# Pay Guide - Educational Services (Post-Secondary Education) Award

# [MA000075]

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## Rates of pay

### Adult

### Full-time & part-time

### Academic teachers

| **Classification** | **Weekly pay rate** | **Hourly pay rate** |
| --- | --- | --- |
| Level A.1 | $1,219.90 | $32.10 |
| Level A.2 | $1,268.70 | $33.39 |
| Level A.3 | $1,317.60 | $34.67 |
| Level A.4 | $1,363.50 | $35.88 |
| Level A.5 | $1,400.10 | $36.84 |
| Level A.6 | $1,439.80 | $37.89 |
| Level A.7 | $1,479.50 | $38.93 |
| Level A.8 | $1,519.30 | $39.98 |
| Level B.1 | $1,580.40 | $41.59 |
| Level B.2 | $1,626.20 | $42.79 |
| Level B.3 | $1,672.10 | $44.00 |
| Level B.4 | $1,718.00 | $45.21 |
| Level B.5 | $1,763.80 | $46.42 |
| Level B.6 | $1,809.70 | $47.62 |
| Level C.1 | $1,855.50 | $48.83 |
| Level C.2 | $1,901.30 | $50.03 |
| Level C.3 | $1,947.10 | $51.24 |
| Level C.4 | $1,993.00 | $52.45 |
| Level C.5 | $2,038.80 | $53.65 |
| Level C.6 | $2,084.70 | $54.86 |

### Teachers and tutor/instructors

| **Classification** | **Weekly pay rate** | **Hourly pay rate** |
| --- | --- | --- |
| Level 1 | $1,160.74 | $30.55 |
| Level 2 | $1,176.22 | $30.95 |
| Level 3 | $1,199.48 | $31.57 |
| Level 4 | $1,222.96 | $32.18 |
| Level 5 | $1,272.43 | $33.49 |
| Level 6 | $1,305.41 | $34.35 |
| Level 7 | $1,335.43 | $35.14 |
| Level 8 | $1,368.41 | $36.01 |
| Level 9 | $1,401.54 | $36.88 |
| Level 10 | $1,444.32 | $38.01 |
| Level 11 | $1,484.14 | $39.06 |
| Level 12 | $1,519.29 | $39.98 |

### General staff

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $945.10 | $24.87 | $31.09 | $49.74 | $62.18 | $37.31 | $49.74 |
| Level 1.2 | $989.80 | $26.05 | $32.56 | $52.10 | $65.13 | $39.08 | $52.10 |
| Level 1.3 | $1,020.30 | $26.85 | $33.56 | $53.70 | $67.13 | $40.28 | $53.70 |
| Level 2.1 | $1,032.90 | $27.18 | $33.98 | $54.36 | $67.95 | $40.77 | $54.36 |
| Level 2.2 | $1,051.40 | $27.67 | $34.59 | $55.34 | $69.18 | $41.51 | $55.34 |
| Level 3.1 | $1,090.30 | $28.69 | $35.86 | $57.38 | $71.73 | $43.04 | $57.38 |
| Level 3.2 | $1,145.00 | $30.13 | $37.66 | $60.26 | $75.33 | $45.20 | $60.26 |
| Level 4.1 | $1,176.00 | $30.95 | $38.69 | $61.90 | $77.38 | $46.43 | $61.90 |
| Level 4.2 | $1,222.50 | $32.17 | $40.21 | $64.34 | $80.43 | $48.26 | $64.34 |
| Level 5.1 | $1,305.20 | $34.35 | $42.94 | $68.70 | $85.88 | $51.53 | $68.70 |
| Level 5.2 | $1,367.40 | $35.98 | $44.98 | $71.96 | $89.95 | $53.97 | $71.96 |
| Level 6.1 | $1,401.40 | $36.88 | $46.10 | $73.76 | $92.20 | $55.32 | $73.76 |
| Level 6.2 | $1,483.90 | $39.05 | $48.81 | $78.10 | $97.63 | $58.58 | $78.10 |
| Level 7.1 | $1,518.30 | $39.96 | $49.95 | $79.92 | $99.90 | $59.94 | $79.92 |
| Level 7.2 | $1,608.50 | $42.33 | $52.91 | $84.66 | $105.83 | $63.50 | $84.66 |
| Level 8 | $1,709.60 | $44.99 | $56.24 | N/A | $112.48 | N/A | N/A |
| Level 9 | $1,807.50 | $47.57 | $59.46 | N/A | $118.93 | N/A | N/A |

**Table 2 of 4**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $62.18 | $49.74 | $49.74 | $28.60 | $28.60 | $32.33 |
| Level 1.2 | $65.13 | $52.10 | $52.10 | $29.96 | $29.96 | $33.87 |
| Level 1.3 | $67.13 | $53.70 | $53.70 | $30.88 | $30.88 | $34.91 |
| Level 2.1 | $67.95 | $54.36 | $54.36 | $31.26 | $31.26 | $35.33 |
| Level 2.2 | $69.18 | $55.34 | $55.34 | $31.82 | $31.82 | $35.97 |
| Level 3.1 | $71.73 | $57.38 | $57.38 | $32.99 | $32.99 | $37.30 |
| Level 3.2 | $75.33 | $60.26 | $60.26 | $34.65 | $34.65 | $39.17 |
| Level 4.1 | $77.38 | $61.90 | $61.90 | $35.59 | $35.59 | $40.24 |
| Level 4.2 | $80.43 | $64.34 | $64.34 | $37.00 | $37.00 | $41.82 |
| Level 5.1 | $85.88 | $68.70 | $68.70 | $39.50 | $39.50 | $44.66 |
| Level 5.2 | $89.95 | $71.96 | $71.96 | $41.38 | $41.38 | $46.77 |
| Level 6.1 | $92.20 | $73.76 | $73.76 | $42.41 | $42.41 | $47.94 |
| Level 6.2 | $97.63 | $78.10 | $78.10 | $44.91 | $44.91 | $50.77 |
| Level 7.1 | $99.90 | $79.92 | $79.92 | $45.95 | $45.95 | $51.95 |
| Level 7.2 | $105.83 | $84.66 | $84.66 | $48.68 | $48.68 | $55.03 |
| Level 8 | N/A | N/A | N/A | $51.74 | $51.74 | $58.49 |
| Level 9 | N/A | N/A | N/A | $54.71 | $54.71 | $61.84 |

**Table 3 of 4**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - full-time shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - full-time shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $37.31 | $49.74 | $37.31 | $49.74 | $37.31 | $49.74 |
| Level 1.2 | $39.08 | $52.10 | $39.08 | $52.10 | $39.08 | $52.10 |
| Level 1.3 | $40.28 | $53.70 | $40.28 | $53.70 | $40.28 | $53.70 |
| Level 2.1 | $40.77 | $54.36 | $40.77 | $54.36 | $40.77 | $54.36 |
| Level 2.2 | $41.51 | $55.34 | $41.51 | $55.34 | $41.51 | $55.34 |
| Level 3.1 | $43.04 | $57.38 | $43.04 | $57.38 | $43.04 | $57.38 |
| Level 3.2 | $45.20 | $60.26 | $45.20 | $60.26 | $45.20 | $60.26 |
| Level 4.1 | $46.43 | $61.90 | $46.43 | $61.90 | $46.43 | $61.90 |
| Level 4.2 | $48.26 | $64.34 | $48.26 | $64.34 | $48.26 | $64.34 |
| Level 5.1 | $51.53 | $68.70 | $51.53 | $68.70 | $51.53 | $68.70 |
| Level 5.2 | $53.97 | $71.96 | $53.97 | $71.96 | $53.97 | $71.96 |
| Level 6.1 | $55.32 | $73.76 | $55.32 | $73.76 | $55.32 | $73.76 |
| Level 6.2 | $58.58 | $78.10 | $58.58 | $78.10 | $58.58 | $78.10 |
| Level 7.1 | $59.94 | $79.92 | $59.94 | $79.92 | $59.94 | $79.92 |
| Level 7.2 | $63.50 | $84.66 | $63.50 | $84.66 | $63.50 | $84.66 |
| Level 8 | $67.49 | N/A | N/A | N/A | N/A | N/A |
| Level 9 | $71.36 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 4**

| **Classification** | **Overtime (more than the daily ordinary hours) - first 2 hours - part-time shiftworkers** | **Overtime (more than the daily ordinary hours) - after 2 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - part-time shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $37.31 | $49.74 | $37.31 | $49.74 | $49.74 |
| Level 1.2 | $39.08 | $52.10 | $39.08 | $52.10 | $52.10 |
| Level 1.3 | $40.28 | $53.70 | $40.28 | $53.70 | $53.70 |
| Level 2.1 | $40.77 | $54.36 | $40.77 | $54.36 | $54.36 |
| Level 2.2 | $41.51 | $55.34 | $41.51 | $55.34 | $55.34 |
| Level 3.1 | $43.04 | $57.38 | $43.04 | $57.38 | $57.38 |
| Level 3.2 | $45.20 | $60.26 | $45.20 | $60.26 | $60.26 |
| Level 4.1 | $46.43 | $61.90 | $46.43 | $61.90 | $61.90 |
| Level 4.2 | $48.26 | $64.34 | $48.26 | $64.34 | $64.34 |
| Level 5.1 | $51.53 | $68.70 | $51.53 | $68.70 | $68.70 |
| Level 5.2 | $53.97 | $71.96 | $53.97 | $71.96 | $71.96 |
| Level 6.1 | $55.32 | $73.76 | $55.32 | $73.76 | $73.76 |
| Level 6.2 | $58.58 | $78.10 | $58.58 | $78.10 | $78.10 |
| Level 7.1 | $59.94 | $79.92 | $59.94 | $79.92 | $79.92 |
| Level 7.2 | $63.50 | $84.66 | $63.50 | $84.66 | $84.66 |
| Level 8 | N/A | N/A | N/A | N/A | N/A |
| Level 9 | N/A | N/A | N/A | N/A | N/A |

### Casual

### Academic teachers

| **Classification** | **Casual pay rate** |
| --- | --- |
| Lecture (1 hour of delivery and 2 hours of associated working time) | $160.48 |
| Repeat lecture (1 hour of delivery and 1 hour of associated working time) | $106.97 |
| Tutorial (1 hour of delivery and 2 hours of associated working time) | $125.22 |
| Repeat tutorial (1 hour of delivery and 1 hour of associated working time) | $83.47 |
| Tutorial (1 hour of delivery and 2 hours of associated working time) (where academic holds a Doctorate) | $142.13 |
| Repeat tutorial (1 hour of delivery and 1 hour of associated working time) (where academic holds a Doctorate) | $94.70 |
| Standard marking | $41.71 |
| Marking as a supervising examiner, or marking requiring a significant exercise of judgement | $53.49 |
| Standard marking (where academic holds a Doctorate) | $47.37 |
| Marking as a supervising examiner, or marking requiring a significant exercise of judgement (where academic holds a Doctorate) | $53.49 |
| Technical demonstration (1 hour of delivery and 1 hour of associated working time) | $83.47 |
| Other required staff activity (where academic does not hold Doctorate qualifications or perform full subject co-ordination duties) | $41.71 |
| Other required staff activity (where academic holds Doctorate qualifications or perform full subject co-ordination duties) | $47.37 |

### Teachers and tutor/instructors

| **Classification** | **Hourly pay rate** | **Daily rate** |
| --- | --- | --- |
| Level 1 | $58.00 | $290.00 |
| Level 2 | $58.77 | $293.87 |
| Level 3 | $59.94 | $299.68 |
| Level 4 | $61.11 | $305.55 |
| Level 5 | $63.58 | $317.90 |
| Level 6 | $65.23 | $326.14 |
| Level 7 | $66.73 | $333.64 |
| Level 8 | $68.38 | $341.88 |
| Level 9 | $70.03 | $350.16 |
| Level 10 | $72.17 | $360.85 |
| Level 11 | $74.16 | $370.80 |
| Level 12 | $75.92 | $379.58 |

