Australian Government Fair Work OMBUDSMAN

# Pay Guide - Educational Services (Schools) General Staff Award [MA000076]

Published 10 July 2026

**When do the rates in the pay guide apply from?** The first full pay period starting on or after 01 July 2026.

**What is in this pay guide?** It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

**Where can I go for more information?** Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

## Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our Awards page. If our information is inconsistent with the award, then the award applies.

If you need further assistance you can contact us. Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to subscribe to email updates to receive alerts when pay rates and entitlements change in this pay guide.

# Rates of pay

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

Note: Boarding supervision services employees whose hours of work are averaged over a period of 12 months are not entitled to shift loadings, penalty rates or overtime entitlements

## Adult

## Full-time & part-time

**Table 1 of 5**

| Classification | Weekly pay rate | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday |
|---|---|---|---|---|---|
| Level 1.1 | $1,004.90 | $26.44 | $39.66 | $33.05 | $52.88 |
| Level 1.2 | $1,029.10 | $27.08 | $40.62 | $33.85 | $54.16 |
| Level 1.3 | $1,065.20 | $28.03 | $42.05 | $35.04 | $56.06 |
| Level 2.1 | $1,073.10 | $28.24 | $42.36 | $35.30 | $56.48 |
| Level 2.2 | $1,106.20 | $29.11 | $43.67 | $36.39 | $58.22 |
| Level 3.1 | $1,119.90 | $29.47 | $44.21 | $36.84 | $58.94 |
| Level 3.2 | $1,139.90 | $30.00 | $45.00 | $37.50 | $60.00 |
| Level 4.1 | $1,182.10 | $31.11 | $46.67 | $38.89 | $62.22 |
| Level 4.2 | $1,241.40 | $32.67 | $49.01 | $40.84 | $65.34 |
| Level 5.1 | $1,281.70 | $33.73 | $50.60 | $42.16 | $67.46 |
| Level 5.2 | $1,343.10 | $35.34 | $53.01 | $44.18 | $70.68 |
| Level 6.1 | $1,391.30 | $36.61 | $54.92 | $45.76 | $73.22 |
| Level 6.2 | $1,485.90 | $39.10 | $58.65 | $48.88 | $78.20 |
| Level 7.1 | $1,529.50 | $40.25 | $60.38 | N/A | $80.50 |
| Level 7.2 | $1,578.60 | $41.54 | $62.31 | N/A | $83.08 |
| Level 7.3 | $1,627.40 | $42.83 | $64.25 | N/A | $85.66 |
| Level 8 | $1,772.30 | $46.64 | $69.96 | N/A | $93.28 |

**Table 2 of 5**

| Classification | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Public Holiday | Afternoon shift | Night shift | Permanent night shift |
|---|---|---|---|---|---|
| Level 1.1 | $46.27 | $66.10 | $30.41 | $30.41 | $34.37 |
| Level 1.2 | $47.39 | $67.70 | $31.14 | $31.14 | $35.20 |
| Level 1.3 | $49.05 | $70.08 | $32.23 | $32.23 | $36.44 |
| Level 2.1 | $49.42 | $70.60 | $32.48 | $32.48 | $36.71 |
| Level 2.2 | $50.94 | $72.78 | $33.48 | $33.48 | $37.84 |
| Level 3.1 | $51.57 | $73.68 | $33.89 | $33.89 | $38.31 |
| Level 3.2 | $52.50 | $75.00 | $34.50 | $34.50 | $39.00 |
| Level 4.1 | $54.44 | $77.78 | $35.78 | $35.78 | $40.44 |
| Level 4.2 | $57.17 | $81.68 | $37.57 | $37.57 | $42.47 |
| Level 5.1 | $59.03 | $84.33 | $38.79 | $38.79 | $43.85 |
| Level 5.2 | $61.85 | $88.35 | $40.64 | $40.64 | $45.94 |
| Level 6.1 | $64.07 | $91.53 | $42.10 | $42.10 | $47.59 |
| Level 6.2 | $68.43 | $97.75 | $44.97 | $44.97 | $50.83 |
| Level 7.1 | N/A | $100.63 | $46.29 | $46.29 | $52.33 |
| Level 7.2 | N/A | $103.85 | $47.77 | $47.77 | $54.00 |
| Level 7.3 | N/A | $107.08 | $49.25 | $49.25 | $55.68 |
| Level 8 | N/A | $116.60 | $53.64 | $53.64 | $60.63 |

**Table 3 of 5**

| Classification | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours | Overtime - Saturday - first 3 hours - not nursing services employees | Overtime - Saturday - after 3 hours - not nursing services employees | Overtime - Sunday - not nursing services employees |
|---|---|---|---|---|---|
| Level 1.1 | $39.66 | $52.88 | $39.66 | $52.88 | $52.88 |
| Level 1.2 | $40.62 | $54.16 | $40.62 | $54.16 | $54.16 |
| Level 1.3 | $42.05 | $56.06 | $42.05 | $56.06 | $56.06 |
| Level 2.1 | $42.36 | $56.48 | $42.36 | $56.48 | $56.48 |
| Level 2.2 | $43.67 | $58.22 | $43.67 | $58.22 | $58.22 |
| Level 3.1 | $44.21 | $58.94 | $44.21 | $58.94 | $58.94 |
| Level 3.2 | $45.00 | $60.00 | $45.00 | $60.00 | $60.00 |
| Level 4.1 | $46.67 | $62.22 | $46.67 | $62.22 | $62.22 |
| Level 4.2 | $49.01 | $65.34 | $49.01 | $65.34 | $65.34 |

| Classification | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours | Overtime - Saturday - first 3 hours - not nursing services employees | Overtime - Saturday - after 3 hours - not nursing services employees | Overtime - Sunday - not nursing services employees |
|---|---|---|---|---|---|
| Level 5.1 | $50.60 | $67.46 | $50.60 | $67.46 | $67.46 |
| Level 5.2 | $53.01 | $70.68 | $53.01 | $70.68 | $70.68 |
| Level 6.1 | $54.92 | $73.22 | $54.92 | $73.22 | $73.22 |
| Level 6.2 | $58.65 | $78.20 | $58.65 | $78.20 | $78.20 |
| Level 7.1 | $60.38 | $80.50 | $60.38 | $80.50 | $80.50 |
| Level 7.2 | $62.31 | $83.08 | $62.31 | $83.08 | $83.08 |
| Level 7.3 | $64.25 | $85.66 | $64.25 | $85.66 | $85.66 |
| Level 8 | $69.96 | $93.28 | $69.96 | $93.28 | $93.28 |

