Pay Guide - Electrical Power Industry Award [MA000088]

Published 24 June 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

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

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.

Adult

Technical stream employees - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Technical grade 1 - level 1	$997.20	$26.59	$39.89	$53.18	$66.48
Technical grade 2 - level 2	$1,058.30	$28.22	$42.33	$56.44	$70.55
Technical grade 3 - level 3	$1,119.90	$29.86	$44.79	$59.72	$74.65
Technical grade 4 - level 4	$1,225.90	$32.69	$49.04	$65.38	$81.73
Technical grade 5 - level 5	$1,334.10	$35.58	$53.37	$71.16	$88.95
Technical grade 6 - level 6	$1,442.00	$38.45	$57.68	$76.90	$96.13
Technical grade 7 - level 7	$1,549.80	$41.33	$62.00	$82.66	$103.33

Table 2 of 3

Classification	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours
Technical grade 1 - level 1	$30.84	$32.57	$34.57	$39.89	$53.18
Technical grade 2 - level 2	$32.74	$34.57	$36.69	$42.33	$56.44
Technical grade 3 - level 3	$34.64	$36.58	$38.82	$44.79	$59.72
Technical grade 4 - level 4	$37.92	$40.05	$42.50	$49.04	$65.38
Technical grade 5 - level 5	$41.27	$43.59	$46.25	$53.37	$71.16
Technical grade 6 - level 6	$44.60	$47.10	$49.99	$57.68	$76.90
Technical grade 7 - level 7	$47.94	$50.63	$53.73	$62.00	$82.66

Table 3 of 3

Classification	Overtime - Monday to Saturday - continuous shiftworkers	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	$53.18	$53.18	$66.48	$39.89	$39.89
Technical grade 2 - level 2	$56.44	$56.44	$70.55	$42.33	$42.33
Technical grade 3 - level 3	$59.72	$59.72	$74.65	$44.79	$44.79
Technical grade 4 - level 4	$65.38	$65.38	$81.73	$49.04	$49.04
Technical grade 5 - level 5	$71.16	$71.16	$88.95	$53.37	$53.37
Technical grade 6 - level 6	$76.90	$76.90	$96.13	$57.68	$57.68
Technical grade 7 - level 7	$82.66	$82.66	$103.33	$62.00	$62.00

Administrative stream employees - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Administrative grade 1 - level 1	$1,004.90	$26.80	$40.20	$53.60	$67.00
Administrative grade 2 - level 2	$1,058.30	$28.22	$42.33	$56.44	$70.55
Administrative grade 3 - level 3	$1,119.90	$29.86	$44.79	$59.72	$74.65
Administrative grade 4 - level 4	$1,225.90	$32.69	$49.04	$65.38	$81.73
Administrative grade 5 - level 5	$1,334.10	$35.58	$53.37	$71.16	$88.95
Administrative grade 6 - level 6	$1,442.00	$38.45	$57.68	$76.90	$96.13

Table 2 of 3

Classification	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours
Administrative grade 1 - level 1	$31.09	$32.83	$34.84	$40.20	$53.60
Administrative grade 2 - level 2	$32.74	$34.57	$36.69	$42.33	$56.44
Administrative grade 3 - level 3	$34.64	$36.58	$38.82	$44.79	$59.72
Administrative grade 4 - level 4	$37.92	$40.05	$42.50	$49.04	$65.38
Administrative grade 5 - level 5	$41.27	$43.59	$46.25	$53.37	$71.16
Administrative grade 6 - level 6	$44.60	$47.10	$49.99	$57.68	$76.90

Table 3 of 3

Classification	Overtime - Monday to Saturday - continuous shiftworkers	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Administrative grade 1 - level 1	$53.60	$53.60	$67.00	$40.20	$40.20
Administrative grade 2 - level 2	$56.44	$56.44	$70.55	$42.33	$42.33
Administrative grade 3 - level 3	$59.72	$59.72	$74.65	$44.79	$44.79
Administrative grade 4 - level 4	$65.38	$65.38	$81.73	$49.04	$49.04
Administrative grade 5 - level 5	$71.16	$71.16	$88.95	$53.37	$53.37
Administrative grade 6 - level 6	$76.90	$76.90	$96.13	$57.68	$57.68

Professional / Manager / Specialist stream employees - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Professional/Manager/Specialist grade 5 - level 5	$1,334.10	$35.58	$53.37	$71.16	$88.95
Professional/Manager/Specialist grade 7 - level 7	$1,549.80	$41.33	$62.00	$82.66	$103.33
Professional/Manager/Specialist grade 8 - level 8	$1,657.80	$44.21	$66.32	$88.42	$110.53
Professional/Manager/Specialist grade 10 - level 10	$1,873.80	$49.97	$74.96	$99.94	$124.93
Professional/Manager/Specialist grade 11 - level 11	$1,979.80	$52.79	$79.19	$105.58	$131.98

Table 2 of 3

Classification	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours
Professional/Manager/Specialist grade 5 - level 5	$41.27	$43.59	$46.25	$53.37	$71.16
Professional/Manager/Specialist grade 7 - level 7	$47.94	$50.63	$53.73	$62.00	$82.66
Professional/Manager/Specialist grade 8 - level 8	$51.28	$54.16	$57.47	$66.32	$88.42
Professional/Manager/Specialist grade 10 - level 10	$57.97	$61.21	$64.96	$74.96	$99.94
Professional/Manager/Specialist grade 11 - level 11	$61.24	$64.67	$68.63	$79.19	$105.58

Table 3 of 3

Classification	Overtime - Monday to Saturday - continuous shiftworkers	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Professional/Manager/Specialist grade 5 - level 5	$71.16	$71.16	$88.95	$53.37	$53.37
Professional/Manager/Specialist grade 7 - level 7	$82.66	$82.66	$103.33	$62.00	$62.00
Professional/Manager/Specialist grade 8 - level 8	$88.42	$88.42	$110.53	$66.32	$66.32
Professional/Manager/Specialist grade 10 - level 10	$99.94	$99.94	$124.93	$74.96	$74.96
Professional/Manager/Specialist grade 11 - level 11	$105.58	$105.58	$131.98	$79.19	$79.19

Operations stream employees - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Operations grade 2 - level 2	$1,058.30	$28.22	$42.33	$56.44	$70.55
Operations grade 3 - level 3	$1,119.90	$29.86	$44.79	$59.72	$74.65
Operations grade 5 - level 5	$1,334.10	$35.58	$53.37	$71.16	$88.95
Operations grade 6 - level 6	$1,442.00	$38.45	$57.68	$76.90	$96.13
Operations grade 7 - level 7	$1,549.80	$41.33	$62.00	$82.66	$103.33
Operations grade 8 - level 8	$1,657.80	$44.21	$66.32	$88.42	$110.53
Operations grade 10 - level 10	$1,873.80	$49.97	$74.96	$99.94	$124.93

Table 2 of 3

Classification	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours
Operations grade 2 - level 2	$32.74	$34.57	$36.69	$42.33	$56.44
Operations grade 3 - level 3	$34.64	$36.58	$38.82	$44.79	$59.72
Operations grade 5 - level 5	$41.27	$43.59	$46.25	$53.37	$71.16
Operations grade 6 - level 6	$44.60	$47.10	$49.99	$57.68	$76.90
Operations grade 7 - level 7	$47.94	$50.63	$53.73	$62.00	$82.66
Operations grade 8 - level 8	$51.28	$54.16	$57.47	$66.32	$88.42
Operations grade 10 - level 10	$57.97	$61.21	$64.96	$74.96	$99.94