### General staff

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** | **Overtime - public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $31.09 | $37.31 | $55.96 | $68.39 | $43.52 | $55.96 | $68.39 |
| Level 1.2 | $32.56 | $39.08 | $58.61 | $71.64 | $45.59 | $58.61 | $71.64 |
| Level 1.3 | $33.56 | $40.28 | $60.41 | $73.84 | $46.99 | $60.41 | $73.84 |
| Level 2.1 | $33.98 | $40.77 | $61.16 | $74.75 | $47.57 | $61.16 | $74.75 |
| Level 2.2 | $34.59 | $41.51 | $62.26 | $76.09 | $48.42 | $62.26 | $76.09 |
| Level 3.1 | $35.86 | $43.04 | $64.55 | $78.90 | $50.21 | $64.55 | $78.90 |
| Level 3.2 | $37.66 | $45.20 | $67.79 | $82.86 | $52.73 | $67.79 | $82.86 |
| Level 4.1 | $38.69 | $46.43 | $69.64 | $85.11 | $54.16 | $69.64 | $85.11 |
| Level 4.2 | $40.21 | $48.26 | $72.38 | $88.47 | $56.30 | $72.38 | $88.47 |
| Level 5.1 | $42.94 | $51.53 | $77.29 | $94.46 | $60.11 | $77.29 | $94.46 |
| Level 5.2 | $44.98 | $53.97 | $80.96 | $98.95 | $62.97 | $80.96 | $98.95 |
| Level 6.1 | $46.10 | $55.32 | $82.98 | $101.42 | $64.54 | $82.98 | $101.42 |
| Level 6.2 | $48.81 | $58.58 | $87.86 | $107.39 | $68.34 | $87.86 | $107.39 |
| Level 7.1 | $49.95 | $59.94 | $89.91 | $109.89 | $69.93 | $89.91 | $109.89 |
| Level 7.2 | $52.91 | $63.50 | $95.24 | $116.41 | $74.08 | $95.24 | $116.41 |
| Level 8 | $56.24 | $67.49 | N/A | $123.72 | N/A | N/A | N/A |
| Level 9 | $59.46 | $71.36 | N/A | $130.82 | N/A | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Saturday, Sunday, public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $55.96 | $55.96 | $34.82 | $34.82 | $38.55 | $43.52 |
| Level 1.2 | $58.61 | $58.61 | $36.47 | $36.47 | $40.38 | $45.59 |
| Level 1.3 | $60.41 | $60.41 | $37.59 | $37.59 | $41.62 | $46.99 |
| Level 2.1 | $61.16 | $61.16 | $38.05 | $38.05 | $42.13 | $47.57 |
| Level 2.2 | $62.26 | $62.26 | $38.74 | $38.74 | $42.89 | $48.42 |
| Level 3.1 | $64.55 | $64.55 | $40.17 | $40.17 | $44.47 | $50.21 |
| Level 3.2 | $67.79 | $67.79 | $42.18 | $42.18 | $46.70 | $52.73 |
| Level 4.1 | $69.64 | $69.64 | $43.33 | $43.33 | $47.97 | $54.16 |
| Level 4.2 | $72.38 | $72.38 | $45.04 | $45.04 | $49.86 | $56.30 |
| Level 5.1 | $77.29 | $77.29 | $48.09 | $48.09 | $53.24 | $60.11 |
| Level 5.2 | $80.96 | $80.96 | $50.37 | $50.37 | $55.77 | $62.97 |
| Level 6.1 | $82.98 | $82.98 | $51.63 | $51.63 | $57.16 | $64.54 |
| Level 6.2 | $87.86 | $87.86 | $54.67 | $54.67 | $60.53 | $68.34 |
| Level 7.1 | $89.91 | $89.91 | $55.94 | $55.94 | $61.94 | $69.93 |
| Level 7.2 | $95.24 | $95.24 | $59.26 | $59.26 | $65.61 | $74.08 |
| Level 8 | N/A | N/A | $62.99 | $62.99 | $69.73 | $78.73 |
| Level 9 | N/A | N/A | $66.60 | $66.60 | $73.73 | $83.25 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - first 2 hours - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - after 2 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $55.96 | $43.52 | $55.96 | $43.52 | $55.96 | $55.96 |
| Level 1.2 | $58.61 | $45.59 | $58.61 | $45.59 | $58.61 | $58.61 |
| Level 1.3 | $60.41 | $46.99 | $60.41 | $46.99 | $60.41 | $60.41 |
| Level 2.1 | $61.16 | $47.57 | $61.16 | $47.57 | $61.16 | $61.16 |
| Level 2.2 | $62.26 | $48.42 | $62.26 | $48.42 | $62.26 | $62.26 |
| Level 3.1 | $64.55 | $50.21 | $64.55 | $50.21 | $64.55 | $64.55 |
| Level 3.2 | $67.79 | $52.73 | $67.79 | $52.73 | $67.79 | $67.79 |
| Level 4.1 | $69.64 | $54.16 | $69.64 | $54.16 | $69.64 | $69.64 |
| Level 4.2 | $72.38 | $56.30 | $72.38 | $56.30 | $72.38 | $72.38 |
| Level 5.1 | $77.29 | $60.11 | $77.29 | $60.11 | $77.29 | $77.29 |
| Level 5.2 | $80.96 | $62.97 | $80.96 | $62.97 | $80.96 | $80.96 |
| Level 6.1 | $82.98 | $64.54 | $82.98 | $64.54 | $82.98 | $82.98 |
| Level 6.2 | $87.86 | $68.34 | $87.86 | $68.34 | $87.86 | $87.86 |
| Level 7.1 | $89.91 | $69.93 | $89.91 | $69.93 | $89.91 | $89.91 |
| Level 7.2 | $95.24 | $74.08 | $95.24 | $74.08 | $95.24 | $95.24 |
| Level 8 | N/A | N/A | N/A | N/A | N/A | N/A |
| Level 9 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Full-time & part-time - Under 16 years of age

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $11.19 | $13.99 | $22.38 | $27.98 | $16.79 | $22.38 |
| General staff - level 1.2 | $11.72 | $14.65 | $23.44 | $29.30 | $17.58 | $23.44 |
| General staff - level 1.3 | $12.08 | $15.10 | $24.16 | $30.20 | $18.12 | $24.16 |
| General staff - level 2.1 | $12.23 | $15.29 | $24.46 | $30.58 | $18.35 | $24.46 |
| General staff - level 2.2 | $12.45 | $15.56 | $24.90 | $31.13 | $18.68 | $24.90 |
| General staff - level 3.1 | $12.91 | $16.14 | $25.82 | $32.28 | $19.37 | $25.82 |
| General staff - level 3.2 | $13.56 | $16.95 | $27.12 | $33.90 | $20.34 | $27.12 |
| General staff - level 4.1 | $13.93 | $17.41 | $27.86 | $34.83 | $20.90 | $27.86 |
| General staff - level 4.2 | $14.48 | $18.10 | $28.96 | $36.20 | $21.72 | $28.96 |
| General staff - level 5.1 | $15.46 | $19.33 | $30.92 | $38.65 | $23.19 | $30.92 |
| General staff - level 5.2 | $16.19 | $20.24 | $32.38 | $40.48 | $24.29 | $32.38 |
| General staff - level 6.1 | $16.60 | $20.75 | $33.20 | $41.50 | $24.90 | $33.20 |
| General staff - level 6.2 | $17.57 | $21.96 | $35.14 | $43.93 | $26.36 | $35.14 |
| General staff - level 7.1 | $17.98 | $22.48 | $35.96 | $44.95 | $26.97 | $35.96 |
| General staff - level 7.2 | $19.05 | $23.81 | $38.10 | $47.63 | $28.58 | $38.10 |
| General staff - level 8 | $20.25 | $25.31 | N/A | $50.63 | N/A | N/A |
| General staff - level 9 | $21.41 | $26.76 | N/A | $53.53 | N/A | N/A |

**Table 2 of 4**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $27.98 | $22.38 | $22.38 | $12.87 | $12.87 | $14.55 |
| General staff - level 1.2 | $29.30 | $23.44 | $23.44 | $13.48 | $13.48 | $15.24 |
| General staff - level 1.3 | $30.20 | $24.16 | $24.16 | $13.89 | $13.89 | $15.70 |
| General staff - level 2.1 | $30.58 | $24.46 | $24.46 | $14.06 | $14.06 | $15.90 |
| General staff - level 2.2 | $31.13 | $24.90 | $24.90 | $14.32 | $14.32 | $16.19 |
| General staff - level 3.1 | $32.28 | $25.82 | $25.82 | $14.85 | $14.85 | $16.78 |
| General staff - level 3.2 | $33.90 | $27.12 | $27.12 | $15.59 | $15.59 | $17.63 |
| General staff - level 4.1 | $34.83 | $27.86 | $27.86 | $16.02 | $16.02 | $18.11 |
| General staff - level 4.2 | $36.20 | $28.96 | $28.96 | $16.65 | $16.65 | $18.82 |
| General staff - level 5.1 | $38.65 | $30.92 | $30.92 | $17.78 | $17.78 | $20.10 |
| General staff - level 5.2 | $40.48 | $32.38 | $32.38 | $18.62 | $18.62 | $21.05 |
| General staff - level 6.1 | $41.50 | $33.20 | $33.20 | $19.09 | $19.09 | $21.58 |
| General staff - level 6.2 | $43.93 | $35.14 | $35.14 | $20.21 | $20.21 | $22.84 |
| General staff - level 7.1 | $44.95 | $35.96 | $35.96 | $20.68 | $20.68 | $23.37 |
| General staff - level 7.2 | $47.63 | $38.10 | $38.10 | $21.91 | $21.91 | $24.77 |
| General staff - level 8 | N/A | N/A | N/A | $23.29 | $23.29 | $26.33 |
| General staff - level 9 | N/A | N/A | N/A | $24.62 | $24.62 | $27.83 |

**Table 3 of 4**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - full-time shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - full-time shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $16.79 | $22.38 | $16.79 | $22.38 | $16.79 | $22.38 |
| General staff - level 1.2 | $17.58 | $23.44 | $17.58 | $23.44 | $17.58 | $23.44 |
| General staff - level 1.3 | $18.12 | $24.16 | $18.12 | $24.16 | $18.12 | $24.16 |
| General staff - level 2.1 | $18.35 | $24.46 | $18.35 | $24.46 | $18.35 | $24.46 |
| General staff - level 2.2 | $18.68 | $24.90 | $18.68 | $24.90 | $18.68 | $24.90 |
| General staff - level 3.1 | $19.37 | $25.82 | $19.37 | $25.82 | $19.37 | $25.82 |
| General staff - level 3.2 | $20.34 | $27.12 | $20.34 | $27.12 | $20.34 | $27.12 |
| General staff - level 4.1 | $20.90 | $27.86 | $20.90 | $27.86 | $20.90 | $27.86 |
| General staff - level 4.2 | $21.72 | $28.96 | $21.72 | $28.96 | $21.72 | $28.96 |
| General staff - level 5.1 | $23.19 | $30.92 | $23.19 | $30.92 | $23.19 | $30.92 |
| General staff - level 5.2 | $24.29 | $32.38 | $24.29 | $32.38 | $24.29 | $32.38 |
| General staff - level 6.1 | $24.90 | $33.20 | $24.90 | $33.20 | $24.90 | $33.20 |
| General staff - level 6.2 | $26.36 | $35.14 | $26.36 | $35.14 | $26.36 | $35.14 |
| General staff - level 7.1 | $26.97 | $35.96 | $26.97 | $35.96 | $26.97 | $35.96 |
| General staff - level 7.2 | $28.58 | $38.10 | $28.58 | $38.10 | $28.58 | $38.10 |
| General staff - level 8 | $30.38 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $32.12 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 4**

| **Classification** | **Overtime (more than the daily ordinary hours) - first 2 hours - part-time shiftworkers** | **Overtime (more than the daily ordinary hours) - after 2 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - part-time shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $16.79 | $22.38 | $16.79 | $22.38 | $22.38 |
| General staff - level 1.2 | $17.58 | $23.44 | $17.58 | $23.44 | $23.44 |
| General staff - level 1.3 | $18.12 | $24.16 | $18.12 | $24.16 | $24.16 |
| General staff - level 2.1 | $18.35 | $24.46 | $18.35 | $24.46 | $24.46 |
| General staff - level 2.2 | $18.68 | $24.90 | $18.68 | $24.90 | $24.90 |
| General staff - level 3.1 | $19.37 | $25.82 | $19.37 | $25.82 | $25.82 |
| General staff - level 3.2 | $20.34 | $27.12 | $20.34 | $27.12 | $27.12 |
| General staff - level 4.1 | $20.90 | $27.86 | $20.90 | $27.86 | $27.86 |
| General staff - level 4.2 | $21.72 | $28.96 | $21.72 | $28.96 | $28.96 |
| General staff - level 5.1 | $23.19 | $30.92 | $23.19 | $30.92 | $30.92 |
| General staff - level 5.2 | $24.29 | $32.38 | $24.29 | $32.38 | $32.38 |
| General staff - level 6.1 | $24.90 | $33.20 | $24.90 | $33.20 | $33.20 |
| General staff - level 6.2 | $26.36 | $35.14 | $26.36 | $35.14 | $35.14 |
| General staff - level 7.1 | $26.97 | $35.96 | $26.97 | $35.96 | $35.96 |
| General staff - level 7.2 | $28.58 | $38.10 | $28.58 | $38.10 | $38.10 |
| General staff - level 8 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | N/A | N/A | N/A | N/A | N/A |