**Table 4 of 5**

| Classification | Overtime - Saturday and Sunday - nursing services employees | Broken shift - shiftworkers | Afternoon and broken shift - shiftworkers | Night and broken shift - shiftworkers | Permanent night and broken shift - shiftworkers |
|---|---|---|---|---|---|
| Level 1.1 | N/A | $30.41 | $34.37 | $34.37 | $38.34 |
| Level 1.2 | N/A | $31.14 | $35.20 | $35.20 | $39.27 |
| Level 1.3 | N/A | $32.23 | $36.44 | $36.44 | $40.64 |
| Level 2.1 | N/A | $32.48 | $36.71 | $36.71 | $40.95 |
| Level 2.2 | N/A | $33.48 | $37.84 | $37.84 | $42.21 |
| Level 3.1 | N/A | $33.89 | $38.31 | $38.31 | $42.73 |
| Level 3.2 | N/A | $34.50 | $39.00 | $39.00 | $43.50 |
| Level 4.1 | N/A | $35.78 | $40.44 | $40.44 | $45.11 |
| Level 4.2 | N/A | $37.57 | $42.47 | $42.47 | $47.37 |
| Level 5.1 | N/A | $38.79 | $43.85 | $43.85 | $48.91 |
| Level 5.2 | N/A | $40.64 | $45.94 | $45.94 | $51.24 |
| Level 6.1 | $54.92 | $42.10 | $47.59 | $47.59 | $53.08 |
| Level 6.2 | $58.65 | $44.97 | $50.83 | $50.83 | $56.70 |
| Level 7.1 | $60.38 | $46.29 | $52.33 | $52.33 | $58.36 |
| Level 7.2 | $62.31 | $47.77 | $54.00 | $54.00 | $60.23 |
| Level 7.3 | $64.25 | $49.25 | $55.68 | $55.68 | $62.10 |
| Level 8 | $69.96 | $53.64 | $60.63 | $60.63 | $67.63 |

**Table 5 of 5**

| Classification | Change of shift roster - 48 hours notice not given | Extra hours within ordinary hours - part-time employees only | Less than 10 hour break between shifts | Work during sleepover - boarding supervision & nursing services employees |
|---|---|---|---|---|
| Level 1.1 | $39.66 | $33.05 | $52.88 | N/A |
| Level 1.2 | $40.62 | $33.85 | $54.16 | N/A |
| Level 1.3 | $42.05 | $35.04 | $56.06 | N/A |
| Level 2.1 | $42.36 | $35.30 | $56.48 | $42.36 |
| Level 2.2 | $43.67 | $36.39 | $58.22 | $43.67 |
| Level 3.1 | $44.21 | $36.84 | $58.94 | $44.21 |
| Level 3.2 | $45.00 | $37.50 | $60.00 | $45.00 |
| Level 4.1 | $46.67 | $38.89 | $62.22 | $46.67 |
| Level 4.2 | $49.01 | $40.84 | $65.34 | $49.01 |
| Level 5.1 | $50.60 | $42.16 | $67.46 | $50.60 |
| Level 5.2 | $53.01 | $44.18 | $70.68 | $53.01 |
| Level 6.1 | $54.92 | $45.76 | $73.22 | $54.92 |
| Level 6.2 | $58.65 | $48.88 | $78.20 | $58.65 |
| Level 7.1 | $60.38 | $50.31 | $80.50 | $60.38 |
| Level 7.2 | $62.31 | $51.93 | $83.08 | $62.31 |
| Level 7.3 | $64.25 | $53.54 | $85.66 | $64.25 |
| Level 8 | $69.96 | $58.30 | $93.28 | $69.96 |

## Casual

**Table 1 of 3**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Level 1.1 | $33.05 | $46.27 | $39.66 | $59.49 | $52.88 |
| Level 1.2 | $33.85 | $47.39 | $40.62 | $60.93 | $54.16 |
| Level 1.3 | $35.04 | $49.05 | $42.05 | $63.07 | $56.06 |
| Level 2.1 | $35.30 | $49.42 | $42.36 | $63.54 | $56.48 |
| Level 2.2 | $36.39 | $50.94 | $43.67 | $65.50 | $58.22 |
| Level 3.1 | $36.84 | $51.57 | $44.21 | $66.31 | $58.94 |
| Level 3.2 | $37.50 | $52.50 | $45.00 | $67.50 | $60.00 |
| Level 4.1 | $38.89 | $54.44 | $46.67 | $70.00 | $62.22 |
| Level 4.2 | $40.84 | $57.17 | $49.01 | $73.51 | $65.34 |
| Level 5.1 | $42.16 | $59.03 | $50.60 | $75.89 | $67.46 |
| Level 5.2 | $44.18 | $61.85 | $53.01 | $79.52 | $70.68 |
| Level 6.1 | $45.76 | $64.07 | $54.92 | $82.37 | $73.22 |
| Level 6.2 | $48.88 | $68.43 | $58.65 | $87.98 | $78.20 |
| Level 7.1 | $50.31 | $70.44 | N/A | $90.56 | N/A |
| Level 7.2 | $51.93 | $72.70 | N/A | $93.47 | N/A |
| Level 7.3 | $53.54 | $74.95 | N/A | $96.37 | N/A |
| Level 8 | $58.30 | $81.62 | N/A | $104.94 | N/A |