Table 3 of 3

Classification	Overtime - Monday to Saturday - continuous shiftworkers	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Operations grade 2 - level 2	$56.44	$56.44	$70.55	$42.33	$42.33
Operations grade 3 - level 3	$59.72	$59.72	$74.65	$44.79	$44.79
Operations grade 5 - level 5	$71.16	$71.16	$88.95	$53.37	$53.37
Operations grade 6 - level 6	$76.90	$76.90	$96.13	$57.68	$57.68
Operations grade 7 - level 7	$82.66	$82.66	$103.33	$62.00	$62.00
Operations grade 8 - level 8	$88.42	$88.42	$110.53	$66.32	$66.32
Operations grade 10 - level 10	$99.94	$99.94	$124.93	$74.96	$74.96

Other stream employee - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Level 9	$1,765.90	$47.09	$70.64	$94.18	$117.73

Table 2 of 3

Classification	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours
Level 9	$54.62	$57.69	$61.22	$70.64	$94.18

Table 3 of 3

Classification	Overtime - Monday to Saturday - continuous shiftworkers	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Level 9	$94.18	$94.18	$117.73	$70.64	$70.64

Technical stream employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	$33.24	$46.53	$59.83	$73.12	$37.49
Technical grade 2 - level 2	$35.28	$49.39	$63.50	$77.61	$39.79
Technical grade 3 - level 3	$37.33	$52.26	$67.19	$82.12	$42.10
Technical grade 4 - level 4	$40.86	$57.21	$73.55	$89.90	$46.09
Technical grade 5 - level 5	$44.48	$62.27	$80.06	$97.85	$50.17
Technical grade 6 - level 6	$48.06	$67.29	$86.51	$105.74	$54.21
Technical grade 7 - level 7	$51.66	$72.33	$92.99	$113.66	$58.28

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	$39.22	$41.21	$39.89	$53.18	$53.18
Technical grade 2 - level 2	$41.62	$43.74	$42.33	$56.44	$56.44
Technical grade 3 - level 3	$44.04	$46.28	$44.79	$59.72	$59.72
Technical grade 4 - level 4	$48.22	$50.67	$49.04	$65.38	$65.38
Technical grade 5 - level 5	$52.48	$55.15	$53.37	$71.16	$71.16
Technical grade 6 - level 6	$56.71	$59.60	$57.68	$76.90	$76.90
Technical grade 7 - level 7	$60.96	$64.06	$62.00	$82.66	$82.66

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	$53.18	$66.48	$46.53	$46.53
Technical grade 2 - level 2	$56.44	$70.55	$49.39	$49.39
Technical grade 3 - level 3	$59.72	$74.65	$52.26	$52.26
Technical grade 4 - level 4	$65.38	$81.73	$57.21	$57.21
Technical grade 5 - level 5	$71.16	$88.95	$62.27	$62.27
Technical grade 6 - level 6	$76.90	$96.13	$67.29	$67.29
Technical grade 7 - level 7	$82.66	$103.33	$72.33	$72.33

Administrative stream employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Administrative grade 1 - level 1	$33.50	$46.90	$60.30	$73.70	$37.79
Administrative grade 2 - level 2	$35.28	$49.39	$63.50	$77.61	$39.79
Administrative grade 3 - level 3	$37.33	$52.26	$67.19	$82.12	$42.10
Administrative grade 4 - level 4	$40.86	$57.21	$73.55	$89.90	$46.09
Administrative grade 5 - level 5	$44.48	$62.27	$80.06	$97.85	$50.17
Administrative grade 6 - level 6	$48.06	$67.29	$86.51	$105.74	$54.21

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Administrative grade 1 - level 1	$39.53	$41.54	$40.20	$53.60	$53.60
Administrative grade 2 - level 2	$41.62	$43.74	$42.33	$56.44	$56.44
Administrative grade 3 - level 3	$44.04	$46.28	$44.79	$59.72	$59.72
Administrative grade 4 - level 4	$48.22	$50.67	$49.04	$65.38	$65.38
Administrative grade 5 - level 5	$52.48	$55.15	$53.37	$71.16	$71.16
Administrative grade 6 - level 6	$56.71	$59.60	$57.68	$76.90	$76.90

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Administrative grade 1 - level 1	$53.60	$67.00	$46.90	$46.90
Administrative grade 2 - level 2	$56.44	$70.55	$49.39	$49.39
Administrative grade 3 - level 3	$59.72	$74.65	$52.26	$52.26
Administrative grade 4 - level 4	$65.38	$81.73	$57.21	$57.21
Administrative grade 5 - level 5	$71.16	$88.95	$62.27	$62.27
Administrative grade 6 - level 6	$76.90	$96.13	$67.29	$67.29

Professional / Manager / Specialist stream employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Professional/Manager/Specialist grade 5 - level 5	$44.48	$62.27	$80.06	$97.85	$50.17
Professional/Manager/Specialist grade 7 - level 7	$51.66	$72.33	$92.99	$113.66	$58.28
Professional/Manager/Specialist grade 8 - level 8	$55.26	$77.37	$99.47	$121.58	$62.34
Professional/Manager/Specialist grade 10 - level 10	$62.46	$87.45	$112.43	$137.42	$70.46
Professional/Manager/Specialist grade 11 - level 11	$65.99	$92.38	$118.78	$145.17	$74.43

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Professional/Manager/Specialist grade 5 - level 5	$52.48	$55.15	$53.37	$71.16	$71.16
Professional/Manager/Specialist grade 7 - level 7	$60.96	$64.06	$62.00	$82.66	$82.66
Professional/Manager/Specialist grade 8 - level 8	$65.21	$68.53	$66.32	$88.42	$88.42
Professional/Manager/Specialist grade 10 - level 10	$73.71	$77.45	$74.96	$99.94	$99.94
Professional/Manager/Specialist grade 11 - level 11	$77.87	$81.82	$79.19	$105.58	$105.58

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Professional/Manager/Specialist grade 5 - level 5	$71.16	$88.95	$62.27	$62.27
Professional/Manager/Specialist grade 7 - level 7	$82.66	$103.33	$72.33	$72.33
Professional/Manager/Specialist grade 8 - level 8	$88.42	$110.53	$77.37	$77.37
Professional/Manager/Specialist grade 10 - level 10	$99.94	$124.93	$87.45	$87.45
Professional/Manager/Specialist grade 11 - level 11	$105.58	$131.98	$92.38	$92.38

Operations stream employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Operations grade 2 - level 2	$35.28	$49.39	$63.50	$77.61	$39.79
Operations grade 3 - level 3	$37.33	$52.26	$67.19	$82.12	$42.10
Operations grade 5 - level 5	$44.48	$62.27	$80.06	$97.85	$50.17
Operations grade 6 - level 6	$48.06	$67.29	$86.51	$105.74	$54.21
Operations grade 7 - level 7	$51.66	$72.33	$92.99	$113.66	$58.28
Operations grade 8 - level 8	$55.26	$77.37	$99.47	$121.58	$62.34
Operations grade 10 - level 10	$62.46	$87.45	$112.43	$137.42	$70.46

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Operations grade 2 - level 2	$41.62	$43.74	$42.33	$56.44	$56.44
Operations grade 3 - level 3	$44.04	$46.28	$44.79	$59.72	$59.72
Operations grade 5 - level 5	$52.48	$55.15	$53.37	$71.16	$71.16
Operations grade 6 - level 6	$56.71	$59.60	$57.68	$76.90	$76.90
Operations grade 7 - level 7	$60.96	$64.06	$62.00	$82.66	$82.66
Operations grade 8 - level 8	$65.21	$68.53	$66.32	$88.42	$88.42
Operations grade 10 - level 10	$73.71	$77.45	$74.96	$99.94	$99.94

