 tonnes	$1.94 per hour for time spent driving a heavy vehicle
* Heavy vehicle driver allowance - Semi-trailer	$3.50 per hour for time spent driving a heavy vehicle
Hot places allowance - between 46 and 54 degrees Celsius	$0.85 per hour
Hot places allowance - more than 54 degrees Celsius	$1.12 per hour
* Leading hand - in charge of 3-10 employees	$1.29 per hour
* Leading hand - in charge of 11-20 employees	$1.93 per hour
* Leading hand - in charge of more than 20 employees	$2.45 per hour
Meal allowance	$19.14 per meal
Protective clothing and equipment reimbursement	reimbursement for the cost of buying and laundering the special clothing or equipment
Stand by allowance	payment at the ordinary hourly rate while on stand by
Training - costs reimbursement	reimbursement for the cost of fees and required textbooks
Training - travel reimbursement	reimbursement for the cost of fares which are more than the normal costs for travel from home to work and return
Vehicle allowance	$1.00 per km

Allowances	Rate
Wet places allowance	$0.85 for each hour worked in wet clothing or boots
Working away from usual workplace - staying away from home - distant work - expenses reimbursement	$19.14 for each meal and reimbursement for the cost of accommodation
Working away from usual workplace - staying away from home - permanent transfer - change of residence - not in the process of buying a property - expenses reimbursement	$19.14 for each meal and reimbursement for the cost of accommodation for up to 3 months
Working away from usual workplace - staying away from home - permanent transfer - change of residence - in the process of buying a property - expenses reimbursement	$19.14 for each meal and reimbursement for the cost of accommodation for up to 6 months
Working away from usual workplace - not staying away from home - not using own transport - fares reimbursement	reimbursement for the cost of fares which are more than the normal costs for travel from home to work and return
Working away from usual workplace - not staying away from home - using own transport - no agreement to be paid regular travelling allowance - fares reimbursement	reimbursement for fares which would have been incurred for travelling between home and the usual workplace
Working away from usual workplace - staying away from home - temporary transfer - fares reimbursement	reimbursement for the cost of fares between the usual location and the new location
Working away from usual workplace - staying away from home - permanent transfer - change of residence - not in the process of buying a property - fares reimbursement	reimbursement for the cost of fares between the usual location and the new location for up to 3 months
Working away from usual workplace - staying away from home - permanent transfer - change of residence - in the process of buying a property - fares reimbursement	reimbursement for the cost of fares between the usual location and the new location for up to 6 months
Working away from usual workplace - Permanent transfer - change of residence - travelling time (Monday to Saturday) allowance - sleeping berth provided	payment at the ordinary hourly rate for travel time between the usual location and the new location with a maximum payment of 8 hours out of each 24 hours
Working away from usual workplace - Permanent transfer - change of residence - travelling time (Monday to Saturday) allowance - sleeping berth not provided	payment at the ordinary hourly rate for travel time between the usual location and their new location up to a maximum of 12 hours out of 24 hours
Working away from usual workplace - Temporary transfer - travelling time (Monday to Saturday) allowance - sleeping berth provided	payment at the ordinary hourly rate for travel time between the usual location and the new location up to a maximum of 8 hours out of 24 hours
Working away from usual workplace - Temporary transfer - travelling time (Monday to Saturday) allowance - sleeping berth not provided	payment at the ordinary hourly rate for travel time between the usual location and the new location up to a maximum of 12 hours out of 24 hours

Allowances	Rate
Working away from usual workplace - Distant work - travelling time (Monday to Saturday) allowance	payment at the ordinary hourly rate for any travel time which is more than the normal travel time from home to work
Working away from usual workplace - Permanent transfer - change of residence - travelling time (Sunday or public holiday) allowance - sleeping berth provided	payment at the ordinary hourly rate + 50% for travel time between the usual location and the new location with a maximum payment of 8 hours out of each 24 hours
Working away from usual workplace - Permanent transfer - change of residence - travelling time (Sunday or public holiday) allowance - sleeping berth not provided	payment at the ordinary hourly rate + 50% for travel time between the usual location and their new location up to a maximum of 12 hours out of 24 hours
Working away from usual workplace - Temporary transfer - travelling time (Sunday or public holiday) allowance - sleeping berth provided	payment at the ordinary hourly rate + 50% for travel time between the usual location and the new location up to a maximum of 8 hours out of 24 hours
Working away from usual workplace - Temporary transfer - travelling time (Sunday or public holiday) allowance - sleeping berth not provided	payment at the ordinary hourly rate + 50% for travel time between the usual location and the new location up to a maximum of 12 hours out of 24 hours
Working away from usual workplace - Distant work - travelling time (Sunday or public holiday) allowance	payment at the ordinary hourly rate + 50% for any travel time which is more than the normal travel time from home to work