### Junior - Full-time & part-time - 16 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $12.44 | $15.55 | $24.88 | $31.10 | $18.66 | $24.88 |
| General staff - level 1.2 | $13.03 | $16.29 | $26.06 | $32.58 | $19.55 | $26.06 |
| General staff - level 1.3 | $13.43 | $16.79 | $26.86 | $33.58 | $20.15 | $26.86 |
| General staff - level 2.1 | $13.59 | $16.99 | $27.18 | $33.98 | $20.39 | $27.18 |
| General staff - level 2.2 | $13.84 | $17.30 | $27.68 | $34.60 | $20.76 | $27.68 |
| General staff - level 3.1 | $14.35 | $17.94 | $28.70 | $35.88 | $21.53 | $28.70 |
| General staff - level 3.2 | $15.07 | $18.84 | $30.14 | $37.68 | $22.61 | $30.14 |
| General staff - level 4.1 | $15.48 | $19.35 | $30.96 | $38.70 | $23.22 | $30.96 |
| General staff - level 4.2 | $16.09 | $20.11 | $32.18 | $40.23 | $24.14 | $32.18 |
| General staff - level 5.1 | $17.18 | $21.48 | $34.36 | $42.95 | $25.77 | $34.36 |
| General staff - level 5.2 | $17.99 | $22.49 | $35.98 | $44.98 | $26.99 | $35.98 |
| General staff - level 6.1 | $18.44 | $23.05 | $36.88 | $46.10 | $27.66 | $36.88 |
| General staff - level 6.2 | $19.53 | $24.41 | $39.06 | $48.83 | $29.30 | $39.06 |
| General staff - level 7.1 | $19.98 | $24.98 | $39.96 | $49.95 | $29.97 | $39.96 |
| General staff - level 7.2 | $21.17 | $26.46 | $42.34 | $52.93 | $31.76 | $42.34 |
| General staff - level 8 | $22.50 | $28.13 | N/A | $56.25 | N/A | N/A |
| General staff - level 9 | $23.79 | $29.74 | N/A | $59.48 | N/A | N/A |

**Table 2 of 4**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $31.10 | $24.88 | $24.88 | $14.31 | $14.31 | $16.17 |
| General staff - level 1.2 | $32.58 | $26.06 | $26.06 | $14.98 | $14.98 | $16.94 |
| General staff - level 1.3 | $33.58 | $26.86 | $26.86 | $15.44 | $15.44 | $17.46 |
| General staff - level 2.1 | $33.98 | $27.18 | $27.18 | $15.63 | $15.63 | $17.67 |
| General staff - level 2.2 | $34.60 | $27.68 | $27.68 | $15.92 | $15.92 | $17.99 |
| General staff - level 3.1 | $35.88 | $28.70 | $28.70 | $16.50 | $16.50 | $18.66 |
| General staff - level 3.2 | $37.68 | $30.14 | $30.14 | $17.33 | $17.33 | $19.59 |
| General staff - level 4.1 | $38.70 | $30.96 | $30.96 | $17.80 | $17.80 | $20.12 |
| General staff - level 4.2 | $40.23 | $32.18 | $32.18 | $18.50 | $18.50 | $20.92 |
| General staff - level 5.1 | $42.95 | $34.36 | $34.36 | $19.76 | $19.76 | $22.33 |
| General staff - level 5.2 | $44.98 | $35.98 | $35.98 | $20.69 | $20.69 | $23.39 |
| General staff - level 6.1 | $46.10 | $36.88 | $36.88 | $21.21 | $21.21 | $23.97 |
| General staff - level 6.2 | $48.83 | $39.06 | $39.06 | $22.46 | $22.46 | $25.39 |
| General staff - level 7.1 | $49.95 | $39.96 | $39.96 | $22.98 | $22.98 | $25.97 |
| General staff - level 7.2 | $52.93 | $42.34 | $42.34 | $24.35 | $24.35 | $27.52 |
| General staff - level 8 | N/A | N/A | N/A | $25.88 | $25.88 | $29.25 |
| General staff - level 9 | N/A | N/A | N/A | $27.36 | $27.36 | $30.93 |

**Table 3 of 4**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - full-time shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - full-time shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $18.66 | $24.88 | $18.66 | $24.88 | $18.66 | $24.88 |
| General staff - level 1.2 | $19.55 | $26.06 | $19.55 | $26.06 | $19.55 | $26.06 |
| General staff - level 1.3 | $20.15 | $26.86 | $20.15 | $26.86 | $20.15 | $26.86 |
| General staff - level 2.1 | $20.39 | $27.18 | $20.39 | $27.18 | $20.39 | $27.18 |
| General staff - level 2.2 | $20.76 | $27.68 | $20.76 | $27.68 | $20.76 | $27.68 |
| General staff - level 3.1 | $21.53 | $28.70 | $21.53 | $28.70 | $21.53 | $28.70 |
| General staff - level 3.2 | $22.61 | $30.14 | $22.61 | $30.14 | $22.61 | $30.14 |
| General staff - level 4.1 | $23.22 | $30.96 | $23.22 | $30.96 | $23.22 | $30.96 |
| General staff - level 4.2 | $24.14 | $32.18 | $24.14 | $32.18 | $24.14 | $32.18 |
| General staff - level 5.1 | $25.77 | $34.36 | $25.77 | $34.36 | $25.77 | $34.36 |
| General staff - level 5.2 | $26.99 | $35.98 | $26.99 | $35.98 | $26.99 | $35.98 |
| General staff - level 6.1 | $27.66 | $36.88 | $27.66 | $36.88 | $27.66 | $36.88 |
| General staff - level 6.2 | $29.30 | $39.06 | $29.30 | $39.06 | $29.30 | $39.06 |
| General staff - level 7.1 | $29.97 | $39.96 | $29.97 | $39.96 | $29.97 | $39.96 |
| General staff - level 7.2 | $31.76 | $42.34 | $31.76 | $42.34 | $31.76 | $42.34 |
| General staff - level 8 | $33.75 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $35.69 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 4**

| **Classification** | **Overtime (more than the daily ordinary hours) - first 2 hours - part-time shiftworkers** | **Overtime (more than the daily ordinary hours) - after 2 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - part-time shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $18.66 | $24.88 | $18.66 | $24.88 | $24.88 |
| General staff - level 1.2 | $19.55 | $26.06 | $19.55 | $26.06 | $26.06 |
| General staff - level 1.3 | $20.15 | $26.86 | $20.15 | $26.86 | $26.86 |
| General staff - level 2.1 | $20.39 | $27.18 | $20.39 | $27.18 | $27.18 |
| General staff - level 2.2 | $20.76 | $27.68 | $20.76 | $27.68 | $27.68 |
| General staff - level 3.1 | $21.53 | $28.70 | $21.53 | $28.70 | $28.70 |
| General staff - level 3.2 | $22.61 | $30.14 | $22.61 | $30.14 | $30.14 |
| General staff - level 4.1 | $23.22 | $30.96 | $23.22 | $30.96 | $30.96 |
| General staff - level 4.2 | $24.14 | $32.18 | $24.14 | $32.18 | $32.18 |
| General staff - level 5.1 | $25.77 | $34.36 | $25.77 | $34.36 | $34.36 |
| General staff - level 5.2 | $26.99 | $35.98 | $26.99 | $35.98 | $35.98 |
| General staff - level 6.1 | $27.66 | $36.88 | $27.66 | $36.88 | $36.88 |
| General staff - level 6.2 | $29.30 | $39.06 | $29.30 | $39.06 | $39.06 |
| General staff - level 7.1 | $29.97 | $39.96 | $29.97 | $39.96 | $39.96 |
| General staff - level 7.2 | $31.76 | $42.34 | $31.76 | $42.34 | $42.34 |
| General staff - level 8 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | N/A | N/A | N/A | N/A | N/A |

### Junior - Full-time & part-time - 17 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $14.92 | $18.65 | $29.84 | $37.30 | $22.38 | $29.84 |
| General staff - level 1.2 | $15.63 | $19.54 | $31.26 | $39.08 | $23.45 | $31.26 |
| General staff - level 1.3 | $16.11 | $20.14 | $32.22 | $40.28 | $24.17 | $32.22 |
| General staff - level 2.1 | $16.31 | $20.39 | $32.62 | $40.78 | $24.47 | $32.62 |
| General staff - level 2.2 | $16.60 | $20.75 | $33.20 | $41.50 | $24.90 | $33.20 |
| General staff - level 3.1 | $17.21 | $21.51 | $34.42 | $43.03 | $25.82 | $34.42 |
| General staff - level 3.2 | $18.08 | $22.60 | $36.16 | $45.20 | $27.12 | $36.16 |
| General staff - level 4.1 | $18.57 | $23.21 | $37.14 | $46.43 | $27.86 | $37.14 |
| General staff - level 4.2 | $19.30 | $24.13 | $38.60 | $48.25 | $28.95 | $38.60 |
| General staff - level 5.1 | $20.61 | $25.76 | $41.22 | $51.53 | $30.92 | $41.22 |
| General staff - level 5.2 | $21.59 | $26.99 | $43.18 | $53.98 | $32.39 | $43.18 |
| General staff - level 6.1 | $22.13 | $27.66 | $44.26 | $55.33 | $33.20 | $44.26 |
| General staff - level 6.2 | $23.43 | $29.29 | $46.86 | $58.58 | $35.15 | $46.86 |
| General staff - level 7.1 | $23.98 | $29.98 | $47.96 | $59.95 | $35.97 | $47.96 |
| General staff - level 7.2 | $25.40 | $31.75 | $50.80 | $63.50 | $38.10 | $50.80 |
| General staff - level 8 | $26.99 | $33.74 | N/A | $67.48 | N/A | N/A |
| General staff - level 9 | $28.54 | $35.68 | N/A | $71.35 | N/A | N/A |

**Table 2 of 4**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $37.30 | $29.84 | $29.84 | $17.16 | $17.16 | $19.40 |
| General staff - level 1.2 | $39.08 | $31.26 | $31.26 | $17.97 | $17.97 | $20.32 |
| General staff - level 1.3 | $40.28 | $32.22 | $32.22 | $18.53 | $18.53 | $20.94 |
| General staff - level 2.1 | $40.78 | $32.62 | $32.62 | $18.76 | $18.76 | $21.20 |
| General staff - level 2.2 | $41.50 | $33.20 | $33.20 | $19.09 | $19.09 | $21.58 |
| General staff - level 3.1 | $43.03 | $34.42 | $34.42 | $19.79 | $19.79 | $22.37 |
| General staff - level 3.2 | $45.20 | $36.16 | $36.16 | $20.79 | $20.79 | $23.50 |
| General staff - level 4.1 | $46.43 | $37.14 | $37.14 | $21.36 | $21.36 | $24.14 |
| General staff - level 4.2 | $48.25 | $38.60 | $38.60 | $22.20 | $22.20 | $25.09 |
| General staff - level 5.1 | $51.53 | $41.22 | $41.22 | $23.70 | $23.70 | $26.79 |
| General staff - level 5.2 | $53.98 | $43.18 | $43.18 | $24.83 | $24.83 | $28.07 |
| General staff - level 6.1 | $55.33 | $44.26 | $44.26 | $25.45 | $25.45 | $28.77 |
| General staff - level 6.2 | $58.58 | $46.86 | $46.86 | $26.94 | $26.94 | $30.46 |
| General staff - level 7.1 | $59.95 | $47.96 | $47.96 | $27.58 | $27.58 | $31.17 |
| General staff - level 7.2 | $63.50 | $50.80 | $50.80 | $29.21 | $29.21 | $33.02 |
| General staff - level 8 | N/A | N/A | N/A | $31.04 | $31.04 | $35.09 |
| General staff - level 9 | N/A | N/A | N/A | $32.82 | $32.82 | $37.10 |