**Table 2 of 3**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours | Overtime - Saturday - first 3 hours - not nursing services employees |
|---|---|---|---|---|---|---|---|
| Level 1.1 | $72.71 | $37.02 | $37.02 | $40.98 | $46.27 | $59.49 | $46.27 |
| Level 1.2 | $74.47 | $37.91 | $37.91 | $41.97 | $47.39 | $60.93 | $47.39 |
| Level 1.3 | $77.08 | $39.24 | $39.24 | $43.45 | $49.05 | $63.07 | $49.05 |
| Level 2.1 | $77.66 | $39.54 | $39.54 | $43.77 | $49.42 | $63.54 | $49.42 |
| Level 2.2 | $80.05 | $40.75 | $40.75 | $45.12 | $50.94 | $65.50 | $50.94 |
| Level 3.1 | $81.04 | $41.26 | $41.26 | $45.68 | $51.57 | $66.31 | $51.57 |
| Level 3.2 | $82.50 | $42.00 | $42.00 | $46.50 | $52.50 | $67.50 | $52.50 |
| Level 4.1 | $85.55 | $43.55 | $43.55 | $48.22 | $54.44 | $70.00 | $54.44 |
| Level 4.2 | $89.84 | $45.74 | $45.74 | $50.64 | $57.17 | $73.51 | $57.17 |
| Level 5.1 | $92.76 | $47.22 | $47.22 | $52.28 | $59.03 | $75.89 | $59.03 |
| Level 5.2 | $97.19 | $49.48 | $49.48 | $54.78 | $61.85 | $79.52 | $61.85 |
| Level 6.1 | $100.68 | $51.25 | $51.25 | $56.75 | $64.07 | $82.37 | $64.07 |
| Level 6.2 | $107.53 | $54.74 | $54.74 | $60.61 | $68.43 | $87.98 | $68.43 |
| Level 7.1 | $110.69 | $56.35 | $56.35 | $62.39 | $70.44 | $90.56 | $70.44 |
| Level 7.2 | $114.24 | $58.16 | $58.16 | $64.39 | $72.70 | $93.47 | $72.70 |
| Level 7.3 | $117.78 | $59.96 | $59.96 | $66.39 | $74.95 | $96.37 | $74.95 |
| Level 8 | $128.26 | $65.30 | $65.30 | $72.29 | $81.62 | $104.94 | $81.62 |

**Table 3 of 3**

| Classification | Overtime - Saturday - after 3 hours - not nursing services employees | Overtime - Sunday - not nursing services employees | Overtime - Saturday and Sunday - nursing services employees | Change of shift roster - 48 hours notice not given | Less than 10 hour break between shifts | Work during sleepover - boarding supervision & nursing services employees |
|---|---|---|---|---|---|---|
| Level 1.1 | $59.49 | $59.49 | N/A | $46.27 | $59.49 | N/A |
| Level 1.2 | $60.93 | $60.93 | N/A | $47.39 | $60.93 | N/A |
| Level 1.3 | $63.07 | $63.07 | N/A | $49.05 | $63.07 | N/A |
| Level 2.1 | $63.54 | $63.54 | N/A | $49.42 | $63.54 | $49.42 |
| Level 2.2 | $65.50 | $65.50 | N/A | $50.94 | $65.50 | $50.94 |
| Level 3.1 | $66.31 | $66.31 | N/A | $51.57 | $66.31 | $51.57 |
| Level 3.2 | $67.50 | $67.50 | N/A | $52.50 | $67.50 | $52.50 |
| Level 4.1 | $70.00 | $70.00 | N/A | $54.44 | $70.00 | $54.44 |
| Level 4.2 | $73.51 | $73.51 | N/A | $57.17 | $73.51 | $57.17 |
| Level 5.1 | $75.89 | $75.89 | N/A | $59.03 | $75.89 | $59.03 |
| Level 5.2 | $79.52 | $79.52 | N/A | $61.85 | $79.52 | $61.85 |
| Level 6.1 | $82.37 | $82.37 | $64.07 | $64.07 | $82.37 | $64.07 |
| Level 6.2 | $87.98 | $87.98 | $68.43 | $68.43 | $87.98 | $68.43 |
| Level 7.1 | $90.56 | $90.56 | $70.44 | $70.44 | $90.56 | $70.44 |
| Level 7.2 | $93.47 | $93.47 | $72.70 | $72.70 | $93.47 | $72.70 |
| Level 7.3 | $96.37 | $96.37 | $74.95 | $74.95 | $96.37 | $74.95 |
| Level 8 | $104.94 | $104.94 | $81.62 | $81.62 | $104.94 | $81.62 |

## Junior - Full-time & part-time - Under 17 years of age

**Table 1 of 4**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Level 1.1 | $13.22 | $19.83 | $16.53 | $26.44 | $23.14 |
| Level 1.2 | $13.54 | $20.31 | $16.93 | $27.08 | $23.70 |
| Level 1.3 | $14.02 | $21.03 | $17.53 | $28.04 | $24.54 |
| Level 2.1 | $14.12 | $21.18 | $17.65 | $28.24 | $24.71 |
| Level 2.2 | $14.56 | $21.84 | $18.20 | $29.12 | $25.48 |

**Table 2 of 4**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Level 1.1 | $33.05 | $15.20 | $15.20 | $17.19 | $19.83 | $26.44 |
| Level 1.2 | $33.85 | $15.57 | $15.57 | $17.60 | $20.31 | $27.08 |
| Level 1.3 | $35.05 | $16.12 | $16.12 | $18.23 | $21.03 | $28.04 |
| Level 2.1 | $35.30 | $16.24 | $16.24 | $18.36 | $21.18 | $28.24 |
| Level 2.2 | $36.40 | $16.74 | $16.74 | $18.93 | $21.84 | $29.12 |

**Table 3 of 4**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Broken shift - shiftworkers | Afternoon and broken shift - shiftworkers | Night and broken shift - shiftworkers |
|---|---|---|---|---|---|---|
| Level 1.1 | $19.83 | $26.44 | $26.44 | $15.20 | $17.19 | $17.19 |
| Level 1.2 | $20.31 | $27.08 | $27.08 | $15.57 | $17.60 | $17.60 |
| Level 1.3 | $21.03 | $28.04 | $28.04 | $16.12 | $18.23 | $18.23 |
| Level 2.1 | $21.18 | $28.24 | $28.24 | $16.24 | $18.36 | $18.36 |
| Level 2.2 | $21.84 | $29.12 | $29.12 | $16.74 | $18.93 | $18.93 |