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Operations grade 2 - level 2	$56.44	$70.55	$49.39	$49.39
Operations grade 3 - level 3	$59.72	$74.65	$52.26	$52.26
Operations grade 5 - level 5	$71.16	$88.95	$62.27	$62.27
Operations grade 6 - level 6	$76.90	$96.13	$67.29	$67.29
Operations grade 7 - level 7	$82.66	$103.33	$72.33	$72.33
Operations grade 8 - level 8	$88.42	$110.53	$77.37	$77.37
Operations grade 10 - level 10	$99.94	$124.93	$87.45	$87.45

Other stream employee - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 9	$58.86	$82.41	$105.95	$129.50	$66.40

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Level 9	$69.46	$72.99	$70.64	$94.18	$94.18

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Level 9	$94.18	$117.73	$82.41	$82.41

Junior

Technical stream employees - Full-time & part-time - Under 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	$19.41	$29.12	$38.82	$48.53	$22.52
Technical grade 2 - level 2	$20.60	$30.90	$41.20	$51.50	$23.90
Technical grade 3 - level 3	$21.80	$32.70	$43.60	$54.50	$25.29
Technical grade 4 - level 4	$23.86	$35.79	$47.72	$59.65	$27.68
Technical grade 5 - level 5	$25.97	$38.96	$51.94	$64.93	$30.13
Technical grade 6 - level 6	$28.07	$42.11	$56.14	$70.18	$32.56
Technical grade 7 - level 7	$30.17	$45.26	$60.34	$75.43	$35.00

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	$23.78	$25.23	$29.12	$38.82	$38.82
Technical grade 2 - level 2	$25.24	$26.78	$30.90	$41.20	$41.20
Technical grade 3 - level 3	$26.71	$28.34	$32.70	$43.60	$43.60
Technical grade 4 - level 4	$29.23	$31.02	$35.79	$47.72	$47.72
Technical grade 5 - level 5	$31.81	$33.76	$38.96	$51.94	$51.94
Technical grade 6 - level 6	$34.39	$36.49	$42.11	$56.14	$56.14
Technical grade 7 - level 7	$36.96	$39.22	$45.26	$60.34	$60.34

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	$38.82	$48.53	$29.12	$29.12
Technical grade 2 - level 2	$41.20	$51.50	$30.90	$30.90
Technical grade 3 - level 3	$43.60	$54.50	$32.70	$32.70
Technical grade 4 - level 4	$47.72	$59.65	$35.79	$35.79
Technical grade 5 - level 5	$51.94	$64.93	$38.96	$38.96
Technical grade 6 - level 6	$56.14	$70.18	$42.11	$42.11
Technical grade 7 - level 7	$60.34	$75.43	$45.26	$45.26

Technical stream employees - Full-time & part-time - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	$22.07	$33.11	$44.14	$55.18	$25.60
Technical grade 2 - level 2	$23.42	$35.13	$46.84	$58.55	$27.17
Technical grade 3 - level 3	$24.78	$37.17	$49.56	$61.95	$28.74
Technical grade 4 - level 4	$27.13	$40.70	$54.26	$67.83	$31.47
Technical grade 5 - level 5	$29.53	$44.30	$59.06	$73.83	$34.25
Technical grade 6 - level 6	$31.91	$47.87	$63.82	$79.78	$37.02
Technical grade 7 - level 7	$34.30	$51.45	$68.60	$85.75	$39.79

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	$27.04	$28.69	$33.11	$44.14	$44.14
Technical grade 2 - level 2	$28.69	$30.45	$35.13	$46.84	$46.84
Technical grade 3 - level 3	$30.36	$32.21	$37.17	$49.56	$49.56
Technical grade 4 - level 4	$33.23	$35.27	$40.70	$54.26	$54.26
Technical grade 5 - level 5	$36.17	$38.39	$44.30	$59.06	$59.06
Technical grade 6 - level 6	$39.09	$41.48	$47.87	$63.82	$63.82
Technical grade 7 - level 7	$42.02	$44.59	$51.45	$68.60	$68.60

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	$44.14	$55.18	$33.11	$33.11
Technical grade 2 - level 2	$46.84	$58.55	$35.13	$35.13
Technical grade 3 - level 3	$49.56	$61.95	$37.17	$37.17
Technical grade 4 - level 4	$54.26	$67.83	$40.70	$40.70
Technical grade 5 - level 5	$59.06	$73.83	$44.30	$44.30
Technical grade 6 - level 6	$63.82	$79.78	$47.87	$47.87
Technical grade 7 - level 7	$68.60	$85.75	$51.45	$51.45

Technical stream employees - Full-time & part-time - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	$24.73	$37.10	$49.46	$61.83	$28.69
Technical grade 2 - level 2	$26.24	$39.36	$52.48	$65.60	$30.44
Technical grade 3 - level 3	$27.77	$41.66	$55.54	$69.43	$32.21
Technical grade 4 - level 4	$30.40	$45.60	$60.80	$76.00	$35.26
Technical grade 5 - level 5	$33.09	$49.64	$66.18	$82.73	$38.38
Technical grade 6 - level 6	$35.76	$53.64	$71.52	$89.40	$41.48
Technical grade 7 - level 7	$38.44	$57.66	$76.88	$96.10	$44.59

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	$30.29	$32.15	$37.10	$49.46	$49.46
Technical grade 2 - level 2	$32.14	$34.11	$39.36	$52.48	$52.48
Technical grade 3 - level 3	$34.02	$36.10	$41.66	$55.54	$55.54
Technical grade 4 - level 4	$37.24	$39.52	$45.60	$60.80	$60.80
Technical grade 5 - level 5	$40.54	$43.02	$49.64	$66.18	$66.18
Technical grade 6 - level 6	$43.81	$46.49	$53.64	$71.52	$71.52
Technical grade 7 - level 7	$47.09	$49.97	$57.66	$76.88	$76.88

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	$49.46	$61.83	$37.10	$37.10
Technical grade 2 - level 2	$52.48	$65.60	$39.36	$39.36
Technical grade 3 - level 3	$55.54	$69.43	$41.66	$41.66
Technical grade 4 - level 4	$60.80	$76.00	$45.60	$45.60
Technical grade 5 - level 5	$66.18	$82.73	$49.64	$49.64
Technical grade 6 - level 6	$71.52	$89.40	$53.64	$53.64
Technical grade 7 - level 7	$76.88	$96.10	$57.66	$57.66

Administrative stream employees - Full-time & part-time - Under 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Administrative grade 1 - level 1	$19.56	$29.34	$39.12	$48.90	$22.69
Administrative grade 2 - level 2	$20.60	$30.90	$41.20	$51.50	$23.90
Administrative grade 3 - level 3	$21.80	$32.70	$43.60	$54.50	$25.29
Administrative grade 4 - level 4	$23.86	$35.79	$47.72	$59.65	$27.68
Administrative grade 5 - level 5	$25.97	$38.96	$51.94	$64.93	$30.13
Administrative grade 6 - level 6	$28.07	$42.11	$56.14	$70.18	$32.56

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Administrative grade 1 - level 1	$23.96	$25.43	$29.34	$39.12	$39.12
Administrative grade 2 - level 2	$25.24	$26.78	$30.90	$41.20	$41.20
Administrative grade 3 - level 3	$26.71	$28.34	$32.70	$43.60	$43.60
Administrative grade 4 - level 4	$29.23	$31.02	$35.79	$47.72	$47.72
Administrative grade 5 - level 5	$31.81	$33.76	$38.96	$51.94	$51.94
Administrative grade 6 - level 6	$34.39	$36.49	$42.11	$56.14	$56.14

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Administrative grade 1 - level 1	$39.12	$48.90	$29.34	$29.34
Administrative grade 2 - level 2	$41.20	$51.50	$30.90	$30.90
Administrative grade 3 - level 3	$43.60	$54.50	$32.70	$32.70
Administrative grade 4 - level 4	$47.72	$59.65	$35.79	$35.79
Administrative grade 5 - level 5	$51.94	$64.93	$38.96	$38.96
Administrative grade 6 - level 6	$56.14	$70.18	$42.11	$42.11