**Table 3 of 4**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - full-time shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - full-time shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $22.38 | $29.84 | $22.38 | $29.84 | $22.38 | $29.84 |
| General staff - level 1.2 | $23.45 | $31.26 | $23.45 | $31.26 | $23.45 | $31.26 |
| General staff - level 1.3 | $24.17 | $32.22 | $24.17 | $32.22 | $24.17 | $32.22 |
| General staff - level 2.1 | $24.47 | $32.62 | $24.47 | $32.62 | $24.47 | $32.62 |
| General staff - level 2.2 | $24.90 | $33.20 | $24.90 | $33.20 | $24.90 | $33.20 |
| General staff - level 3.1 | $25.82 | $34.42 | $25.82 | $34.42 | $25.82 | $34.42 |
| General staff - level 3.2 | $27.12 | $36.16 | $27.12 | $36.16 | $27.12 | $36.16 |
| General staff - level 4.1 | $27.86 | $37.14 | $27.86 | $37.14 | $27.86 | $37.14 |
| General staff - level 4.2 | $28.95 | $38.60 | $28.95 | $38.60 | $28.95 | $38.60 |
| General staff - level 5.1 | $30.92 | $41.22 | $30.92 | $41.22 | $30.92 | $41.22 |
| General staff - level 5.2 | $32.39 | $43.18 | $32.39 | $43.18 | $32.39 | $43.18 |
| General staff - level 6.1 | $33.20 | $44.26 | $33.20 | $44.26 | $33.20 | $44.26 |
| General staff - level 6.2 | $35.15 | $46.86 | $35.15 | $46.86 | $35.15 | $46.86 |
| General staff - level 7.1 | $35.97 | $47.96 | $35.97 | $47.96 | $35.97 | $47.96 |
| General staff - level 7.2 | $38.10 | $50.80 | $38.10 | $50.80 | $38.10 | $50.80 |
| General staff - level 8 | $40.49 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $42.81 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 4**

| **Classification** | **Overtime (more than the daily ordinary hours) - first 2 hours - part-time shiftworkers** | **Overtime (more than the daily ordinary hours) - after 2 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - part-time shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $22.38 | $29.84 | $22.38 | $29.84 | $29.84 |
| General staff - level 1.2 | $23.45 | $31.26 | $23.45 | $31.26 | $31.26 |
| General staff - level 1.3 | $24.17 | $32.22 | $24.17 | $32.22 | $32.22 |
| General staff - level 2.1 | $24.47 | $32.62 | $24.47 | $32.62 | $32.62 |
| General staff - level 2.2 | $24.90 | $33.20 | $24.90 | $33.20 | $33.20 |
| General staff - level 3.1 | $25.82 | $34.42 | $25.82 | $34.42 | $34.42 |
| General staff - level 3.2 | $27.12 | $36.16 | $27.12 | $36.16 | $36.16 |
| General staff - level 4.1 | $27.86 | $37.14 | $27.86 | $37.14 | $37.14 |
| General staff - level 4.2 | $28.95 | $38.60 | $28.95 | $38.60 | $38.60 |
| General staff - level 5.1 | $30.92 | $41.22 | $30.92 | $41.22 | $41.22 |
| General staff - level 5.2 | $32.39 | $43.18 | $32.39 | $43.18 | $43.18 |
| General staff - level 6.1 | $33.20 | $44.26 | $33.20 | $44.26 | $44.26 |
| General staff - level 6.2 | $35.15 | $46.86 | $35.15 | $46.86 | $46.86 |
| General staff - level 7.1 | $35.97 | $47.96 | $35.97 | $47.96 | $47.96 |
| General staff - level 7.2 | $38.10 | $50.80 | $38.10 | $50.80 | $50.80 |
| General staff - level 8 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | N/A | N/A | N/A | N/A | N/A |

### Junior - Full-time & part-time - 18 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $17.41 | $21.76 | $34.82 | $43.53 | $26.12 | $34.82 |
| General staff - level 1.2 | $18.24 | $22.80 | $36.48 | $45.60 | $27.36 | $36.48 |
| General staff - level 1.3 | $18.80 | $23.50 | $37.60 | $47.00 | $28.20 | $37.60 |
| General staff - level 2.1 | $19.03 | $23.79 | $38.06 | $47.58 | $28.55 | $38.06 |
| General staff - level 2.2 | $19.37 | $24.21 | $38.74 | $48.43 | $29.06 | $38.74 |
| General staff - level 3.1 | $20.08 | $25.10 | $40.16 | $50.20 | $30.12 | $40.16 |
| General staff - level 3.2 | $21.09 | $26.36 | $42.18 | $52.73 | $31.64 | $42.18 |
| General staff - level 4.1 | $21.67 | $27.09 | $43.34 | $54.18 | $32.51 | $43.34 |
| General staff - level 4.2 | $22.52 | $28.15 | $45.04 | $56.30 | $33.78 | $45.04 |
| General staff - level 5.1 | $24.05 | $30.06 | $48.10 | $60.13 | $36.08 | $48.10 |
| General staff - level 5.2 | $25.19 | $31.49 | $50.38 | $62.98 | $37.79 | $50.38 |
| General staff - level 6.1 | $25.82 | $32.28 | $51.64 | $64.55 | $38.73 | $51.64 |
| General staff - level 6.2 | $27.34 | $34.18 | $54.68 | $68.35 | $41.01 | $54.68 |
| General staff - level 7.1 | $27.97 | $34.96 | $55.94 | $69.93 | $41.96 | $55.94 |
| General staff - level 7.2 | $29.63 | $37.04 | $59.26 | $74.08 | $44.45 | $59.26 |
| General staff - level 8 | $31.49 | $39.36 | N/A | $78.73 | N/A | N/A |
| General staff - level 9 | $33.30 | $41.63 | N/A | $83.25 | N/A | N/A |

**Table 2 of 4**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $43.53 | $34.82 | $34.82 | $20.02 | $20.02 | $22.63 |
| General staff - level 1.2 | $45.60 | $36.48 | $36.48 | $20.98 | $20.98 | $23.71 |
| General staff - level 1.3 | $47.00 | $37.60 | $37.60 | $21.62 | $21.62 | $24.44 |
| General staff - level 2.1 | $47.58 | $38.06 | $38.06 | $21.88 | $21.88 | $24.74 |
| General staff - level 2.2 | $48.43 | $38.74 | $38.74 | $22.28 | $22.28 | $25.18 |
| General staff - level 3.1 | $50.20 | $40.16 | $40.16 | $23.09 | $23.09 | $26.10 |
| General staff - level 3.2 | $52.73 | $42.18 | $42.18 | $24.25 | $24.25 | $27.42 |
| General staff - level 4.1 | $54.18 | $43.34 | $43.34 | $24.92 | $24.92 | $28.17 |
| General staff - level 4.2 | $56.30 | $45.04 | $45.04 | $25.90 | $25.90 | $29.28 |
| General staff - level 5.1 | $60.13 | $48.10 | $48.10 | $27.66 | $27.66 | $31.27 |
| General staff - level 5.2 | $62.98 | $50.38 | $50.38 | $28.97 | $28.97 | $32.75 |
| General staff - level 6.1 | $64.55 | $51.64 | $51.64 | $29.69 | $29.69 | $33.57 |
| General staff - level 6.2 | $68.35 | $54.68 | $54.68 | $31.44 | $31.44 | $35.54 |
| General staff - level 7.1 | $69.93 | $55.94 | $55.94 | $32.17 | $32.17 | $36.36 |
| General staff - level 7.2 | $74.08 | $59.26 | $59.26 | $34.07 | $34.07 | $38.52 |
| General staff - level 8 | N/A | N/A | N/A | $36.21 | $36.21 | $40.94 |
| General staff - level 9 | N/A | N/A | N/A | $38.30 | $38.30 | $43.29 |

**Table 3 of 4**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - full-time shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - full-time shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $26.12 | $34.82 | $26.12 | $34.82 | $26.12 | $34.82 |
| General staff - level 1.2 | $27.36 | $36.48 | $27.36 | $36.48 | $27.36 | $36.48 |
| General staff - level 1.3 | $28.20 | $37.60 | $28.20 | $37.60 | $28.20 | $37.60 |
| General staff - level 2.1 | $28.55 | $38.06 | $28.55 | $38.06 | $28.55 | $38.06 |
| General staff - level 2.2 | $29.06 | $38.74 | $29.06 | $38.74 | $29.06 | $38.74 |
| General staff - level 3.1 | $30.12 | $40.16 | $30.12 | $40.16 | $30.12 | $40.16 |
| General staff - level 3.2 | $31.64 | $42.18 | $31.64 | $42.18 | $31.64 | $42.18 |
| General staff - level 4.1 | $32.51 | $43.34 | $32.51 | $43.34 | $32.51 | $43.34 |
| General staff - level 4.2 | $33.78 | $45.04 | $33.78 | $45.04 | $33.78 | $45.04 |
| General staff - level 5.1 | $36.08 | $48.10 | $36.08 | $48.10 | $36.08 | $48.10 |
| General staff - level 5.2 | $37.79 | $50.38 | $37.79 | $50.38 | $37.79 | $50.38 |
| General staff - level 6.1 | $38.73 | $51.64 | $38.73 | $51.64 | $38.73 | $51.64 |
| General staff - level 6.2 | $41.01 | $54.68 | $41.01 | $54.68 | $41.01 | $54.68 |
| General staff - level 7.1 | $41.96 | $55.94 | $41.96 | $55.94 | $41.96 | $55.94 |
| General staff - level 7.2 | $44.45 | $59.26 | $44.45 | $59.26 | $44.45 | $59.26 |
| General staff - level 8 | $47.24 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $49.95 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 4**

| **Classification** | **Overtime (more than the daily ordinary hours) - first 2 hours - part-time shiftworkers** | **Overtime (more than the daily ordinary hours) - after 2 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - part-time shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $26.12 | $34.82 | $26.12 | $34.82 | $34.82 |
| General staff - level 1.2 | $27.36 | $36.48 | $27.36 | $36.48 | $36.48 |
| General staff - level 1.3 | $28.20 | $37.60 | $28.20 | $37.60 | $37.60 |
| General staff - level 2.1 | $28.55 | $38.06 | $28.55 | $38.06 | $38.06 |
| General staff - level 2.2 | $29.06 | $38.74 | $29.06 | $38.74 | $38.74 |
| General staff - level 3.1 | $30.12 | $40.16 | $30.12 | $40.16 | $40.16 |
| General staff - level 3.2 | $31.64 | $42.18 | $31.64 | $42.18 | $42.18 |
| General staff - level 4.1 | $32.51 | $43.34 | $32.51 | $43.34 | $43.34 |
| General staff - level 4.2 | $33.78 | $45.04 | $33.78 | $45.04 | $45.04 |
| General staff - level 5.1 | $36.08 | $48.10 | $36.08 | $48.10 | $48.10 |
| General staff - level 5.2 | $37.79 | $50.38 | $37.79 | $50.38 | $50.38 |
| General staff - level 6.1 | $38.73 | $51.64 | $38.73 | $51.64 | $51.64 |
| General staff - level 6.2 | $41.01 | $54.68 | $41.01 | $54.68 | $54.68 |
| General staff - level 7.1 | $41.96 | $55.94 | $41.96 | $55.94 | $55.94 |
| General staff - level 7.2 | $44.45 | $59.26 | $44.45 | $59.26 | $59.26 |
| General staff - level 8 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | N/A | N/A | N/A | N/A | N/A |

### Junior - Full-time & part-time - 19 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $19.90 | $24.88 | $39.80 | $49.75 | $29.85 | $39.80 |
| General staff - level 1.2 | $20.84 | $26.05 | $41.68 | $52.10 | $31.26 | $41.68 |
| General staff - level 1.3 | $21.48 | $26.85 | $42.96 | $53.70 | $32.22 | $42.96 |
| General staff - level 2.1 | $21.74 | $27.18 | $43.48 | $54.35 | $32.61 | $43.48 |
| General staff - level 2.2 | $22.14 | $27.68 | $44.28 | $55.35 | $33.21 | $44.28 |
| General staff - level 3.1 | $22.95 | $28.69 | $45.90 | $57.38 | $34.43 | $45.90 |
| General staff - level 3.2 | $24.10 | $30.13 | $48.20 | $60.25 | $36.15 | $48.20 |
| General staff - level 4.1 | $24.76 | $30.95 | $49.52 | $61.90 | $37.14 | $49.52 |
| General staff - level 4.2 | $25.74 | $32.18 | $51.48 | $64.35 | $38.61 | $51.48 |
| General staff - level 5.1 | $27.48 | $34.35 | $54.96 | $68.70 | $41.22 | $54.96 |
| General staff - level 5.2 | $28.78 | $35.98 | $57.56 | $71.95 | $43.17 | $57.56 |
| General staff - level 6.1 | $29.50 | $36.88 | $59.00 | $73.75 | $44.25 | $59.00 |
| General staff - level 6.2 | $31.24 | $39.05 | $62.48 | $78.10 | $46.86 | $62.48 |
| General staff - level 7.1 | $31.97 | $39.96 | $63.94 | $79.93 | $47.96 | $63.94 |
| General staff - level 7.2 | $33.86 | $42.33 | $67.72 | $84.65 | $50.79 | $67.72 |
| General staff - level 8 | $35.99 | $44.99 | N/A | $89.98 | N/A | N/A |
| General staff - level 9 | $38.06 | $47.58 | N/A | $95.15 | N/A | N/A |