**Table 4 of 4**

| Classification | Permanent night and broken shift - shiftworkers | Change of shift roster - 48 hours notice not given | Extra hours within ordinary hours - part-time employees only | Less than 10 hour break between shifts | Work during sleepover - boarding supervision services employees |
|---|---|---|---|---|---|
| Level 1.1 | $19.17 | $19.83 | $16.53 | $26.44 | N/A |
| Level 1.2 | $19.63 | $20.31 | $16.93 | $27.08 | N/A |
| Level 1.3 | $20.33 | $21.03 | $17.53 | $28.04 | N/A |
| Level 2.1 | $20.47 | $21.18 | $17.65 | $28.24 | $21.18 |
| Level 2.2 | $21.11 | $21.84 | $18.20 | $29.12 | $21.84 |

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

**Table 1 of 4**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Level 1.1 | $15.86 | $23.79 | $19.83 | $31.72 | $27.76 |
| Level 1.2 | $16.25 | $24.38 | $20.31 | $32.50 | $28.44 |
| Level 1.3 | $16.82 | $25.23 | $21.03 | $33.64 | $29.44 |
| Level 2.1 | $16.94 | $25.41 | $21.18 | $33.88 | $29.65 |
| Level 2.2 | $17.47 | $26.21 | $21.84 | $34.94 | $30.57 |

**Table 2 of 4**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Level 1.1 | $39.65 | $18.24 | $18.24 | $20.62 | $23.79 | $31.72 |
| Level 1.2 | $40.63 | $18.69 | $18.69 | $21.13 | $24.38 | $32.50 |
| Level 1.3 | $42.05 | $19.34 | $19.34 | $21.87 | $25.23 | $33.64 |
| Level 2.1 | $42.35 | $19.48 | $19.48 | $22.02 | $25.41 | $33.88 |
| Level 2.2 | $43.68 | $20.09 | $20.09 | $22.71 | $26.21 | $34.94 |

**Table 3 of 4**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Broken shift - shiftworkers | Afternoon and broken shift - shiftworkers | Night and broken shift - shiftworkers |
|---|---|---|---|---|---|---|
| Level 1.1 | $23.79 | $31.72 | $31.72 | $18.24 | $20.62 | $20.62 |
| Level 1.2 | $24.38 | $32.50 | $32.50 | $18.69 | $21.13 | $21.13 |
| Level 1.3 | $25.23 | $33.64 | $33.64 | $19.34 | $21.87 | $21.87 |
| Level 2.1 | $25.41 | $33.88 | $33.88 | $19.48 | $22.02 | $22.02 |
| Level 2.2 | $26.21 | $34.94 | $34.94 | $20.09 | $22.71 | $22.71 |

**Table 4 of 4**

| Classification | Permanent night and broken shift - shiftworkers | Change of shift roster - 48 hours notice not given | Extra hours within ordinary hours - part-time employees only | Less than 10 hour break between shifts | Work during sleepover - boarding supervision services employees |
|---|---|---|---|---|---|
| Level 1.1 | $23.00 | $23.79 | $19.83 | $31.72 | N/A |
| Level 1.2 | $23.56 | $24.38 | $20.31 | $32.50 | N/A |
| Level 1.3 | $24.39 | $25.23 | $21.03 | $33.64 | N/A |
| Level 2.1 | $24.56 | $25.41 | $21.18 | $33.88 | $25.41 |
| Level 2.2 | $25.33 | $26.21 | $21.84 | $34.94 | $26.21 |

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

**Table 1 of 4**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Level 1.1 | $18.51 | $27.77 | $23.14 | $37.02 | $32.39 |
| Level 1.2 | $18.96 | $28.44 | $23.70 | $37.92 | $33.18 |
| Level 1.3 | $19.62 | $29.43 | $24.53 | $39.24 | $34.34 |
| Level 2.1 | $19.77 | $29.66 | $24.71 | $39.54 | $34.60 |
| Level 2.2 | $20.38 | $30.57 | $25.48 | $40.76 | $35.67 |

**Table 2 of 4**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Level 1.1 | $46.28 | $21.29 | $21.29 | $24.06 | $27.77 | $37.02 |
| Level 1.2 | $47.40 | $21.80 | $21.80 | $24.65 | $28.44 | $37.92 |
| Level 1.3 | $49.05 | $22.56 | $22.56 | $25.51 | $29.43 | $39.24 |
| Level 2.1 | $49.43 | $22.74 | $22.74 | $25.70 | $29.66 | $39.54 |
| Level 2.2 | $50.95 | $23.44 | $23.44 | $26.49 | $30.57 | $40.76 |

**Table 3 of 4**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Broken shift - shiftworkers | Afternoon and broken shift - shiftworkers | Night and broken shift - shiftworkers |
|---|---|---|---|---|---|---|
| Level 1.1 | $27.77 | $37.02 | $37.02 | $21.29 | $24.06 | $24.06 |
| Level 1.2 | $28.44 | $37.92 | $37.92 | $21.80 | $24.65 | $24.65 |
| Level 1.3 | $29.43 | $39.24 | $39.24 | $22.56 | $25.51 | $25.51 |
| Level 2.1 | $29.66 | $39.54 | $39.54 | $22.74 | $25.70 | $25.70 |
| Level 2.2 | $30.57 | $40.76 | $40.76 | $23.44 | $26.49 | $26.49 |

**Table 4 of 4**

| Classification | Permanent night and broken shift - shiftworkers | Change of shift roster - 48 hours notice not given | Extra hours within ordinary hours - part-time employees only | Less than 10 hour break between shifts | Work during sleepover - boarding supervision employees |
|---|---|---|---|---|---|
| Level 1.1 | $26.84 | $27.77 | $23.14 | $37.02 | N/A |
| Level 1.2 | $27.49 | $28.44 | $23.70 | $37.92 | N/A |
| Level 1.3 | $28.45 | $29.43 | $24.53 | $39.24 | N/A |
| Level 2.1 | $28.67 | $29.66 | $24.71 | $39.54 | $29.66 |
| Level 2.2 | $29.55 | $30.57 | $25.48 | $40.76 | $30.57 |