Administrative stream employees - Full-time & part-time - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Administrative grade 1 - level 1	$22.24	$33.36	$44.48	$55.60	$25.80
Administrative grade 2 - level 2	$23.42	$35.13	$46.84	$58.55	$27.17
Administrative grade 3 - level 3	$24.78	$37.17	$49.56	$61.95	$28.74
Administrative grade 4 - level 4	$27.13	$40.70	$54.26	$67.83	$31.47
Administrative grade 5 - level 5	$29.53	$44.30	$59.06	$73.83	$34.25
Administrative grade 6 - level 6	$31.91	$47.87	$63.82	$79.78	$37.02

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Administrative grade 1 - level 1	$27.24	$28.91	$33.36	$44.48	$44.48
Administrative grade 2 - level 2	$28.69	$30.45	$35.13	$46.84	$46.84
Administrative grade 3 - level 3	$30.36	$32.21	$37.17	$49.56	$49.56
Administrative grade 4 - level 4	$33.23	$35.27	$40.70	$54.26	$54.26
Administrative grade 5 - level 5	$36.17	$38.39	$44.30	$59.06	$59.06
Administrative grade 6 - level 6	$39.09	$41.48	$47.87	$63.82	$63.82

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Administrative grade 1 - level 1	$44.48	$55.60	$33.36	$33.36
Administrative grade 2 - level 2	$46.84	$58.55	$35.13	$35.13
Administrative grade 3 - level 3	$49.56	$61.95	$37.17	$37.17
Administrative grade 4 - level 4	$54.26	$67.83	$40.70	$40.70
Administrative grade 5 - level 5	$59.06	$73.83	$44.30	$44.30
Administrative grade 6 - level 6	$63.82	$79.78	$47.87	$47.87

Administrative stream employees - Full-time & part-time - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Administrative grade 1 - level 1	$24.92	$37.38	$49.84	$62.30	$28.91
Administrative grade 2 - level 2	$26.24	$39.36	$52.48	$65.60	$30.44
Administrative grade 3 - level 3	$27.77	$41.66	$55.54	$69.43	$32.21
Administrative grade 4 - level 4	$30.40	$45.60	$60.80	$76.00	$35.26
Administrative grade 5 - level 5	$33.09	$49.64	$66.18	$82.73	$38.38
Administrative grade 6 - level 6	$35.76	$53.64	$71.52	$89.40	$41.48

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Administrative grade 1 - level 1	$30.53	$32.40	$37.38	$49.84	$49.84
Administrative grade 2 - level 2	$32.14	$34.11	$39.36	$52.48	$52.48
Administrative grade 3 - level 3	$34.02	$36.10	$41.66	$55.54	$55.54
Administrative grade 4 - level 4	$37.24	$39.52	$45.60	$60.80	$60.80
Administrative grade 5 - level 5	$40.54	$43.02	$49.64	$66.18	$66.18
Administrative grade 6 - level 6	$43.81	$46.49	$53.64	$71.52	$71.52

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Administrative grade 1 - level 1	$49.84	$62.30	$37.38	$37.38
Administrative grade 2 - level 2	$52.48	$65.60	$39.36	$39.36
Administrative grade 3 - level 3	$55.54	$69.43	$41.66	$41.66
Administrative grade 4 - level 4	$60.80	$76.00	$45.60	$45.60
Administrative grade 5 - level 5	$66.18	$82.73	$49.64	$49.64
Administrative grade 6 - level 6	$71.52	$89.40	$53.64	$53.64

Professional / Manager / Specialist stream employees - Full-time & part-time - Under 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Professional/Manager/Specialist grade 5 - level 5	$25.97	$38.96	$51.94	$64.93	$30.13
Professional/Manager/Specialist grade 7 - level 7	$30.17	$45.26	$60.34	$75.43	$35.00
Professional/Manager/Specialist grade 8 - level 8	$32.27	$48.41	$64.54	$80.68	$37.43
Professional/Manager/Specialist grade 10 - level 10	$36.48	$54.72	$72.96	$91.20	$42.32
Professional/Manager/Specialist grade 11 - level 11	$38.54	$57.81	$77.08	$96.35	$44.71

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Professional/Manager/Specialist grade 5 - level 5	$31.81	$33.76	$38.96	$51.94	$51.94
Professional/Manager/Specialist grade 7 - level 7	$36.96	$39.22	$45.26	$60.34	$60.34
Professional/Manager/Specialist grade 8 - level 8	$39.53	$41.95	$48.41	$64.54	$64.54
Professional/Manager/Specialist grade 10 - level 10	$44.69	$47.42	$54.72	$72.96	$72.96
Professional/Manager/Specialist grade 11 - level 11	$47.21	$50.10	$57.81	$77.08	$77.08

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Professional/Manager/Specialist grade 5 - level 5	$51.94	$64.93	$38.96	$38.96
Professional/Manager/Specialist grade 7 - level 7	$60.34	$75.43	$45.26	$45.26
Professional/Manager/Specialist grade 8 - level 8	$64.54	$80.68	$48.41	$48.41
Professional/Manager/Specialist grade 10 - level 10	$72.96	$91.20	$54.72	$54.72
Professional/Manager/Specialist grade 11 - level 11	$77.08	$96.35	$57.81	$57.81

Professional / Manager / Specialist stream employees - Full-time & part-time - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Professional/Manager/Specialist grade 5 - level 5	$29.53	$44.30	$59.06	$73.83	$34.25
Professional/Manager/Specialist grade 7 - level 7	$34.30	$51.45	$68.60	$85.75	$39.79
Professional/Manager/Specialist grade 8 - level 8	$36.69	$55.04	$73.38	$91.73	$42.56
Professional/Manager/Specialist grade 10 - level 10	$41.48	$62.22	$82.96	$103.70	$48.12
Professional/Manager/Specialist grade 11 - level 11	$43.82	$65.73	$87.64	$109.55	$50.83

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Professional/Manager/Specialist grade 5 - level 5	$36.17	$38.39	$44.30	$59.06	$59.06
Professional/Manager/Specialist grade 7 - level 7	$42.02	$44.59	$51.45	$68.60	$68.60
Professional/Manager/Specialist grade 8 - level 8	$44.95	$47.70	$55.04	$73.38	$73.38
Professional/Manager/Specialist grade 10 - level 10	$50.81	$53.92	$62.22	$82.96	$82.96
Professional/Manager/Specialist grade 11 - level 11	$53.68	$56.97	$65.73	$87.64	$87.64

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Professional/Manager/Specialist grade 5 - level 5	$59.06	$73.83	$44.30	$44.30
Professional/Manager/Specialist grade 7 - level 7	$68.60	$85.75	$51.45	$51.45
Professional/Manager/Specialist grade 8 - level 8	$73.38	$91.73	$55.04	$55.04
Professional/Manager/Specialist grade 10 - level 10	$82.96	$103.70	$62.22	$62.22
Professional/Manager/Specialist grade 11 - level 11	$87.64	$109.55	$65.73	$65.73

Professional / Manager / Specialist stream employees - Full-time & part-time - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Professional/Manager/Specialist grade 5 - level 5	$33.09	$49.64	$66.18	$82.73	$38.38
Professional/Manager/Specialist grade 7 - level 7	$38.44	$57.66	$76.88	$96.10	$44.59
Professional/Manager/Specialist grade 8 - level 8	$41.12	$61.68	$82.24	$102.80	$47.70
Professional/Manager/Specialist grade 10 - level 10	$46.47	$69.71	$92.94	$116.18	$53.91
Professional/Manager/Specialist grade 11 - level 11	$49.09	$73.64	$98.18	$122.73	$56.94