**Table 2 of 4**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $49.75 | $39.80 | $39.80 | $22.89 | $22.89 | $25.87 |
| General staff - level 1.2 | $52.10 | $41.68 | $41.68 | $23.97 | $23.97 | $27.09 |
| General staff - level 1.3 | $53.70 | $42.96 | $42.96 | $24.70 | $24.70 | $27.92 |
| General staff - level 2.1 | $54.35 | $43.48 | $43.48 | $25.00 | $25.00 | $28.26 |
| General staff - level 2.2 | $55.35 | $44.28 | $44.28 | $25.46 | $25.46 | $28.78 |
| General staff - level 3.1 | $57.38 | $45.90 | $45.90 | $26.39 | $26.39 | $29.84 |
| General staff - level 3.2 | $60.25 | $48.20 | $48.20 | $27.72 | $27.72 | $31.33 |
| General staff - level 4.1 | $61.90 | $49.52 | $49.52 | $28.47 | $28.47 | $32.19 |
| General staff - level 4.2 | $64.35 | $51.48 | $51.48 | $29.60 | $29.60 | $33.46 |
| General staff - level 5.1 | $68.70 | $54.96 | $54.96 | $31.60 | $31.60 | $35.72 |
| General staff - level 5.2 | $71.95 | $57.56 | $57.56 | $33.10 | $33.10 | $37.41 |
| General staff - level 6.1 | $73.75 | $59.00 | $59.00 | $33.93 | $33.93 | $38.35 |
| General staff - level 6.2 | $78.10 | $62.48 | $62.48 | $35.93 | $35.93 | $40.61 |
| General staff - level 7.1 | $79.93 | $63.94 | $63.94 | $36.77 | $36.77 | $41.56 |
| General staff - level 7.2 | $84.65 | $67.72 | $67.72 | $38.94 | $38.94 | $44.02 |
| General staff - level 8 | N/A | N/A | N/A | $41.39 | $41.39 | $46.79 |
| General staff - level 9 | N/A | N/A | N/A | $43.77 | $43.77 | $49.48 |

**Table 3 of 4**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - full-time shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - full-time shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $29.85 | $39.80 | $29.85 | $39.80 | $29.85 | $39.80 |
| General staff - level 1.2 | $31.26 | $41.68 | $31.26 | $41.68 | $31.26 | $41.68 |
| General staff - level 1.3 | $32.22 | $42.96 | $32.22 | $42.96 | $32.22 | $42.96 |
| General staff - level 2.1 | $32.61 | $43.48 | $32.61 | $43.48 | $32.61 | $43.48 |
| General staff - level 2.2 | $33.21 | $44.28 | $33.21 | $44.28 | $33.21 | $44.28 |
| General staff - level 3.1 | $34.43 | $45.90 | $34.43 | $45.90 | $34.43 | $45.90 |
| General staff - level 3.2 | $36.15 | $48.20 | $36.15 | $48.20 | $36.15 | $48.20 |
| General staff - level 4.1 | $37.14 | $49.52 | $37.14 | $49.52 | $37.14 | $49.52 |
| General staff - level 4.2 | $38.61 | $51.48 | $38.61 | $51.48 | $38.61 | $51.48 |
| General staff - level 5.1 | $41.22 | $54.96 | $41.22 | $54.96 | $41.22 | $54.96 |
| General staff - level 5.2 | $43.17 | $57.56 | $43.17 | $57.56 | $43.17 | $57.56 |
| General staff - level 6.1 | $44.25 | $59.00 | $44.25 | $59.00 | $44.25 | $59.00 |
| General staff - level 6.2 | $46.86 | $62.48 | $46.86 | $62.48 | $46.86 | $62.48 |
| General staff - level 7.1 | $47.96 | $63.94 | $47.96 | $63.94 | $47.96 | $63.94 |
| General staff - level 7.2 | $50.79 | $67.72 | $50.79 | $67.72 | $50.79 | $67.72 |
| General staff - level 8 | $53.99 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $57.09 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 4**

| **Classification** | **Overtime (more than the daily ordinary hours) - first 2 hours - part-time shiftworkers** | **Overtime (more than the daily ordinary hours) - after 2 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - part-time shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $29.85 | $39.80 | $29.85 | $39.80 | $39.80 |
| General staff - level 1.2 | $31.26 | $41.68 | $31.26 | $41.68 | $41.68 |
| General staff - level 1.3 | $32.22 | $42.96 | $32.22 | $42.96 | $42.96 |
| General staff - level 2.1 | $32.61 | $43.48 | $32.61 | $43.48 | $43.48 |
| General staff - level 2.2 | $33.21 | $44.28 | $33.21 | $44.28 | $44.28 |
| General staff - level 3.1 | $34.43 | $45.90 | $34.43 | $45.90 | $45.90 |
| General staff - level 3.2 | $36.15 | $48.20 | $36.15 | $48.20 | $48.20 |
| General staff - level 4.1 | $37.14 | $49.52 | $37.14 | $49.52 | $49.52 |
| General staff - level 4.2 | $38.61 | $51.48 | $38.61 | $51.48 | $51.48 |
| General staff - level 5.1 | $41.22 | $54.96 | $41.22 | $54.96 | $54.96 |
| General staff - level 5.2 | $43.17 | $57.56 | $43.17 | $57.56 | $57.56 |
| General staff - level 6.1 | $44.25 | $59.00 | $44.25 | $59.00 | $59.00 |
| General staff - level 6.2 | $46.86 | $62.48 | $46.86 | $62.48 | $62.48 |
| General staff - level 7.1 | $47.96 | $63.94 | $47.96 | $63.94 | $63.94 |
| General staff - level 7.2 | $50.79 | $67.72 | $50.79 | $67.72 | $67.72 |
| General staff - level 8 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | N/A | N/A | N/A | N/A | N/A |

### Junior - Full-time & part-time - 20 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $22.38 | $27.98 | $44.76 | $55.95 | $33.57 | $44.76 |
| General staff - level 1.2 | $23.45 | $29.31 | $46.90 | $58.63 | $35.18 | $46.90 |
| General staff - level 1.3 | $24.17 | $30.21 | $48.34 | $60.43 | $36.26 | $48.34 |
| General staff - level 2.1 | $24.46 | $30.58 | $48.92 | $61.15 | $36.69 | $48.92 |
| General staff - level 2.2 | $24.90 | $31.13 | $49.80 | $62.25 | $37.35 | $49.80 |
| General staff - level 3.1 | $25.82 | $32.28 | $51.64 | $64.55 | $38.73 | $51.64 |
| General staff - level 3.2 | $27.12 | $33.90 | $54.24 | $67.80 | $40.68 | $54.24 |
| General staff - level 4.1 | $27.86 | $34.83 | $55.72 | $69.65 | $41.79 | $55.72 |
| General staff - level 4.2 | $28.95 | $36.19 | $57.90 | $72.38 | $43.43 | $57.90 |
| General staff - level 5.1 | $30.92 | $38.65 | $61.84 | $77.30 | $46.38 | $61.84 |
| General staff - level 5.2 | $32.38 | $40.48 | $64.76 | $80.95 | $48.57 | $64.76 |
| General staff - level 6.1 | $33.19 | $41.49 | $66.38 | $82.98 | $49.79 | $66.38 |
| General staff - level 6.2 | $35.15 | $43.94 | $70.30 | $87.88 | $52.73 | $70.30 |
| General staff - level 7.1 | $35.96 | $44.95 | $71.92 | $89.90 | $53.94 | $71.92 |
| General staff - level 7.2 | $38.10 | $47.63 | $76.20 | $95.25 | $57.15 | $76.20 |
| General staff - level 8 | $40.49 | $50.61 | N/A | $101.23 | N/A | N/A |
| General staff - level 9 | $42.81 | $53.51 | N/A | $107.03 | N/A | N/A |

**Table 2 of 4**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $55.95 | $44.76 | $44.76 | $25.74 | $25.74 | $29.09 |
| General staff - level 1.2 | $58.63 | $46.90 | $46.90 | $26.97 | $26.97 | $30.49 |
| General staff - level 1.3 | $60.43 | $48.34 | $48.34 | $27.80 | $27.80 | $31.42 |
| General staff - level 2.1 | $61.15 | $48.92 | $48.92 | $28.13 | $28.13 | $31.80 |
| General staff - level 2.2 | $62.25 | $49.80 | $49.80 | $28.64 | $28.64 | $32.37 |
| General staff - level 3.1 | $64.55 | $51.64 | $51.64 | $29.69 | $29.69 | $33.57 |
| General staff - level 3.2 | $67.80 | $54.24 | $54.24 | $31.19 | $31.19 | $35.26 |
| General staff - level 4.1 | $69.65 | $55.72 | $55.72 | $32.04 | $32.04 | $36.22 |
| General staff - level 4.2 | $72.38 | $57.90 | $57.90 | $33.29 | $33.29 | $37.64 |
| General staff - level 5.1 | $77.30 | $61.84 | $61.84 | $35.56 | $35.56 | $40.20 |
| General staff - level 5.2 | $80.95 | $64.76 | $64.76 | $37.24 | $37.24 | $42.09 |
| General staff - level 6.1 | $82.98 | $66.38 | $66.38 | $38.17 | $38.17 | $43.15 |
| General staff - level 6.2 | $87.88 | $70.30 | $70.30 | $40.42 | $40.42 | $45.70 |
| General staff - level 7.1 | $89.90 | $71.92 | $71.92 | $41.35 | $41.35 | $46.75 |
| General staff - level 7.2 | $95.25 | $76.20 | $76.20 | $43.82 | $43.82 | $49.53 |
| General staff - level 8 | N/A | N/A | N/A | $46.56 | $46.56 | $52.64 |
| General staff - level 9 | N/A | N/A | N/A | $49.23 | $49.23 | $55.65 |

**Table 3 of 4**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - full-time shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - full-time shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - full-time shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $33.57 | $44.76 | $33.57 | $44.76 | $33.57 | $44.76 |
| General staff - level 1.2 | $35.18 | $46.90 | $35.18 | $46.90 | $35.18 | $46.90 |
| General staff - level 1.3 | $36.26 | $48.34 | $36.26 | $48.34 | $36.26 | $48.34 |
| General staff - level 2.1 | $36.69 | $48.92 | $36.69 | $48.92 | $36.69 | $48.92 |
| General staff - level 2.2 | $37.35 | $49.80 | $37.35 | $49.80 | $37.35 | $49.80 |
| General staff - level 3.1 | $38.73 | $51.64 | $38.73 | $51.64 | $38.73 | $51.64 |
| General staff - level 3.2 | $40.68 | $54.24 | $40.68 | $54.24 | $40.68 | $54.24 |
| General staff - level 4.1 | $41.79 | $55.72 | $41.79 | $55.72 | $41.79 | $55.72 |
| General staff - level 4.2 | $43.43 | $57.90 | $43.43 | $57.90 | $43.43 | $57.90 |
| General staff - level 5.1 | $46.38 | $61.84 | $46.38 | $61.84 | $46.38 | $61.84 |
| General staff - level 5.2 | $48.57 | $64.76 | $48.57 | $64.76 | $48.57 | $64.76 |
| General staff - level 6.1 | $49.79 | $66.38 | $49.79 | $66.38 | $49.79 | $66.38 |
| General staff - level 6.2 | $52.73 | $70.30 | $52.73 | $70.30 | $52.73 | $70.30 |
| General staff - level 7.1 | $53.94 | $71.92 | $53.94 | $71.92 | $53.94 | $71.92 |
| General staff - level 7.2 | $57.15 | $76.20 | $57.15 | $76.20 | $57.15 | $76.20 |
| General staff - level 8 | $60.74 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $64.22 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 4**