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

**Table 1 of 4**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Level 1.1 | $21.15 | $31.73 | $26.44 | $42.30 | $37.01 |
| Level 1.2 | $21.66 | $32.49 | $27.08 | $43.32 | $37.91 |
| Level 1.3 | $22.42 | $33.63 | $28.03 | $44.84 | $39.24 |
| Level 2.1 | $22.59 | $33.89 | $28.24 | $45.18 | $39.53 |
| Level 2.2 | $23.29 | $34.94 | $29.11 | $46.58 | $40.76 |

**Table 2 of 4**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Level 1.1 | $52.88 | $24.32 | $24.32 | $27.50 | $31.73 | $42.30 |
| Level 1.2 | $54.15 | $24.91 | $24.91 | $28.16 | $32.49 | $43.32 |
| Level 1.3 | $56.05 | $25.78 | $25.78 | $29.15 | $33.63 | $44.84 |
| Level 2.1 | $56.48 | $25.98 | $25.98 | $29.37 | $33.89 | $45.18 |
| Level 2.2 | $58.23 | $26.78 | $26.78 | $30.28 | $34.94 | $46.58 |

**Table 3 of 4**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Broken shift - shiftworkers | Afternoon and broken shift - shiftworkers | Night and broken shift - shiftworkers |
|---|---|---|---|---|---|---|
| Level 1.1 | $31.73 | $42.30 | $42.30 | $24.32 | $27.50 | $27.50 |
| Level 1.2 | $32.49 | $43.32 | $43.32 | $24.91 | $28.16 | $28.16 |
| Level 1.3 | $33.63 | $44.84 | $44.84 | $25.78 | $29.15 | $29.15 |
| Level 2.1 | $33.89 | $45.18 | $45.18 | $25.98 | $29.37 | $29.37 |
| Level 2.2 | $34.94 | $46.58 | $46.58 | $26.78 | $30.28 | $30.28 |

**Table 4 of 4**

| Classification | Permanent night and broken shift - shiftworkers | Change of shift roster - 48 hours notice not given | Extra hours within ordinary hours - part-time employees only | Less than 10 hour break between shifts | Work during sleepover - boarding supervision employees |
|---|---|---|---|---|---|
| Level 1.1 | $30.67 | $31.73 | $26.44 | $42.30 | N/A |
| Level 1.2 | $31.41 | $32.49 | $27.08 | $43.32 | N/A |
| Level 1.3 | $32.51 | $33.63 | $28.03 | $44.84 | N/A |
| Level 2.1 | $32.76 | $33.89 | $28.24 | $45.18 | $33.89 |
| Level 2.2 | $33.77 | $34.94 | $29.11 | $46.58 | $34.94 |

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

**Table 1 of 4**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Level 1.1 | $23.80 | $35.70 | $29.75 | $47.60 | $41.65 |
| Level 1.2 | $24.37 | $36.56 | $30.46 | $48.74 | $42.65 |
| Level 1.3 | $25.23 | $37.85 | $31.54 | $50.46 | $44.15 |
| Level 2.1 | $25.42 | $38.13 | $31.78 | $50.84 | $44.49 |
| Level 2.2 | $26.20 | $39.30 | $32.75 | $52.40 | $45.85 |

**Table 2 of 4**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Level 1.1 | $59.50 | $27.37 | $27.37 | $30.94 | $35.70 | $47.60 |
| Level 1.2 | $60.93 | $28.03 | $28.03 | $31.68 | $36.56 | $48.74 |
| Level 1.3 | $63.08 | $29.01 | $29.01 | $32.80 | $37.85 | $50.46 |
| Level 2.1 | $63.55 | $29.23 | $29.23 | $33.05 | $38.13 | $50.84 |
| Level 2.2 | $65.50 | $30.13 | $30.13 | $34.06 | $39.30 | $52.40 |

**Table 3 of 4**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Broken shift - shiftworkers | Afternoon and broken shift - shiftworkers | Night and broken shift - shiftworkers |
|---|---|---|---|---|---|---|
| Level 1.1 | $35.70 | $47.60 | $47.60 | $27.37 | $30.94 | $30.94 |
| Level 1.2 | $36.56 | $48.74 | $48.74 | $28.03 | $31.68 | $31.68 |
| Level 1.3 | $37.85 | $50.46 | $50.46 | $29.01 | $32.80 | $32.80 |
| Level 2.1 | $38.13 | $50.84 | $50.84 | $29.23 | $33.05 | $33.05 |
| Level 2.2 | $39.30 | $52.40 | $52.40 | $30.13 | $34.06 | $34.06 |

**Table 4 of 4**

| Classification | Permanent night and broken shift - shiftworkers | Change of shift roster - 48 hours notice not given | Extra hours within ordinary hours - part-time employees only | Less than 10 hour break between shifts | Work during sleepover - boarding supervision employees |
|---|---|---|---|---|---|
| Level 1.1 | $34.51 | $35.70 | $29.75 | $47.60 | N/A |
| Level 1.2 | $35.34 | $36.56 | $30.46 | $48.74 | N/A |
| Level 1.3 | $36.58 | $37.85 | $31.54 | $50.46 | N/A |
| Level 2.1 | $36.86 | $38.13 | $31.78 | $50.84 | $38.13 |
| Level 2.2 | $37.99 | $39.30 | $32.75 | $52.40 | $39.30 |

## Junior - Casual - Under 17 years of age

**Table 1 of 3**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Level 1.1 | $16.53 | $23.14 | $19.83 | $29.75 | $26.44 |
| Level 1.2 | $16.93 | $23.70 | $20.31 | $30.47 | $27.08 |
| Level 1.3 | $17.53 | $24.54 | $21.03 | $31.55 | $28.04 |
| Level 2.1 | $17.65 | $24.71 | $21.18 | $31.77 | $28.24 |
| Level 2.2 | $18.20 | $25.48 | $21.84 | $32.76 | $29.12 |

**Table 2 of 3**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Level 1.1 | $36.36 | $18.51 | $18.51 | $20.49 | $23.14 | $29.75 |
| Level 1.2 | $37.24 | $18.96 | $18.96 | $20.99 | $23.70 | $30.47 |
| Level 1.3 | $38.56 | $19.63 | $19.63 | $21.73 | $24.54 | $31.55 |
| Level 2.1 | $38.83 | $19.77 | $19.77 | $21.89 | $24.71 | $31.77 |
| Level 2.2 | $40.04 | $20.38 | $20.38 | $22.57 | $25.48 | $32.76 |