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Professional/Manager/Specialist grade 5 - level 5	$40.54	$43.02	$49.64	$66.18	$66.18
Professional/Manager/Specialist grade 7 - level 7	$47.09	$49.97	$57.66	$76.88	$76.88
Professional/Manager/Specialist grade 8 - level 8	$50.37	$53.46	$61.68	$82.24	$82.24
Professional/Manager/Specialist grade 10 - level 10	$56.93	$60.41	$69.71	$92.94	$92.94
Professional/Manager/Specialist grade 11 - level 11	$60.14	$63.82	$73.64	$98.18	$98.18

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Professional/Manager/Specialist grade 5 - level 5	$66.18	$82.73	$49.64	$49.64
Professional/Manager/Specialist grade 7 - level 7	$76.88	$96.10	$57.66	$57.66
Professional/Manager/Specialist grade 8 - level 8	$82.24	$102.80	$61.68	$61.68
Professional/Manager/Specialist grade 10 - level 10	$92.94	$116.18	$69.71	$69.71
Professional/Manager/Specialist grade 11 - level 11	$98.18	$122.73	$73.64	$73.64

Operations stream employees - Full-time & part-time - Under 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Operations grade 2 - level 2	$20.60	$30.90	$41.20	$51.50	$23.90
Operations grade 3 - level 3	$21.80	$32.70	$43.60	$54.50	$25.29
Operations grade 5 - level 5	$25.97	$38.96	$51.94	$64.93	$30.13
Operations grade 6 - level 6	$28.07	$42.11	$56.14	$70.18	$32.56
Operations grade 7 - level 7	$30.17	$45.26	$60.34	$75.43	$35.00
Operations grade 8 - level 8	$32.27	$48.41	$64.54	$80.68	$37.43
Operations grade 10 - level 10	$36.48	$54.72	$72.96	$91.20	$42.32

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Operations grade 2 - level 2	$25.24	$26.78	$30.90	$41.20	$41.20
Operations grade 3 - level 3	$26.71	$28.34	$32.70	$43.60	$43.60
Operations grade 5 - level 5	$31.81	$33.76	$38.96	$51.94	$51.94
Operations grade 6 - level 6	$34.39	$36.49	$42.11	$56.14	$56.14
Operations grade 7 - level 7	$36.96	$39.22	$45.26	$60.34	$60.34
Operations grade 8 - level 8	$39.53	$41.95	$48.41	$64.54	$64.54
Operations grade 10 - level 10	$44.69	$47.42	$54.72	$72.96	$72.96

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Operations grade 2 - level 2	$41.20	$51.50	$30.90	$30.90
Operations grade 3 - level 3	$43.60	$54.50	$32.70	$32.70
Operations grade 5 - level 5	$51.94	$64.93	$38.96	$38.96
Operations grade 6 - level 6	$56.14	$70.18	$42.11	$42.11
Operations grade 7 - level 7	$60.34	$75.43	$45.26	$45.26
Operations grade 8 - level 8	$64.54	$80.68	$48.41	$48.41
Operations grade 10 - level 10	$72.96	$91.20	$54.72	$54.72

Operations stream employees - Full-time & part-time - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Operations grade 2 - level 2	$23.42	$35.13	$46.84	$58.55	$27.17
Operations grade 3 - level 3	$24.78	$37.17	$49.56	$61.95	$28.74
Operations grade 5 - level 5	$29.53	$44.30	$59.06	$73.83	$34.25
Operations grade 6 - level 6	$31.91	$47.87	$63.82	$79.78	$37.02
Operations grade 7 - level 7	$34.30	$51.45	$68.60	$85.75	$39.79
Operations grade 8 - level 8	$36.69	$55.04	$73.38	$91.73	$42.56
Operations grade 10 - level 10	$41.48	$62.22	$82.96	$103.70	$48.12

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Operations grade 2 - level 2	$28.69	$30.45	$35.13	$46.84	$46.84
Operations grade 3 - level 3	$30.36	$32.21	$37.17	$49.56	$49.56
Operations grade 5 - level 5	$36.17	$38.39	$44.30	$59.06	$59.06
Operations grade 6 - level 6	$39.09	$41.48	$47.87	$63.82	$63.82
Operations grade 7 - level 7	$42.02	$44.59	$51.45	$68.60	$68.60
Operations grade 8 - level 8	$44.95	$47.70	$55.04	$73.38	$73.38
Operations grade 10 - level 10	$50.81	$53.92	$62.22	$82.96	$82.96

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Operations grade 2 - level 2	$46.84	$58.55	$35.13	$35.13
Operations grade 3 - level 3	$49.56	$61.95	$37.17	$37.17
Operations grade 5 - level 5	$59.06	$73.83	$44.30	$44.30
Operations grade 6 - level 6	$63.82	$79.78	$47.87	$47.87
Operations grade 7 - level 7	$68.60	$85.75	$51.45	$51.45
Operations grade 8 - level 8	$73.38	$91.73	$55.04	$55.04
Operations grade 10 - level 10	$82.96	$103.70	$62.22	$62.22

Operations stream employees - Full-time & part-time - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Operations grade 2 - level 2	$26.24	$39.36	$52.48	$65.60	$30.44
Operations grade 3 - level 3	$27.77	$41.66	$55.54	$69.43	$32.21
Operations grade 5 - level 5	$33.09	$49.64	$66.18	$82.73	$38.38
Operations grade 6 - level 6	$35.76	$53.64	$71.52	$89.40	$41.48
Operations grade 7 - level 7	$38.44	$57.66	$76.88	$96.10	$44.59
Operations grade 8 - level 8	$41.12	$61.68	$82.24	$102.80	$47.70
Operations grade 10 - level 10	$46.47	$69.71	$92.94	$116.18	$53.91

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Operations grade 2 - level 2	$32.14	$34.11	$39.36	$52.48	$52.48
Operations grade 3 - level 3	$34.02	$36.10	$41.66	$55.54	$55.54
Operations grade 5 - level 5	$40.54	$43.02	$49.64	$66.18	$66.18
Operations grade 6 - level 6	$43.81	$46.49	$53.64	$71.52	$71.52
Operations grade 7 - level 7	$47.09	$49.97	$57.66	$76.88	$76.88
Operations grade 8 - level 8	$50.37	$53.46	$61.68	$82.24	$82.24
Operations grade 10 - level 10	$56.93	$60.41	$69.71	$92.94	$92.94

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Operations grade 2 - level 2	$52.48	$65.60	$39.36	$39.36
Operations grade 3 - level 3	$55.54	$69.43	$41.66	$41.66
Operations grade 5 - level 5	$66.18	$82.73	$49.64	$49.64
Operations grade 6 - level 6	$71.52	$89.40	$53.64	$53.64
Operations grade 7 - level 7	$76.88	$96.10	$57.66	$57.66
Operations grade 8 - level 8	$82.24	$102.80	$61.68	$61.68
Operations grade 10 - level 10	$92.94	$116.18	$69.71	$69.71

Other stream employee - Full-time & part-time - Under 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 9	$34.38	$51.57	$68.76	$85.95	$39.88

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Level 9	$42.12	$44.69	$51.57	$68.76	$68.76

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Level 9	$68.76	$85.95	$51.57	$51.57

Other stream employee - Full-time & part-time - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 9	$39.08	$58.62	$78.16	$97.70	$45.33

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Level 9	$47.87	$50.80	$58.62	$78.16	$78.16

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Level 9	$78.16	$97.70	$58.62	$58.62

Other stream employee - Full-time & part-time - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 9	$43.79	$65.69	$87.58	$109.48	$50.80

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Level 9	$53.64	$56.93	$65.69	$87.58	$87.58

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Level 9	$87.58	$109.48	$65.69	$65.69