| **Classification** | **Overtime (more than the daily ordinary hours) - first 2 hours - part-time shiftworkers** | **Overtime (more than the daily ordinary hours) - after 2 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - part-time shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - part-time shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $33.57 | $44.76 | $33.57 | $44.76 | $44.76 |
| General staff - level 1.2 | $35.18 | $46.90 | $35.18 | $46.90 | $46.90 |
| General staff - level 1.3 | $36.26 | $48.34 | $36.26 | $48.34 | $48.34 |
| General staff - level 2.1 | $36.69 | $48.92 | $36.69 | $48.92 | $48.92 |
| General staff - level 2.2 | $37.35 | $49.80 | $37.35 | $49.80 | $49.80 |
| General staff - level 3.1 | $38.73 | $51.64 | $38.73 | $51.64 | $51.64 |
| General staff - level 3.2 | $40.68 | $54.24 | $40.68 | $54.24 | $54.24 |
| General staff - level 4.1 | $41.79 | $55.72 | $41.79 | $55.72 | $55.72 |
| General staff - level 4.2 | $43.43 | $57.90 | $43.43 | $57.90 | $57.90 |
| General staff - level 5.1 | $46.38 | $61.84 | $46.38 | $61.84 | $61.84 |
| General staff - level 5.2 | $48.57 | $64.76 | $48.57 | $64.76 | $64.76 |
| General staff - level 6.1 | $49.79 | $66.38 | $49.79 | $66.38 | $66.38 |
| General staff - level 6.2 | $52.73 | $70.30 | $52.73 | $70.30 | $70.30 |
| General staff - level 7.1 | $53.94 | $71.92 | $53.94 | $71.92 | $71.92 |
| General staff - level 7.2 | $57.15 | $76.20 | $57.15 | $76.20 | $76.20 |
| General staff - level 8 | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - Under 16 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $13.99 | $16.79 | $25.18 | $30.77 | $19.58 | $25.18 |
| General staff - level 1.2 | $14.65 | $17.58 | $26.37 | $32.23 | $20.51 | $26.37 |
| General staff - level 1.3 | $15.10 | $18.12 | $27.18 | $33.22 | $21.14 | $27.18 |
| General staff - level 2.1 | $15.29 | $18.35 | $27.52 | $33.63 | $21.40 | $27.52 |
| General staff - level 2.2 | $15.56 | $18.68 | $28.01 | $34.24 | $21.79 | $28.01 |
| General staff - level 3.1 | $16.14 | $19.37 | $29.05 | $35.50 | $22.59 | $29.05 |
| General staff - level 3.2 | $16.95 | $20.34 | $30.51 | $37.29 | $23.73 | $30.51 |
| General staff - level 4.1 | $17.41 | $20.90 | $31.34 | $38.31 | $24.38 | $31.34 |
| General staff - level 4.2 | $18.10 | $21.72 | $32.58 | $39.82 | $25.34 | $32.58 |
| General staff - level 5.1 | $19.33 | $23.19 | $34.79 | $42.52 | $27.06 | $34.79 |
| General staff - level 5.2 | $20.24 | $24.29 | $36.43 | $44.52 | $28.33 | $36.43 |
| General staff - level 6.1 | $20.75 | $24.90 | $37.35 | $45.65 | $29.05 | $37.35 |
| General staff - level 6.2 | $21.96 | $26.36 | $39.53 | $48.32 | $30.75 | $39.53 |
| General staff - level 7.1 | $22.48 | $26.97 | $40.46 | $49.45 | $31.47 | $40.46 |
| General staff - level 7.2 | $23.81 | $28.58 | $42.86 | $52.39 | $33.34 | $42.86 |
| General staff - level 8 | $25.31 | $30.38 | N/A | $55.69 | N/A | N/A |
| General staff - level 9 | $26.76 | $32.12 | N/A | $58.88 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $30.77 | $25.18 | $25.18 | $15.67 | $15.67 | $17.34 |
| General staff - level 1.2 | $32.23 | $26.37 | $26.37 | $16.41 | $16.41 | $18.17 |
| General staff - level 1.3 | $33.22 | $27.18 | $27.18 | $16.91 | $16.91 | $18.72 |
| General staff - level 2.1 | $33.63 | $27.52 | $27.52 | $17.12 | $17.12 | $18.96 |
| General staff - level 2.2 | $34.24 | $28.01 | $28.01 | $17.43 | $17.43 | $19.30 |
| General staff - level 3.1 | $35.50 | $29.05 | $29.05 | $18.07 | $18.07 | $20.01 |
| General staff - level 3.2 | $37.29 | $30.51 | $30.51 | $18.98 | $18.98 | $21.02 |
| General staff - level 4.1 | $38.31 | $31.34 | $31.34 | $19.50 | $19.50 | $21.59 |
| General staff - level 4.2 | $39.82 | $32.58 | $32.58 | $20.27 | $20.27 | $22.44 |
| General staff - level 5.1 | $42.52 | $34.79 | $34.79 | $21.64 | $21.64 | $23.96 |
| General staff - level 5.2 | $44.52 | $36.43 | $36.43 | $22.67 | $22.67 | $25.09 |
| General staff - level 6.1 | $45.65 | $37.35 | $37.35 | $23.24 | $23.24 | $25.73 |
| General staff - level 6.2 | $48.32 | $39.53 | $39.53 | $24.60 | $24.60 | $27.23 |
| General staff - level 7.1 | $49.45 | $40.46 | $40.46 | $25.17 | $25.17 | $27.87 |
| General staff - level 7.2 | $52.39 | $42.86 | $42.86 | $26.67 | $26.67 | $29.53 |
| General staff - level 8 | N/A | N/A | N/A | $28.35 | $28.35 | $31.39 |
| General staff - level 9 | N/A | N/A | N/A | $29.97 | $29.97 | $33.19 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - first 2 hours - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - after 2 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $19.58 | $25.18 | $19.58 | $25.18 | $19.58 | $25.18 | $25.18 |
| General staff - level 1.2 | $20.51 | $26.37 | $20.51 | $26.37 | $20.51 | $26.37 | $26.37 |
| General staff - level 1.3 | $21.14 | $27.18 | $21.14 | $27.18 | $21.14 | $27.18 | $27.18 |
| General staff - level 2.1 | $21.40 | $27.52 | $21.40 | $27.52 | $21.40 | $27.52 | $27.52 |
| General staff - level 2.2 | $21.79 | $28.01 | $21.79 | $28.01 | $21.79 | $28.01 | $28.01 |
| General staff - level 3.1 | $22.59 | $29.05 | $22.59 | $29.05 | $22.59 | $29.05 | $29.05 |
| General staff - level 3.2 | $23.73 | $30.51 | $23.73 | $30.51 | $23.73 | $30.51 | $30.51 |
| General staff - level 4.1 | $24.38 | $31.34 | $24.38 | $31.34 | $24.38 | $31.34 | $31.34 |
| General staff - level 4.2 | $25.34 | $32.58 | $25.34 | $32.58 | $25.34 | $32.58 | $32.58 |
| General staff - level 5.1 | $27.06 | $34.79 | $27.06 | $34.79 | $27.06 | $34.79 | $34.79 |
| General staff - level 5.2 | $28.33 | $36.43 | $28.33 | $36.43 | $28.33 | $36.43 | $36.43 |
| General staff - level 6.1 | $29.05 | $37.35 | $29.05 | $37.35 | $29.05 | $37.35 | $37.35 |
| General staff - level 6.2 | $30.75 | $39.53 | $30.75 | $39.53 | $30.75 | $39.53 | $39.53 |
| General staff - level 7.1 | $31.47 | $40.46 | $31.47 | $40.46 | $31.47 | $40.46 | $40.46 |
| General staff - level 7.2 | $33.34 | $42.86 | $33.34 | $42.86 | $33.34 | $42.86 | $42.86 |
| General staff - level 8 | $35.44 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $37.47 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - 16 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $15.55 | $18.66 | $27.99 | $34.21 | $21.77 | $27.99 |
| General staff - level 1.2 | $16.29 | $19.55 | $29.32 | $35.83 | $22.80 | $29.32 |
| General staff - level 1.3 | $16.79 | $20.15 | $30.22 | $36.93 | $23.50 | $30.22 |
| General staff - level 2.1 | $16.99 | $20.39 | $30.58 | $37.37 | $23.78 | $30.58 |
| General staff - level 2.2 | $17.30 | $20.76 | $31.14 | $38.06 | $24.22 | $31.14 |
| General staff - level 3.1 | $17.94 | $21.53 | $32.29 | $39.46 | $25.11 | $32.29 |
| General staff - level 3.2 | $18.84 | $22.61 | $33.91 | $41.44 | $26.37 | $33.91 |
| General staff - level 4.1 | $19.35 | $23.22 | $34.83 | $42.57 | $27.09 | $34.83 |
| General staff - level 4.2 | $20.11 | $24.14 | $36.20 | $44.25 | $28.16 | $36.20 |
| General staff - level 5.1 | $21.48 | $25.77 | $38.66 | $47.25 | $30.07 | $38.66 |
| General staff - level 5.2 | $22.49 | $26.99 | $40.48 | $49.47 | $31.48 | $40.48 |
| General staff - level 6.1 | $23.05 | $27.66 | $41.49 | $50.71 | $32.27 | $41.49 |
| General staff - level 6.2 | $24.41 | $29.30 | $43.94 | $53.71 | $34.18 | $43.94 |
| General staff - level 7.1 | $24.98 | $29.97 | $44.96 | $54.95 | $34.97 | $44.96 |
| General staff - level 7.2 | $26.46 | $31.76 | $47.63 | $58.22 | $37.05 | $47.63 |
| General staff - level 8 | $28.13 | $33.75 | N/A | $61.88 | N/A | N/A |
| General staff - level 9 | $29.74 | $35.69 | N/A | $65.42 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $34.21 | $27.99 | $27.99 | $17.42 | $17.42 | $19.28 |
| General staff - level 1.2 | $35.83 | $29.32 | $29.32 | $18.24 | $18.24 | $20.20 |
| General staff - level 1.3 | $36.93 | $30.22 | $30.22 | $18.80 | $18.80 | $20.82 |
| General staff - level 2.1 | $37.37 | $30.58 | $30.58 | $19.03 | $19.03 | $21.06 |
| General staff - level 2.2 | $38.06 | $31.14 | $31.14 | $19.38 | $19.38 | $21.45 |
| General staff - level 3.1 | $39.46 | $32.29 | $32.29 | $20.09 | $20.09 | $22.24 |
| General staff - level 3.2 | $41.44 | $33.91 | $33.91 | $21.10 | $21.10 | $23.36 |
| General staff - level 4.1 | $42.57 | $34.83 | $34.83 | $21.67 | $21.67 | $23.99 |
| General staff - level 4.2 | $44.25 | $36.20 | $36.20 | $22.53 | $22.53 | $24.94 |
| General staff - level 5.1 | $47.25 | $38.66 | $38.66 | $24.05 | $24.05 | $26.63 |
| General staff - level 5.2 | $49.47 | $40.48 | $40.48 | $25.19 | $25.19 | $27.88 |
| General staff - level 6.1 | $50.71 | $41.49 | $41.49 | $25.82 | $25.82 | $28.58 |
| General staff - level 6.2 | $53.71 | $43.94 | $43.94 | $27.34 | $27.34 | $30.27 |
| General staff - level 7.1 | $54.95 | $44.96 | $44.96 | $27.97 | $27.97 | $30.97 |
| General staff - level 7.2 | $58.22 | $47.63 | $47.63 | $29.64 | $29.64 | $32.81 |
| General staff - level 8 | N/A | N/A | N/A | $31.50 | $31.50 | $34.88 |
| General staff - level 9 | N/A | N/A | N/A | $33.31 | $33.31 | $36.87 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - first 2 hours - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - after 2 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $21.77 | $27.99 | $21.77 | $27.99 | $21.77 | $27.99 | $27.99 |
| General staff - level 1.2 | $22.80 | $29.32 | $22.80 | $29.32 | $22.80 | $29.32 | $29.32 |
| General staff - level 1.3 | $23.50 | $30.22 | $23.50 | $30.22 | $23.50 | $30.22 | $30.22 |
| General staff - level 2.1 | $23.78 | $30.58 | $23.78 | $30.58 | $23.78 | $30.58 | $30.58 |
| General staff - level 2.2 | $24.22 | $31.14 | $24.22 | $31.14 | $24.22 | $31.14 | $31.14 |
| General staff - level 3.1 | $25.11 | $32.29 | $25.11 | $32.29 | $25.11 | $32.29 | $32.29 |
| General staff - level 3.2 | $26.37 | $33.91 | $26.37 | $33.91 | $26.37 | $33.91 | $33.91 |
| General staff - level 4.1 | $27.09 | $34.83 | $27.09 | $34.83 | $27.09 | $34.83 | $34.83 |
| General staff - level 4.2 | $28.16 | $36.20 | $28.16 | $36.20 | $28.16 | $36.20 | $36.20 |
| General staff - level 5.1 | $30.07 | $38.66 | $30.07 | $38.66 | $30.07 | $38.66 | $38.66 |
| General staff - level 5.2 | $31.48 | $40.48 | $31.48 | $40.48 | $31.48 | $40.48 | $40.48 |
| General staff - level 6.1 | $32.27 | $41.49 | $32.27 | $41.49 | $32.27 | $41.49 | $41.49 |