**Table 3 of 3**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Change of shift roster - 48 hours notice not given | Less than 10 hour break between shifts | Work during sleepover - boarding supervision employees |
|---|---|---|---|---|---|---|
| Level 1.1 | $23.14 | $29.75 | $29.75 | $23.14 | $29.75 | N/A |
| Level 1.2 | $23.70 | $30.47 | $30.47 | $23.70 | $30.47 | N/A |
| Level 1.3 | $24.54 | $31.55 | $31.55 | $24.54 | $31.55 | N/A |
| Level 2.1 | $24.71 | $31.77 | $31.77 | $24.71 | $31.77 | $24.71 |
| Level 2.2 | $25.48 | $32.76 | $32.76 | $25.48 | $32.76 | $25.48 |

## Junior - Casual - 17 years of age

**Table 1 of 3**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Level 1.1 | $19.83 | $27.76 | $23.79 | $35.69 | $31.72 |
| Level 1.2 | $20.31 | $28.44 | $24.38 | $36.56 | $32.50 |
| Level 1.3 | $21.03 | $29.44 | $25.23 | $37.85 | $33.64 |
| Level 2.1 | $21.18 | $29.65 | $25.41 | $38.12 | $33.88 |
| Level 2.2 | $21.84 | $30.57 | $26.21 | $39.31 | $34.94 |

**Table 2 of 3**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Level 1.1 | $43.62 | $22.20 | $22.20 | $24.58 | $27.76 | $35.69 |
| Level 1.2 | $44.69 | $22.75 | $22.75 | $25.19 | $28.44 | $36.56 |
| Level 1.3 | $46.26 | $23.55 | $23.55 | $26.07 | $29.44 | $37.85 |
| Level 2.1 | $46.59 | $23.72 | $23.72 | $26.26 | $29.65 | $38.12 |
| Level 2.2 | $48.04 | $24.46 | $24.46 | $27.08 | $30.57 | $39.31 |

**Table 3 of 3**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Change of shift roster - 48 hours notice not given | Less than 10 hour break between shifts | Work during sleepover - boarding supervision employees |
|---|---|---|---|---|---|---|
| Level 1.1 | $27.76 | $35.69 | $35.69 | $27.76 | $35.69 | N/A |
| Level 1.2 | $28.44 | $36.56 | $36.56 | $28.44 | $36.56 | N/A |
| Level 1.3 | $29.44 | $37.85 | $37.85 | $29.44 | $37.85 | N/A |
| Level 2.1 | $29.65 | $38.12 | $38.12 | $29.65 | $38.12 | $29.65 |
| Level 2.2 | $30.57 | $39.31 | $39.31 | $30.57 | $39.31 | $30.57 |

## Junior - Casual - 18 years of age

**Table 1 of 3**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Level 1.1 | $23.14 | $32.39 | $27.77 | $41.65 | $37.02 |
| Level 1.2 | $23.70 | $33.18 | $28.44 | $42.66 | $37.92 |
| Level 1.3 | $24.53 | $34.34 | $29.43 | $44.15 | $39.24 |
| Level 2.1 | $24.71 | $34.60 | $29.66 | $44.48 | $39.54 |
| Level 2.2 | $25.48 | $35.67 | $30.57 | $45.86 | $40.76 |

**Table 2 of 3**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Level 1.1 | $50.90 | $25.91 | $25.91 | $28.69 | $32.39 | $41.65 |
| Level 1.2 | $52.14 | $26.54 | $26.54 | $29.39 | $33.18 | $42.66 |
| Level 1.3 | $53.96 | $27.47 | $27.47 | $30.41 | $34.34 | $44.15 |
| Level 2.1 | $54.37 | $27.68 | $27.68 | $30.64 | $34.60 | $44.48 |
| Level 2.2 | $56.05 | $28.53 | $28.53 | $31.59 | $35.67 | $45.86 |

**Table 3 of 3**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Change of shift roster - 48 hours notice not given | Less than 10 hour break between shifts | Work during sleepover - boarding supervision employees |
|---|---|---|---|---|---|---|
| Level 1.1 | $32.39 | $41.65 | $41.65 | $32.39 | $41.65 | N/A |
| Level 1.2 | $33.18 | $42.66 | $42.66 | $33.18 | $42.66 | N/A |
| Level 1.3 | $34.34 | $44.15 | $44.15 | $34.34 | $44.15 | N/A |
| Level 2.1 | $34.60 | $44.48 | $44.48 | $34.60 | $44.48 | $34.60 |
| Level 2.2 | $35.67 | $45.86 | $45.86 | $35.67 | $45.86 | $35.67 |

## Junior - Casual - 19 years of age

**Table 1 of 3**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Level 1.1 | $26.44 | $37.01 | $31.73 | $47.59 | $42.30 |
| Level 1.2 | $27.08 | $37.91 | $32.49 | $48.74 | $43.32 |
| Level 1.3 | $28.03 | $39.24 | $33.63 | $50.45 | $44.84 |
| Level 2.1 | $28.24 | $39.53 | $33.89 | $50.83 | $45.18 |
| Level 2.2 | $29.11 | $40.76 | $34.94 | $52.40 | $46.58 |

**Table 2 of 3**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Level 1.1 | $58.16 | $29.61 | $29.61 | $32.78 | $37.01 | $47.59 |
| Level 1.2 | $59.57 | $30.32 | $30.32 | $33.57 | $37.91 | $48.74 |
| Level 1.3 | $61.66 | $31.39 | $31.39 | $34.75 | $39.24 | $50.45 |
| Level 2.1 | $62.12 | $31.63 | $31.63 | $35.01 | $39.53 | $50.83 |
| Level 2.2 | $64.05 | $32.61 | $32.61 | $36.10 | $40.76 | $52.40 |

**Table 3 of 3**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Change of shift roster - 48 hours notice not given | Less than 10 hour break between shifts | Work during sleepover - boarding supervision employees |
|---|---|---|---|---|---|---|
| Level 1.1 | $37.01 | $47.59 | $47.59 | $37.01 | $47.59 | N/A |
| Level 1.2 | $37.91 | $48.74 | $48.74 | $37.91 | $48.74 | N/A |
| Level 1.3 | $39.24 | $50.45 | $50.45 | $39.24 | $50.45 | N/A |
| Level 2.1 | $39.53 | $50.83 | $50.83 | $39.53 | $50.83 | $39.53 |
| Level 2.2 | $40.76 | $52.40 | $52.40 | $40.76 | $52.40 | $40.76 |