Technical stream employees - Casual - Under 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	$24.26	$33.97	$43.67	$53.38	$27.37
Technical grade 2 - level 2	$25.75	$36.05	$46.35	$56.65	$29.05
Technical grade 3 - level 3	$27.25	$38.15	$49.05	$59.95	$30.74
Technical grade 4 - level 4	$29.83	$41.76	$53.69	$65.62	$33.64
Technical grade 5 - level 5	$32.46	$45.45	$58.43	$71.42	$36.62
Technical grade 6 - level 6	$35.09	$49.12	$63.16	$77.19	$39.58
Technical grade 7 - level 7	$37.71	$52.80	$67.88	$82.97	$42.54

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	$28.63	$30.09	$29.12	$38.82	$38.82
Technical grade 2 - level 2	$30.39	$31.93	$30.90	$41.20	$41.20
Technical grade 3 - level 3	$32.16	$33.79	$32.70	$43.60	$43.60
Technical grade 4 - level 4	$35.19	$36.98	$35.79	$47.72	$47.72
Technical grade 5 - level 5	$38.31	$40.25	$38.96	$51.94	$51.94
Technical grade 6 - level 6	$41.40	$43.51	$42.11	$56.14	$56.14
Technical grade 7 - level 7	$44.50	$46.76	$45.26	$60.34	$60.34

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	$38.82	$48.53	$33.97	$33.97
Technical grade 2 - level 2	$41.20	$51.50	$36.05	$36.05
Technical grade 3 - level 3	$43.60	$54.50	$38.15	$38.15
Technical grade 4 - level 4	$47.72	$59.65	$41.76	$41.76
Technical grade 5 - level 5	$51.94	$64.93	$45.45	$45.45
Technical grade 6 - level 6	$56.14	$70.18	$49.12	$49.12
Technical grade 7 - level 7	$60.34	$75.43	$52.80	$52.80

Technical stream employees - Casual - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	$27.59	$38.62	$49.66	$60.69	$31.12
Technical grade 2 - level 2	$29.28	$40.99	$52.70	$64.41	$33.02
Technical grade 3 - level 3	$30.98	$43.37	$55.76	$68.15	$34.94
Technical grade 4 - level 4	$33.91	$47.48	$61.04	$74.61	$38.25
Technical grade 5 - level 5	$36.91	$51.68	$66.44	$81.21	$41.64
Technical grade 6 - level 6	$39.89	$55.84	$71.80	$87.75	$44.99
Technical grade 7 - level 7	$42.88	$60.03	$77.18	$94.33	$48.36

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	$32.55	$34.21	$33.11	$44.14	$44.14
Technical grade 2 - level 2	$34.54	$36.30	$35.13	$46.84	$46.84
Technical grade 3 - level 3	$36.55	$38.41	$37.17	$49.56	$49.56
Technical grade 4 - level 4	$40.02	$42.05	$40.70	$54.26	$54.26
Technical grade 5 - level 5	$43.56	$45.77	$44.30	$59.06	$59.06
Technical grade 6 - level 6	$47.07	$49.46	$47.87	$63.82	$63.82
Technical grade 7 - level 7	$50.59	$53.17	$51.45	$68.60	$68.60

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	$44.14	$55.18	$38.62	$38.62
Technical grade 2 - level 2	$46.84	$58.55	$40.99	$40.99
Technical grade 3 - level 3	$49.56	$61.95	$43.37	$43.37
Technical grade 4 - level 4	$54.26	$67.83	$47.48	$47.48
Technical grade 5 - level 5	$59.06	$73.83	$51.68	$51.68
Technical grade 6 - level 6	$63.82	$79.78	$55.84	$55.84
Technical grade 7 - level 7	$68.60	$85.75	$60.03	$60.03

Technical stream employees - Casual - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Technical grade 1 - level 1	$30.91	$43.28	$55.64	$68.01	$34.87
Technical grade 2 - level 2	$32.80	$45.92	$59.04	$72.16	$37.00
Technical grade 3 - level 3	$34.71	$48.60	$62.48	$76.37	$39.16
Technical grade 4 - level 4	$38.00	$53.20	$68.40	$83.60	$42.86
Technical grade 5 - level 5	$41.36	$57.91	$74.45	$91.00	$46.66
Technical grade 6 - level 6	$44.70	$62.58	$80.46	$98.34	$50.42
Technical grade 7 - level 7	$48.05	$67.27	$86.49	$105.71	$54.20

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Technical grade 1 - level 1	$36.48	$38.33	$37.10	$49.46	$49.46
Technical grade 2 - level 2	$38.70	$40.67	$39.36	$52.48	$52.48
Technical grade 3 - level 3	$40.96	$43.04	$41.66	$55.54	$55.54
Technical grade 4 - level 4	$44.84	$47.12	$45.60	$60.80	$60.80
Technical grade 5 - level 5	$48.81	$51.29	$49.64	$66.18	$66.18
Technical grade 6 - level 6	$52.75	$55.43	$53.64	$71.52	$71.52
Technical grade 7 - level 7	$56.70	$59.58	$57.66	$76.88	$76.88

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Technical grade 1 - level 1	$49.46	$61.83	$43.28	$43.28
Technical grade 2 - level 2	$52.48	$65.60	$45.92	$45.92
Technical grade 3 - level 3	$55.54	$69.43	$48.60	$48.60
Technical grade 4 - level 4	$60.80	$76.00	$53.20	$53.20
Technical grade 5 - level 5	$66.18	$82.73	$57.91	$57.91
Technical grade 6 - level 6	$71.52	$89.40	$62.58	$62.58
Technical grade 7 - level 7	$76.88	$96.10	$67.27	$67.27

Administrative stream employees - Casual - Under 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Administrative grade 1 - level 1	$24.45	$34.23	$44.01	$53.79	$27.58
Administrative grade 2 - level 2	$25.75	$36.05	$46.35	$56.65	$29.05
Administrative grade 3 - level 3	$27.25	$38.15	$49.05	$59.95	$30.74
Administrative grade 4 - level 4	$29.83	$41.76	$53.69	$65.62	$33.64
Administrative grade 5 - level 5	$32.46	$45.45	$58.43	$71.42	$36.62
Administrative grade 6 - level 6	$35.09	$49.12	$63.16	$77.19	$39.58

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Administrative grade 1 - level 1	$28.85	$30.32	$29.34	$39.12	$39.12
Administrative grade 2 - level 2	$30.39	$31.93	$30.90	$41.20	$41.20
Administrative grade 3 - level 3	$32.16	$33.79	$32.70	$43.60	$43.60
Administrative grade 4 - level 4	$35.19	$36.98	$35.79	$47.72	$47.72
Administrative grade 5 - level 5	$38.31	$40.25	$38.96	$51.94	$51.94
Administrative grade 6 - level 6	$41.40	$43.51	$42.11	$56.14	$56.14

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Administrative grade 1 - level 1	$39.12	$48.90	$34.23	$34.23
Administrative grade 2 - level 2	$41.20	$51.50	$36.05	$36.05
Administrative grade 3 - level 3	$43.60	$54.50	$38.15	$38.15
Administrative grade 4 - level 4	$47.72	$59.65	$41.76	$41.76
Administrative grade 5 - level 5	$51.94	$64.93	$45.45	$45.45
Administrative grade 6 - level 6	$56.14	$70.18	$49.12	$49.12

Administrative stream employees - Casual - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Administrative grade 1 - level 1	$27.80	$38.92	$50.04	$61.16	$31.36
Administrative grade 2 - level 2	$29.28	$40.99	$52.70	$64.41	$33.02
Administrative grade 3 - level 3	$30.98	$43.37	$55.76	$68.15	$34.94
Administrative grade 4 - level 4	$33.91	$47.48	$61.04	$74.61	$38.25
Administrative grade 5 - level 5	$36.91	$51.68	$66.44	$81.21	$41.64
Administrative grade 6 - level 6	$39.89	$55.84	$71.80	$87.75	$44.99