| General staff - level 6.2 | $34.18 | $43.94 | $34.18 | $43.94 | $34.18 | $43.94 | $43.94 |
| General staff - level 7.1 | $34.97 | $44.96 | $34.97 | $44.96 | $34.97 | $44.96 | $44.96 |
| General staff - level 7.2 | $37.05 | $47.63 | $37.05 | $47.63 | $37.05 | $47.63 | $47.63 |
| General staff - level 8 | $39.38 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $41.63 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - 17 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $18.65 | $22.38 | $33.57 | $41.03 | $26.11 | $33.57 |
| General staff - level 1.2 | $19.54 | $23.45 | $35.17 | $42.98 | $27.35 | $35.17 |
| General staff - level 1.3 | $20.14 | $24.17 | $36.25 | $44.30 | $28.19 | $36.25 |
| General staff - level 2.1 | $20.39 | $24.47 | $36.70 | $44.85 | $28.54 | $36.70 |
| General staff - level 2.2 | $20.75 | $24.90 | $37.35 | $45.65 | $29.05 | $37.35 |
| General staff - level 3.1 | $21.51 | $25.82 | $38.72 | $47.33 | $30.12 | $38.72 |
| General staff - level 3.2 | $22.60 | $27.12 | $40.68 | $49.72 | $31.64 | $40.68 |
| General staff - level 4.1 | $23.21 | $27.86 | $41.78 | $51.07 | $32.50 | $41.78 |
| General staff - level 4.2 | $24.13 | $28.95 | $43.43 | $53.08 | $33.78 | $43.43 |
| General staff - level 5.1 | $25.76 | $30.92 | $46.37 | $56.68 | $36.07 | $46.37 |
| General staff - level 5.2 | $26.99 | $32.39 | $48.58 | $59.37 | $37.78 | $48.58 |
| General staff - level 6.1 | $27.66 | $33.20 | $49.79 | $60.86 | $38.73 | $49.79 |
| General staff - level 6.2 | $29.29 | $35.15 | $52.72 | $64.43 | $41.00 | $52.72 |
| General staff - level 7.1 | $29.98 | $35.97 | $53.96 | $65.95 | $41.97 | $53.96 |
| General staff - level 7.2 | $31.75 | $38.10 | $57.15 | $69.85 | $44.45 | $57.15 |
| General staff - level 8 | $33.74 | $40.49 | N/A | $74.22 | N/A | N/A |
| General staff - level 9 | $35.68 | $42.81 | N/A | $78.49 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $41.03 | $33.57 | $33.57 | $20.89 | $20.89 | $23.13 |
| General staff - level 1.2 | $42.98 | $35.17 | $35.17 | $21.88 | $21.88 | $24.23 |
| General staff - level 1.3 | $44.30 | $36.25 | $36.25 | $22.55 | $22.55 | $24.97 |
| General staff - level 2.1 | $44.85 | $36.70 | $36.70 | $22.83 | $22.83 | $25.28 |
| General staff - level 2.2 | $45.65 | $37.35 | $37.35 | $23.24 | $23.24 | $25.73 |
| General staff - level 3.1 | $47.33 | $38.72 | $38.72 | $24.09 | $24.09 | $26.68 |
| General staff - level 3.2 | $49.72 | $40.68 | $40.68 | $25.31 | $25.31 | $28.02 |
| General staff - level 4.1 | $51.07 | $41.78 | $41.78 | $26.00 | $26.00 | $28.78 |
| General staff - level 4.2 | $53.08 | $43.43 | $43.43 | $27.02 | $27.02 | $29.92 |
| General staff - level 5.1 | $56.68 | $46.37 | $46.37 | $28.85 | $28.85 | $31.95 |
| General staff - level 5.2 | $59.37 | $48.58 | $48.58 | $30.23 | $30.23 | $33.46 |
| General staff - level 6.1 | $60.86 | $49.79 | $49.79 | $30.98 | $30.98 | $34.30 |
| General staff - level 6.2 | $64.43 | $52.72 | $52.72 | $32.80 | $32.80 | $36.32 |
| General staff - level 7.1 | $65.95 | $53.96 | $53.96 | $33.57 | $33.57 | $37.17 |
| General staff - level 7.2 | $69.85 | $57.15 | $57.15 | $35.56 | $35.56 | $39.37 |
| General staff - level 8 | N/A | N/A | N/A | $37.79 | $37.79 | $41.83 |
| General staff - level 9 | N/A | N/A | N/A | $39.96 | $39.96 | $44.24 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - first 2 hours - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - after 2 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $26.11 | $33.57 | $26.11 | $33.57 | $26.11 | $33.57 | $33.57 |
| General staff - level 1.2 | $27.35 | $35.17 | $27.35 | $35.17 | $27.35 | $35.17 | $35.17 |
| General staff - level 1.3 | $28.19 | $36.25 | $28.19 | $36.25 | $28.19 | $36.25 | $36.25 |
| General staff - level 2.1 | $28.54 | $36.70 | $28.54 | $36.70 | $28.54 | $36.70 | $36.70 |
| General staff - level 2.2 | $29.05 | $37.35 | $29.05 | $37.35 | $29.05 | $37.35 | $37.35 |
| General staff - level 3.1 | $30.12 | $38.72 | $30.12 | $38.72 | $30.12 | $38.72 | $38.72 |
| General staff - level 3.2 | $31.64 | $40.68 | $31.64 | $40.68 | $31.64 | $40.68 | $40.68 |
| General staff - level 4.1 | $32.50 | $41.78 | $32.50 | $41.78 | $32.50 | $41.78 | $41.78 |
| General staff - level 4.2 | $33.78 | $43.43 | $33.78 | $43.43 | $33.78 | $43.43 | $43.43 |
| General staff - level 5.1 | $36.07 | $46.37 | $36.07 | $46.37 | $36.07 | $46.37 | $46.37 |
| General staff - level 5.2 | $37.78 | $48.58 | $37.78 | $48.58 | $37.78 | $48.58 | $48.58 |
| General staff - level 6.1 | $38.73 | $49.79 | $38.73 | $49.79 | $38.73 | $49.79 | $49.79 |
| General staff - level 6.2 | $41.00 | $52.72 | $41.00 | $52.72 | $41.00 | $52.72 | $52.72 |
| General staff - level 7.1 | $41.97 | $53.96 | $41.97 | $53.96 | $41.97 | $53.96 | $53.96 |
| General staff - level 7.2 | $44.45 | $57.15 | $44.45 | $57.15 | $44.45 | $57.15 | $57.15 |
| General staff - level 8 | $47.23 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $49.95 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - 18 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $21.76 | $26.12 | $39.17 | $47.88 | $30.47 | $39.17 |
| General staff - level 1.2 | $22.80 | $27.36 | $41.04 | $50.16 | $31.92 | $41.04 |
| General staff - level 1.3 | $23.50 | $28.20 | $42.30 | $51.70 | $32.90 | $42.30 |
| General staff - level 2.1 | $23.79 | $28.55 | $42.82 | $52.33 | $33.30 | $42.82 |
| General staff - level 2.2 | $24.21 | $29.06 | $43.58 | $53.27 | $33.90 | $43.58 |
| General staff - level 3.1 | $25.10 | $30.12 | $45.18 | $55.22 | $35.14 | $45.18 |
| General staff - level 3.2 | $26.36 | $31.64 | $47.45 | $58.00 | $36.91 | $47.45 |
| General staff - level 4.1 | $27.09 | $32.51 | $48.76 | $59.59 | $37.92 | $48.76 |
| General staff - level 4.2 | $28.15 | $33.78 | $50.67 | $61.93 | $39.41 | $50.67 |
| General staff - level 5.1 | $30.06 | $36.08 | $54.11 | $66.14 | $42.09 | $54.11 |
| General staff - level 5.2 | $31.49 | $37.79 | $56.68 | $69.27 | $44.08 | $56.68 |
| General staff - level 6.1 | $32.28 | $38.73 | $58.10 | $71.01 | $45.19 | $58.10 |
| General staff - level 6.2 | $34.18 | $41.01 | $61.52 | $75.19 | $47.85 | $61.52 |
| General staff - level 7.1 | $34.96 | $41.96 | $62.93 | $76.92 | $48.95 | $62.93 |
| General staff - level 7.2 | $37.04 | $44.45 | $66.67 | $81.48 | $51.85 | $66.67 |
| General staff - level 8 | $39.36 | $47.24 | N/A | $86.60 | N/A | N/A |
| General staff - level 9 | $41.63 | $49.95 | N/A | $91.58 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $47.88 | $39.17 | $39.17 | $24.37 | $24.37 | $26.99 |
| General staff - level 1.2 | $50.16 | $41.04 | $41.04 | $25.54 | $25.54 | $28.27 |
| General staff - level 1.3 | $51.70 | $42.30 | $42.30 | $26.32 | $26.32 | $29.14 |
| General staff - level 2.1 | $52.33 | $42.82 | $42.82 | $26.64 | $26.64 | $29.50 |
| General staff - level 2.2 | $53.27 | $43.58 | $43.58 | $27.12 | $27.12 | $30.02 |
| General staff - level 3.1 | $55.22 | $45.18 | $45.18 | $28.11 | $28.11 | $31.12 |
| General staff - level 3.2 | $58.00 | $47.45 | $47.45 | $29.53 | $29.53 | $32.69 |
| General staff - level 4.1 | $59.59 | $48.76 | $48.76 | $30.34 | $30.34 | $33.59 |
| General staff - level 4.2 | $61.93 | $50.67 | $50.67 | $31.53 | $31.53 | $34.91 |
| General staff - level 5.1 | $66.14 | $54.11 | $54.11 | $33.67 | $33.67 | $37.28 |
| General staff - level 5.2 | $69.27 | $56.68 | $56.68 | $35.27 | $35.27 | $39.04 |
| General staff - level 6.1 | $71.01 | $58.10 | $58.10 | $36.15 | $36.15 | $40.02 |
| General staff - level 6.2 | $75.19 | $61.52 | $61.52 | $38.28 | $38.28 | $42.38 |
| General staff - level 7.1 | $76.92 | $62.93 | $62.93 | $39.16 | $39.16 | $43.35 |
| General staff - level 7.2 | $81.48 | $66.67 | $66.67 | $41.48 | $41.48 | $45.93 |
| General staff - level 8 | N/A | N/A | N/A | $44.09 | $44.09 | $48.81 |
| General staff - level 9 | N/A | N/A | N/A | $46.62 | $46.62 | $51.62 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - first 2 hours - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - after 2 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $30.47 | $39.17 | $30.47 | $39.17 | $30.47 | $39.17 | $39.17 |
| General staff - level 1.2 | $31.92 | $41.04 | $31.92 | $41.04 | $31.92 | $41.04 | $41.04 |
| General staff - level 1.3 | $32.90 | $42.30 | $32.90 | $42.30 | $32.90 | $42.30 | $42.30 |
| General staff - level 2.1 | $33.30 | $42.82 | $33.30 | $42.82 | $33.30 | $42.82 | $42.82 |
| General staff - level 2.2 | $33.90 | $43.58 | $33.90 | $43.58 | $33.90 | $43.58 | $43.58 |
| General staff - level 3.1 | $35.14 | $45.18 | $35.14 | $45.18 | $35.14 | $45.18 | $45.18 |
| General staff - level 3.2 | $36.91 | $47.45 | $36.91 | $47.45 | $36.91 | $47.45 | $47.45 |
| General staff - level 4.1 | $37.92 | $48.76 | $37.92 | $48.76 | $37.92 | $48.76 | $48.76 |
| General staff - level 4.2 | $39.41 | $50.67 | $39.41 | $50.67 | $39.41 | $50.67 | $50.67 |
| General staff - level 5.1 | $42.09 | $54.11 | $42.09 | $54.11 | $42.09 | $54.11 | $54.11 |
| General staff - level 5.2 | $44.08 | $56.68 | $44.08 | $56.68 | $44.08 | $56.68 | $56.68 |
| General staff - level 6.1 | $45.19 | $58.10 | $45.19 | $58.10 | $45.19 | $58.10 | $58.10 |
| General staff - level 6.2 | $47.85 | $61.52 | $47.85 | $61.52 | $47.85 | $61.52 | $61.52 |
| General staff - level 7.1 | $48.95 | $62.93 | $48.95 | $62.93 | $48.95 | $62.93 | $62.93 |
| General staff - level 7.2 | $51.85 | $66.67 | $51.85 | $66.67 | $51.85 | $66.67 | $66.67 |
| General staff - level 8 | $55.11 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $58.28 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - 19 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $24.88 | $29.85 | $44.78 | $54.73 | $34.83 | $44.78 |
| General staff - level 1.2 | $26.05 | $31.26 | $46.89 | $57.31 | $36.47 | $46.89 |
| General staff - level 1.3 | $26.85 | $32.22 | $48.33 | $59.07 | $37.59 | $48.33 |
| General staff - level 2.1 | $27.18 | $32.61 | $48.92 | $59.79 | $38.05 | $48.92 |
| General staff - level 2.2 | $27.68 | $33.21 | $49.82 | $60.89 | $38.75 | $49.82 |
| General staff - level 3.1 | $28.69 | $34.43 | $51.64 | $63.11 | $40.16 | $51.64 |
| General staff - level 3.2 | $30.13 | $36.15 | $54.23 | $66.28 | $42.18 | $54.23 |