## Junior - Casual - 20 years of age

**Table 1 of 3**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Level 1.1 | $29.75 | $41.65 | $35.70 | $53.55 | $47.60 |
| Level 1.2 | $30.46 | $42.65 | $36.56 | $54.83 | $48.74 |
| Level 1.3 | $31.54 | $44.15 | $37.85 | $56.77 | $50.46 |
| Level 2.1 | $31.78 | $44.49 | $38.13 | $57.20 | $50.84 |
| Level 2.2 | $32.75 | $45.85 | $39.30 | $58.95 | $52.40 |

**Table 2 of 3**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Level 1.1 | $65.45 | $33.32 | $33.32 | $36.89 | $41.65 | $53.55 |
| Level 1.2 | $67.02 | $34.12 | $34.12 | $37.77 | $42.65 | $54.83 |
| Level 1.3 | $69.38 | $35.32 | $35.32 | $39.11 | $44.15 | $56.77 |
| Level 2.1 | $69.91 | $35.59 | $35.59 | $39.40 | $44.49 | $57.20 |
| Level 2.2 | $72.05 | $36.68 | $36.68 | $40.61 | $45.85 | $58.95 |

**Table 3 of 3**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Change of shift roster - 48 hours notice not given | Less than 10 hour break between shifts | Work during sleepover - boarding supervision employees |
|---|---|---|---|---|---|---|
| Level 1.1 | $41.65 | $53.55 | $53.55 | $41.65 | $53.55 | N/A |
| Level 1.2 | $42.65 | $54.83 | $54.83 | $42.65 | $54.83 | N/A |
| Level 1.3 | $44.15 | $56.77 | $56.77 | $44.15 | $56.77 | N/A |
| Level 2.1 | $44.49 | $57.20 | $57.20 | $44.49 | $57.20 | $44.49 |
| Level 2.2 | $45.85 | $58.95 | $58.95 | $45.85 | $58.95 | $45.85 |

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

**Table 1 of 4**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Apprentice 1st year | $14.74 | $22.11 | $18.43 | $29.48 | $25.80 |
| Apprentice 2nd year | $17.68 | $26.52 | $22.10 | $35.36 | $30.94 |
| Apprentice 3rd year | $22.10 | $33.15 | $27.63 | $44.20 | $38.68 |
| Apprentice 4th year | $26.52 | $39.78 | $33.15 | $53.04 | $46.41 |

**Table 2 of 4**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Apprentice 1st year | $36.85 | $16.95 | $16.95 | $19.16 | $22.11 | $29.48 |
| Apprentice 2nd year | $44.20 | $20.33 | $20.33 | $22.98 | $26.52 | $35.36 |
| Apprentice 3rd year | $55.25 | $25.42 | $25.42 | $28.73 | $33.15 | $44.20 |
| Apprentice 4th year | $66.30 | $30.50 | $30.50 | $34.48 | $39.78 | $53.04 |

**Table 3 of 4**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Broken shift - shiftworkers | Afternoon and broken shift - shiftworkers | Night and broken shift - shiftworkers |
|---|---|---|---|---|---|---|
| Apprentice 1st year | $22.11 | $29.48 | $29.48 | $16.95 | $19.16 | $19.16 |
| Apprentice 2nd year | $26.52 | $35.36 | $35.36 | $20.33 | $22.98 | $22.98 |
| Apprentice 3rd year | $33.15 | $44.20 | $44.20 | $25.42 | $28.73 | $28.73 |
| Apprentice 4th year | $39.78 | $53.04 | $53.04 | $30.50 | $34.48 | $34.48 |

**Table 4 of 4**

| Classification | Permanent night and broken shift - shiftworkers | Change of shift roster - 48 hours notice not given | Extra hours within ordinary hours - part-time employees only | Less than 10 hour break between shifts | Work during sleepover - boarding supervision employees |
|---|---|---|---|---|---|
| Apprentice 1st year | $21.37 | $22.11 | $18.43 | $29.48 | $22.11 |
| Apprentice 2nd year | $25.64 | $26.52 | $22.10 | $35.36 | $26.52 |
| Apprentice 3rd year | $32.05 | $33.15 | $27.63 | $44.20 | $33.15 |
| Apprentice 4th year | $38.45 | $39.78 | $33.15 | $53.04 | $39.78 |

## Apprentice - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 4**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Apprentice 1st year | $16.21 | $24.32 | $20.26 | $32.42 | $28.37 |
| Apprentice 2nd year | $19.16 | $28.74 | $23.95 | $38.32 | $33.53 |
| Apprentice 3rd year | $22.10 | $33.15 | $27.63 | $44.20 | $38.68 |
| Apprentice 4th year | $26.52 | $39.78 | $33.15 | $53.04 | $46.41 |

**Table 2 of 4**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Apprentice 1st year | $40.53 | $18.64 | $18.64 | $21.07 | $24.32 | $32.42 |
| Apprentice 2nd year | $47.90 | $22.03 | $22.03 | $24.91 | $28.74 | $38.32 |
| Apprentice 3rd year | $55.25 | $25.42 | $25.42 | $28.73 | $33.15 | $44.20 |
| Apprentice 4th year | $66.30 | $30.50 | $30.50 | $34.48 | $39.78 | $53.04 |

**Table 3 of 4**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Broken shift - shiftworkers | Afternoon and broken shift - shiftworkers | Night and broken shift - shiftworkers |
|---|---|---|---|---|---|---|
| Apprentice 1st year | $24.32 | $32.42 | $32.42 | $18.64 | $21.07 | $21.07 |
| Apprentice 2nd year | $28.74 | $38.32 | $38.32 | $22.03 | $24.91 | $24.91 |
| Apprentice 3rd year | $33.15 | $44.20 | $44.20 | $25.42 | $28.73 | $28.73 |
| Apprentice 4th year | $39.78 | $53.04 | $53.04 | $30.50 | $34.48 | $34.48 |