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Administrative grade 1 - level 1	$32.80	$34.47	$33.36	$44.48	$44.48
Administrative grade 2 - level 2	$34.54	$36.30	$35.13	$46.84	$46.84
Administrative grade 3 - level 3	$36.55	$38.41	$37.17	$49.56	$49.56
Administrative grade 4 - level 4	$40.02	$42.05	$40.70	$54.26	$54.26
Administrative grade 5 - level 5	$43.56	$45.77	$44.30	$59.06	$59.06
Administrative grade 6 - level 6	$47.07	$49.46	$47.87	$63.82	$63.82

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Administrative grade 1 - level 1	$44.48	$55.60	$38.92	$38.92
Administrative grade 2 - level 2	$46.84	$58.55	$40.99	$40.99
Administrative grade 3 - level 3	$49.56	$61.95	$43.37	$43.37
Administrative grade 4 - level 4	$54.26	$67.83	$47.48	$47.48
Administrative grade 5 - level 5	$59.06	$73.83	$51.68	$51.68
Administrative grade 6 - level 6	$63.82	$79.78	$55.84	$55.84

Administrative stream employees - Casual - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Administrative grade 1 - level 1	$31.15	$43.61	$56.07	$68.53	$35.14
Administrative grade 2 - level 2	$32.80	$45.92	$59.04	$72.16	$37.00
Administrative grade 3 - level 3	$34.71	$48.60	$62.48	$76.37	$39.16
Administrative grade 4 - level 4	$38.00	$53.20	$68.40	$83.60	$42.86
Administrative grade 5 - level 5	$41.36	$57.91	$74.45	$91.00	$46.66
Administrative grade 6 - level 6	$44.70	$62.58	$80.46	$98.34	$50.42

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Administrative grade 1 - level 1	$36.76	$38.63	$37.38	$49.84	$49.84
Administrative grade 2 - level 2	$38.70	$40.67	$39.36	$52.48	$52.48
Administrative grade 3 - level 3	$40.96	$43.04	$41.66	$55.54	$55.54
Administrative grade 4 - level 4	$44.84	$47.12	$45.60	$60.80	$60.80
Administrative grade 5 - level 5	$48.81	$51.29	$49.64	$66.18	$66.18
Administrative grade 6 - level 6	$52.75	$55.43	$53.64	$71.52	$71.52

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Administrative grade 1 - level 1	$49.84	$62.30	$43.61	$43.61
Administrative grade 2 - level 2	$52.48	$65.60	$45.92	$45.92
Administrative grade 3 - level 3	$55.54	$69.43	$48.60	$48.60
Administrative grade 4 - level 4	$60.80	$76.00	$53.20	$53.20
Administrative grade 5 - level 5	$66.18	$82.73	$57.91	$57.91
Administrative grade 6 - level 6	$71.52	$89.40	$62.58	$62.58

Professional / Manager / Specialist stream employees - Casual - Under 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Professional/Manager/Specialist grade 5 - level 5	$32.46	$45.45	$58.43	$71.42	$36.62
Professional/Manager/Specialist grade 7 - level 7	$37.71	$52.80	$67.88	$82.97	$42.54
Professional/Manager/Specialist grade 8 - level 8	$40.34	$56.47	$72.61	$88.74	$45.50
Professional/Manager/Specialist grade 10 - level 10	$45.60	$63.84	$82.08	$100.32	$51.44
Professional/Manager/Specialist grade 11 - level 11	$48.18	$67.45	$86.72	$105.99	$54.34

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Professional/Manager/Specialist grade 5 - level 5	$38.31	$40.25	$38.96	$51.94	$51.94
Professional/Manager/Specialist grade 7 - level 7	$44.50	$46.76	$45.26	$60.34	$60.34
Professional/Manager/Specialist grade 8 - level 8	$47.60	$50.02	$48.41	$64.54	$64.54
Professional/Manager/Specialist grade 10 - level 10	$53.81	$56.54	$54.72	$72.96	$72.96
Professional/Manager/Specialist grade 11 - level 11	$56.85	$59.74	$57.81	$77.08	$77.08

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Professional/Manager/Specialist grade 5 - level 5	$51.94	$64.93	$45.45	$45.45
Professional/Manager/Specialist grade 7 - level 7	$60.34	$75.43	$52.80	$52.80
Professional/Manager/Specialist grade 8 - level 8	$64.54	$80.68	$56.47	$56.47
Professional/Manager/Specialist grade 10 - level 10	$72.96	$91.20	$63.84	$63.84
Professional/Manager/Specialist grade 11 - level 11	$77.08	$96.35	$67.45	$67.45

Professional / Manager / Specialist stream employees - Casual - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Professional/Manager/Specialist grade 5 - level 5	$36.91	$51.68	$66.44	$81.21	$41.64
Professional/Manager/Specialist grade 7 - level 7	$42.88	$60.03	$77.18	$94.33	$48.36
Professional/Manager/Specialist grade 8 - level 8	$45.86	$64.21	$82.55	$100.90	$51.73
Professional/Manager/Specialist grade 10 - level 10	$51.85	$72.59	$93.33	$114.07	$58.49
Professional/Manager/Specialist grade 11 - level 11	$54.78	$76.69	$98.60	$120.51	$61.79

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Professional/Manager/Specialist grade 5 - level 5	$43.56	$45.77	$44.30	$59.06	$59.06
Professional/Manager/Specialist grade 7 - level 7	$50.59	$53.17	$51.45	$68.60	$68.60
Professional/Manager/Specialist grade 8 - level 8	$54.12	$56.87	$55.04	$73.38	$73.38
Professional/Manager/Specialist grade 10 - level 10	$61.18	$64.29	$62.22	$82.96	$82.96
Professional/Manager/Specialist grade 11 - level 11	$64.63	$67.92	$65.73	$87.64	$87.64

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Professional/Manager/Specialist grade 5 - level 5	$59.06	$73.83	$51.68	$51.68
Professional/Manager/Specialist grade 7 - level 7	$68.60	$85.75	$60.03	$60.03
Professional/Manager/Specialist grade 8 - level 8	$73.38	$91.73	$64.21	$64.21
Professional/Manager/Specialist grade 10 - level 10	$82.96	$103.70	$72.59	$72.59
Professional/Manager/Specialist grade 11 - level 11	$87.64	$109.55	$76.69	$76.69

Professional / Manager / Specialist stream employees - Casual - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Professional/Manager/Specialist grade 5 - level 5	$41.36	$57.91	$74.45	$91.00	$46.66
Professional/Manager/Specialist grade 7 - level 7	$48.05	$67.27	$86.49	$105.71	$54.20
Professional/Manager/Specialist grade 8 - level 8	$51.40	$71.96	$92.52	$113.08	$57.98
Professional/Manager/Specialist grade 10 - level 10	$58.09	$81.32	$104.56	$127.79	$65.52
Professional/Manager/Specialist grade 11 - level 11	$61.36	$85.91	$110.45	$135.00	$69.22

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Professional/Manager/Specialist grade 5 - level 5	$48.81	$51.29	$49.64	$66.18	$66.18
Professional/Manager/Specialist grade 7 - level 7	$56.70	$59.58	$57.66	$76.88	$76.88
Professional/Manager/Specialist grade 8 - level 8	$60.65	$63.74	$61.68	$82.24	$82.24
Professional/Manager/Specialist grade 10 - level 10	$68.54	$72.03	$69.71	$92.94	$92.94
Professional/Manager/Specialist grade 11 - level 11	$72.41	$76.09	$73.64	$98.18	$98.18