| General staff - level 4.1 | $30.95 | $37.14 | $55.71 | $68.09 | $43.33 | $55.71 |
| General staff - level 4.2 | $32.18 | $38.61 | $57.92 | $70.79 | $45.05 | $57.92 |
| General staff - level 5.1 | $34.35 | $41.22 | $61.83 | $75.57 | $48.09 | $61.83 |
| General staff - level 5.2 | $35.98 | $43.17 | $64.76 | $79.15 | $50.37 | $64.76 |
| General staff - level 6.1 | $36.88 | $44.25 | $66.38 | $81.13 | $51.63 | $66.38 |
| General staff - level 6.2 | $39.05 | $46.86 | $70.29 | $85.91 | $54.67 | $70.29 |
| General staff - level 7.1 | $39.96 | $47.96 | $71.93 | $87.92 | $55.95 | $71.93 |
| General staff - level 7.2 | $42.33 | $50.79 | $76.19 | $93.12 | $59.26 | $76.19 |
| General staff - level 8 | $44.99 | $53.99 | N/A | $98.97 | N/A | N/A |
| General staff - level 9 | $47.58 | $57.09 | N/A | $104.67 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $54.73 | $44.78 | $44.78 | $27.86 | $27.86 | $30.85 |
| General staff - level 1.2 | $57.31 | $46.89 | $46.89 | $29.18 | $29.18 | $32.30 |
| General staff - level 1.3 | $59.07 | $48.33 | $48.33 | $30.07 | $30.07 | $33.29 |
| General staff - level 2.1 | $59.79 | $48.92 | $48.92 | $30.44 | $30.44 | $33.70 |
| General staff - level 2.2 | $60.89 | $49.82 | $49.82 | $31.00 | $31.00 | $34.32 |
| General staff - level 3.1 | $63.11 | $51.64 | $51.64 | $32.13 | $32.13 | $35.57 |
| General staff - level 3.2 | $66.28 | $54.23 | $54.23 | $33.74 | $33.74 | $37.36 |
| General staff - level 4.1 | $68.09 | $55.71 | $55.71 | $34.66 | $34.66 | $38.38 |
| General staff - level 4.2 | $70.79 | $57.92 | $57.92 | $36.04 | $36.04 | $39.90 |
| General staff - level 5.1 | $75.57 | $61.83 | $61.83 | $38.47 | $38.47 | $42.59 |
| General staff - level 5.2 | $79.15 | $64.76 | $64.76 | $40.29 | $40.29 | $44.61 |
| General staff - level 6.1 | $81.13 | $66.38 | $66.38 | $41.30 | $41.30 | $45.73 |
| General staff - level 6.2 | $85.91 | $70.29 | $70.29 | $43.74 | $43.74 | $48.42 |
| General staff - level 7.1 | $87.92 | $71.93 | $71.93 | $44.76 | $44.76 | $49.55 |
| General staff - level 7.2 | $93.12 | $76.19 | $76.19 | $47.40 | $47.40 | $52.48 |
| General staff - level 8 | N/A | N/A | N/A | $50.39 | $50.39 | $55.78 |
| General staff - level 9 | N/A | N/A | N/A | $53.28 | $53.28 | $58.99 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - first 2 hours - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - after 2 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $34.83 | $44.78 | $34.83 | $44.78 | $34.83 | $44.78 | $44.78 |
| General staff - level 1.2 | $36.47 | $46.89 | $36.47 | $46.89 | $36.47 | $46.89 | $46.89 |
| General staff - level 1.3 | $37.59 | $48.33 | $37.59 | $48.33 | $37.59 | $48.33 | $48.33 |
| General staff - level 2.1 | $38.05 | $48.92 | $38.05 | $48.92 | $38.05 | $48.92 | $48.92 |
| General staff - level 2.2 | $38.75 | $49.82 | $38.75 | $49.82 | $38.75 | $49.82 | $49.82 |
| General staff - level 3.1 | $40.16 | $51.64 | $40.16 | $51.64 | $40.16 | $51.64 | $51.64 |
| General staff - level 3.2 | $42.18 | $54.23 | $42.18 | $54.23 | $42.18 | $54.23 | $54.23 |
| General staff - level 4.1 | $43.33 | $55.71 | $43.33 | $55.71 | $43.33 | $55.71 | $55.71 |
| General staff - level 4.2 | $45.05 | $57.92 | $45.05 | $57.92 | $45.05 | $57.92 | $57.92 |
| General staff - level 5.1 | $48.09 | $61.83 | $48.09 | $61.83 | $48.09 | $61.83 | $61.83 |
| General staff - level 5.2 | $50.37 | $64.76 | $50.37 | $64.76 | $50.37 | $64.76 | $64.76 |
| General staff - level 6.1 | $51.63 | $66.38 | $51.63 | $66.38 | $51.63 | $66.38 | $66.38 |
| General staff - level 6.2 | $54.67 | $70.29 | $54.67 | $70.29 | $54.67 | $70.29 | $70.29 |
| General staff - level 7.1 | $55.95 | $71.93 | $55.95 | $71.93 | $55.95 | $71.93 | $71.93 |
| General staff - level 7.2 | $59.26 | $76.19 | $59.26 | $76.19 | $59.26 | $76.19 | $76.19 |
| General staff - level 8 | $62.98 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $66.61 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - 20 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $27.98 | $33.57 | $50.36 | $61.55 | $39.17 | $50.36 |
| General staff - level 1.2 | $29.31 | $35.18 | $52.76 | $64.49 | $41.04 | $52.76 |
| General staff - level 1.3 | $30.21 | $36.26 | $54.38 | $66.47 | $42.30 | $54.38 |
| General staff - level 2.1 | $30.58 | $36.69 | $55.04 | $67.27 | $42.81 | $55.04 |
| General staff - level 2.2 | $31.13 | $37.35 | $56.03 | $68.48 | $43.58 | $56.03 |
| General staff - level 3.1 | $32.28 | $38.73 | $58.10 | $71.01 | $45.19 | $58.10 |
| General staff - level 3.2 | $33.90 | $40.68 | $61.02 | $74.58 | $47.46 | $61.02 |
| General staff - level 4.1 | $34.83 | $41.79 | $62.69 | $76.62 | $48.76 | $62.69 |
| General staff - level 4.2 | $36.19 | $43.43 | $65.14 | $79.61 | $50.66 | $65.14 |
| General staff - level 5.1 | $38.65 | $46.38 | $69.57 | $85.03 | $54.11 | $69.57 |
| General staff - level 5.2 | $40.48 | $48.57 | $72.86 | $89.05 | $56.67 | $72.86 |
| General staff - level 6.1 | $41.49 | $49.79 | $74.68 | $91.27 | $58.08 | $74.68 |
| General staff - level 6.2 | $43.94 | $52.73 | $79.09 | $96.66 | $61.51 | $79.09 |
| General staff - level 7.1 | $44.95 | $53.94 | $80.91 | $98.89 | $62.93 | $80.91 |
| General staff - level 7.2 | $47.63 | $57.15 | $85.73 | $104.78 | $66.68 | $85.73 |
| General staff - level 8 | $50.61 | $60.74 | N/A | $111.35 | N/A | N/A |
| General staff - level 9 | $53.51 | $64.22 | N/A | $117.73 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $61.55 | $50.36 | $50.36 | $31.33 | $31.33 | $34.69 |
| General staff - level 1.2 | $64.49 | $52.76 | $52.76 | $32.83 | $32.83 | $36.35 |
| General staff - level 1.3 | $66.47 | $54.38 | $54.38 | $33.84 | $33.84 | $37.46 |
| General staff - level 2.1 | $67.27 | $55.04 | $55.04 | $34.24 | $34.24 | $37.91 |
| General staff - level 2.2 | $68.48 | $56.03 | $56.03 | $34.86 | $34.86 | $38.60 |
| General staff - level 3.1 | $71.01 | $58.10 | $58.10 | $36.15 | $36.15 | $40.02 |
| General staff - level 3.2 | $74.58 | $61.02 | $61.02 | $37.97 | $37.97 | $42.04 |
| General staff - level 4.1 | $76.62 | $62.69 | $62.69 | $39.00 | $39.00 | $43.18 |
| General staff - level 4.2 | $79.61 | $65.14 | $65.14 | $40.53 | $40.53 | $44.87 |
| General staff - level 5.1 | $85.03 | $69.57 | $69.57 | $43.29 | $43.29 | $47.93 |
| General staff - level 5.2 | $89.05 | $72.86 | $72.86 | $45.33 | $45.33 | $50.19 |
| General staff - level 6.1 | $91.27 | $74.68 | $74.68 | $46.47 | $46.47 | $51.44 |
| General staff - level 6.2 | $96.66 | $79.09 | $79.09 | $49.21 | $49.21 | $54.48 |
| General staff - level 7.1 | $98.89 | $80.91 | $80.91 | $50.34 | $50.34 | $55.74 |
| General staff - level 7.2 | $104.78 | $85.73 | $85.73 | $53.34 | $53.34 | $59.06 |
| General staff - level 8 | N/A | N/A | N/A | $56.69 | $56.69 | $62.76 |
| General staff - level 9 | N/A | N/A | N/A | $59.93 | $59.93 | $66.36 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - first 2 hours - shiftworkers** | **Overtime (more than the daily** **ordinary hours) - after 2 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - first 3 hours - shiftworkers** | **Overtime (more than the weekly ordinary hours) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $39.17 | $50.36 | $39.17 | $50.36 | $39.17 | $50.36 | $50.36 |
| General staff - level 1.2 | $41.04 | $52.76 | $41.04 | $52.76 | $41.04 | $52.76 | $52.76 |
| General staff - level 1.3 | $42.30 | $54.38 | $42.30 | $54.38 | $42.30 | $54.38 | $54.38 |
| General staff - level 2.1 | $42.81 | $55.04 | $42.81 | $55.04 | $42.81 | $55.04 | $55.04 |
| General staff - level 2.2 | $43.58 | $56.03 | $43.58 | $56.03 | $43.58 | $56.03 | $56.03 |
| General staff - level 3.1 | $45.19 | $58.10 | $45.19 | $58.10 | $45.19 | $58.10 | $58.10 |
| General staff - level 3.2 | $47.46 | $61.02 | $47.46 | $61.02 | $47.46 | $61.02 | $61.02 |
| General staff - level 4.1 | $48.76 | $62.69 | $48.76 | $62.69 | $48.76 | $62.69 | $62.69 |
| General staff - level 4.2 | $50.66 | $65.14 | $50.66 | $65.14 | $50.66 | $65.14 | $65.14 |
| General staff - level 5.1 | $54.11 | $69.57 | $54.11 | $69.57 | $54.11 | $69.57 | $69.57 |
| General staff - level 5.2 | $56.67 | $72.86 | $56.67 | $72.86 | $56.67 | $72.86 | $72.86 |
| General staff - level 6.1 | $58.08 | $74.68 | $58.08 | $74.68 | $58.08 | $74.68 | $74.68 |
| General staff - level 6.2 | $61.51 | $79.09 | $61.51 | $79.09 | $61.51 | $79.09 | $79.09 |
| General staff - level 7.1 | $62.93 | $80.91 | $62.93 | $80.91 | $62.93 | $80.91 | $80.91 |
| General staff - level 7.2 | $66.68 | $85.73 | $66.68 | $85.73 | $66.68 | $85.73 | $85.73 |
| General staff - level 8 | $70.86 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $74.92 | N/A | N/A | N/A | N/A | N/A | N/A |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| First aid allowance | $0.41 per hour up to a maximum of $15.49 per week |
| Laundry allowance | $3.55 per week |
| Living away from home - travel fares allowance | reimbursement of the reasonable cost, or the payment of an allowance, to cover all fares associated with the travel |
| Living away from home - travel time allowance | payment at the minimum hourly rate for time spent travelling between the place of employment and the temporary living location for up to 8 hours in a 24 hour period |
| Living away from home allowance | reimbursement of reasonable expenses, or the payment of an allowance to cover the cost of meals, accommodation and incidental expenditure |
| Meal allowance - general staff only | $19.43 for the first meal and $15.56 for an extra meal |
| Protective footwear reimbursement | reimbursement for the cost of protective footwear |
| Transport of employee reimbursement - reasonable means of transport not available - shiftworker | reimbursement of the cost of any transport which enables the employee to reach their home |
| Travel from one place of work to another | payment at the minimum hourly rate and all fares associated with such travel will be paid for by the employer |
| Uniform and protective clothing reimbursement | reimbursement for the cost of uniforms and/or protective clothing |
| Vehicle allowance - motor cars | $0.98 per km with a maximum payment up to 400 km per week |
| Vehicle allowance - motor cycles | $0.33 per km with a maximum payment up to 400 km per week |