**Table 4 of 4**

| Classification | Permanent night and broken shift - shiftworkers | Change of shift roster - 48 hours notice not given | Extra hours within ordinary hours - part-time employees only | Less than 10 hour break between shifts | Work during sleepover - boarding supervision employees |
|---|---|---|---|---|---|
| Apprentice 1st year | $23.50 | $24.32 | $20.26 | $32.42 | $24.32 |
| Apprentice 2nd year | $27.78 | $28.74 | $23.95 | $38.32 | $28.74 |
| Apprentice 3rd year | $32.05 | $33.15 | $27.63 | $44.20 | $33.15 |
| Apprentice 4th year | $38.45 | $39.78 | $33.15 | $53.04 | $39.78 |

## Adult apprentice

**Table 1 of 4**

| Classification | Hourly pay rate | Saturday | Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours | Sunday | Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours |
|---|---|---|---|---|---|
| Apprentice 1st year | $26.44 | $39.66 | $33.05 | $52.88 | $46.27 |
| Apprentice 2nd year | $26.44 | $39.66 | $33.05 | $52.88 | $46.27 |
| Apprentice 3rd year | $26.44 | $39.66 | $33.05 | $52.88 | $46.27 |
| Apprentice 4th year | $26.52 | $39.78 | $33.15 | $53.04 | $46.41 |

**Table 2 of 4**

| Classification | Public Holiday | Afternoon shift | Night shift | Permanent night shift | Overtime - Monday to Friday - first 3 hours | Overtime - Monday to Friday - after 3 hours |
|---|---|---|---|---|---|---|
| Apprentice 1st year | $66.10 | $30.41 | $30.41 | $34.37 | $39.66 | $52.88 |
| Apprentice 2nd year | $66.10 | $30.41 | $30.41 | $34.37 | $39.66 | $52.88 |
| Apprentice 3rd year | $66.10 | $30.41 | $30.41 | $34.37 | $39.66 | $52.88 |
| Apprentice 4th year | $66.30 | $30.50 | $30.50 | $34.48 | $39.78 | $53.04 |

**Table 3 of 4**

| Classification | Overtime - Saturday - first 3 hours | Overtime - Saturday - after 3 hours | Overtime - Sunday | Broken shift - shiftworkers | Afternoon and broken shift - shiftworkers | Night and broken shift - shiftworkers |
|---|---|---|---|---|---|---|
| Apprentice 1st year | $39.66 | $52.88 | $52.88 | $30.41 | $34.37 | $34.37 |
| Apprentice 2nd year | $39.66 | $52.88 | $52.88 | $30.41 | $34.37 | $34.37 |
| Apprentice 3rd year | $39.66 | $52.88 | $52.88 | $30.41 | $34.37 | $34.37 |
| Apprentice 4th year | $39.78 | $53.04 | $53.04 | $30.50 | $34.48 | $34.48 |

**Table 4 of 4**

| Classification | Permanent night and broken shift - shiftworkers | Change of shift roster - 48 hours notice not given | Extra hours within ordinary hours - part-time employees only | Less than 10 hour break between shifts | Work during sleepover - boarding supervision employees |
|---|---|---|---|---|---|
| Apprentice 1st year | $38.34 | $39.66 | $33.05 | $52.88 | $39.66 |
| Apprentice 2nd year | $38.34 | $39.66 | $33.05 | $52.88 | $39.66 |
| Apprentice 3rd year | $38.34 | $39.66 | $33.05 | $52.88 | $39.66 |
| Apprentice 4th year | $38.45 | $39.78 | $33.15 | $53.04 | $39.78 |

## Allowances

| Allowances | Rate |
|---|---|
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| First aid allowance - not nurses or exclusively employed first aid officers | $4.02 per day up to a maximum of $964.19 per year |
| Uniform or protective clothing allowance | $1.23 per day up to a maximum of $6.16 per week |
| Uniform or protective clothing reimbursement | reimbursement for the purchase price of the uniform or protective clothing |
| Laundry allowance | $0.31 per day up to a maximum of $1.54 per week |
| Meal allowance - overtime | $20.75 |
| On call allowance | payment at the minimum hourly rate of pay for each period of up to 24 hours on call |
| Recall allowance | payment at the appropriate overtime rates with a minimum payment of 2 hours |
| Sleepover allowance - boarding supervision services employee or a nursing services employee | $64.28 per sleepover |
| Vehicle allowance - motor car | $1.01 per km up to a maximum payment of 400 km per week |
| Vehicle allowance - motorcycle | $0.34 per km up to a maximum payment of 400 km per week |
| **Tool allowance - carpenter or joiner (including apprentice carpenter or joiner)** | |
| Tool allowance - carpenter or joiner | $33.88 per week |
| Tool allowance - 1st year apprentice - did not complete year 12 (started after 1 January 2014) | $16.94 per week |
| Tool allowance - 1st year apprentice - completed year 12 (started after 1 January 2014) | $18.63 per week |
| Tool allowance 2nd year apprentice - did not complete year 12 (started after 1 January 2014) | $20.33 per week |
| Tool allowance 2nd year apprentice - completed year 12 (started after 1 January 2014) | $22.02 per week |
| Tool allowance - 3rd year apprentice (started after 1 January 2014) | $25.41 per week |
| Tool allowance - 4th year apprentice (started after 1 January 2014) | $30.49 per week |
| **Tool allowance - trades other than carpenter or joiner (including apprentices)** | |
| Tool allowance tradesperson (not carpenter or joiner) | $17.90 per week |
| Tool allowance - 1st year apprentice - did not complete year 12 (started after 1 January 2014) | $8.95 per week |

| Allowances | Rate |
|---|---|
| Tool allowance - 1st year apprentice - completed year 12 (started after 1 January 2014) | $9.85 per week |
| Tool allowance 2nd year apprentice - did not complete year 12 (started after 1 January 2014) | $10.74 per week |
| Tool allowance 2nd year apprentice - completed year 12 (started after 1 January 2014) | $11.64 per week |
| Tool allowance - 3rd year apprentice (started after 1 January 2014) | $13.43 per week |
| Tool allowance - 4th year apprentice (started after 1 January 2014) | $16.11 per week |