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Professional/Manager/Specialist grade 5 - level 5	$66.18	$82.73	$57.91	$57.91
Professional/Manager/Specialist grade 7 - level 7	$76.88	$96.10	$67.27	$67.27
Professional/Manager/Specialist grade 8 - level 8	$82.24	$102.80	$71.96	$71.96
Professional/Manager/Specialist grade 10 - level 10	$92.94	$116.18	$81.32	$81.32
Professional/Manager/Specialist grade 11 - level 11	$98.18	$122.73	$85.91	$85.91

Operations stream employees - Casual - Under 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Operations grade 2 - level 2	$25.75	$36.05	$46.35	$56.65	$29.05
Operations grade 3 - level 3	$27.25	$38.15	$49.05	$59.95	$30.74
Operations grade 5 - level 5	$32.46	$45.45	$58.43	$71.42	$36.62
Operations grade 6 - level 6	$35.09	$49.12	$63.16	$77.19	$39.58
Operations grade 7 - level 7	$37.71	$52.80	$67.88	$82.97	$42.54
Operations grade 8 - level 8	$40.34	$56.47	$72.61	$88.74	$45.50
Operations grade 10 - level 10	$45.60	$63.84	$82.08	$100.32	$51.44

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Operations grade 2 - level 2	$30.39	$31.93	$30.90	$41.20	$41.20
Operations grade 3 - level 3	$32.16	$33.79	$32.70	$43.60	$43.60
Operations grade 5 - level 5	$38.31	$40.25	$38.96	$51.94	$51.94
Operations grade 6 - level 6	$41.40	$43.51	$42.11	$56.14	$56.14
Operations grade 7 - level 7	$44.50	$46.76	$45.26	$60.34	$60.34
Operations grade 8 - level 8	$47.60	$50.02	$48.41	$64.54	$64.54
Operations grade 10 - level 10	$53.81	$56.54	$54.72	$72.96	$72.96

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Operations grade 2 - level 2	$41.20	$51.50	$36.05	$36.05
Operations grade 3 - level 3	$43.60	$54.50	$38.15	$38.15
Operations grade 5 - level 5	$51.94	$64.93	$45.45	$45.45
Operations grade 6 - level 6	$56.14	$70.18	$49.12	$49.12
Operations grade 7 - level 7	$60.34	$75.43	$52.80	$52.80
Operations grade 8 - level 8	$64.54	$80.68	$56.47	$56.47
Operations grade 10 - level 10	$72.96	$91.20	$63.84	$63.84

Operations stream employees - Casual - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Operations grade 2 - level 2	$29.28	$40.99	$52.70	$64.41	$33.02
Operations grade 3 - level 3	$30.98	$43.37	$55.76	$68.15	$34.94
Operations grade 5 - level 5	$36.91	$51.68	$66.44	$81.21	$41.64
Operations grade 6 - level 6	$39.89	$55.84	$71.80	$87.75	$44.99
Operations grade 7 - level 7	$42.88	$60.03	$77.18	$94.33	$48.36
Operations grade 8 - level 8	$45.86	$64.21	$82.55	$100.90	$51.73
Operations grade 10 - level 10	$51.85	$72.59	$93.33	$114.07	$58.49

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Operations grade 2 - level 2	$34.54	$36.30	$35.13	$46.84	$46.84
Operations grade 3 - level 3	$36.55	$38.41	$37.17	$49.56	$49.56
Operations grade 5 - level 5	$43.56	$45.77	$44.30	$59.06	$59.06
Operations grade 6 - level 6	$47.07	$49.46	$47.87	$63.82	$63.82
Operations grade 7 - level 7	$50.59	$53.17	$51.45	$68.60	$68.60
Operations grade 8 - level 8	$54.12	$56.87	$55.04	$73.38	$73.38
Operations grade 10 - level 10	$61.18	$64.29	$62.22	$82.96	$82.96

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Operations grade 2 - level 2	$46.84	$58.55	$40.99	$40.99
Operations grade 3 - level 3	$49.56	$61.95	$43.37	$43.37
Operations grade 5 - level 5	$59.06	$73.83	$51.68	$51.68
Operations grade 6 - level 6	$63.82	$79.78	$55.84	$55.84
Operations grade 7 - level 7	$68.60	$85.75	$60.03	$60.03
Operations grade 8 - level 8	$73.38	$91.73	$64.21	$64.21
Operations grade 10 - level 10	$82.96	$103.70	$72.59	$72.59

Operations stream employees - Casual - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Operations grade 2 - level 2	$32.80	$45.92	$59.04	$72.16	$37.00
Operations grade 3 - level 3	$34.71	$48.60	$62.48	$76.37	$39.16
Operations grade 5 - level 5	$41.36	$57.91	$74.45	$91.00	$46.66
Operations grade 6 - level 6	$44.70	$62.58	$80.46	$98.34	$50.42
Operations grade 7 - level 7	$48.05	$67.27	$86.49	$105.71	$54.20
Operations grade 8 - level 8	$51.40	$71.96	$92.52	$113.08	$57.98
Operations grade 10 - level 10	$58.09	$81.32	$104.56	$127.79	$65.52

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Operations grade 2 - level 2	$38.70	$40.67	$39.36	$52.48	$52.48
Operations grade 3 - level 3	$40.96	$43.04	$41.66	$55.54	$55.54
Operations grade 5 - level 5	$48.81	$51.29	$49.64	$66.18	$66.18
Operations grade 6 - level 6	$52.75	$55.43	$53.64	$71.52	$71.52
Operations grade 7 - level 7	$56.70	$59.58	$57.66	$76.88	$76.88
Operations grade 8 - level 8	$60.65	$63.74	$61.68	$82.24	$82.24
Operations grade 10 - level 10	$68.54	$72.03	$69.71	$92.94	$92.94

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Operations grade 2 - level 2	$52.48	$65.60	$45.92	$45.92
Operations grade 3 - level 3	$55.54	$69.43	$48.60	$48.60
Operations grade 5 - level 5	$66.18	$82.73	$57.91	$57.91
Operations grade 6 - level 6	$71.52	$89.40	$62.58	$62.58
Operations grade 7 - level 7	$76.88	$96.10	$67.27	$67.27
Operations grade 8 - level 8	$82.24	$102.80	$71.96	$71.96
Operations grade 10 - level 10	$92.94	$116.18	$81.32	$81.32

Other stream employee - Casual - Under 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 9	$42.98	$60.17	$77.36	$94.55	$48.48

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Level 9	$50.71	$53.29	$51.57	$68.76	$68.76

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Level 9	$68.76	$85.95	$60.17	$60.17

Other stream employee - Casual - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 9	$48.85	$68.39	$87.93	$107.47	$55.10

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Level 9	$57.64	$60.57	$58.62	$78.16	$78.16

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Level 9	$78.16	$97.70	$68.39	$68.39

Other stream employee - Casual - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift
Level 9	$54.74	$76.63	$98.53	$120.42	$61.74

Table 2 of 3

Classification	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours	Overtime - Monday to Saturday - continuous shiftworkers
Level 9	$64.59	$67.87	$65.69	$87.58	$87.58

Table 3 of 3

Classification	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Level 9	$87.58	$109.48	$76.63	$76.63

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Apprentice - 1st year	$559.95	$14.93	$22.40	$29.86	$37.33
Apprentice - 2nd year	$671.94	$17.92	$26.88	$35.84	$44.80
Apprentice - 3rd year	$839.93	$22.40	$33.60	$44.80	$56.00
Apprentice - 4th year	$951.92	$25.38	$38.07	$50.76	$63.45

Table 2 of 3

Classification	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours
Apprentice - 1st year	$17.32	$18.29	$19.41	$22.40	$29.86
Apprentice - 2nd year	$20.79	$21.95	$23.30	$26.88	$35.84
Apprentice - 3rd year	$25.98	$27.44	$29.12	$33.60	$44.80
Apprentice - 4th year	$29.44	$31.09	$32.99	$38.07	$50.76

Table 3 of 3

Classification	Overtime - Monday to Saturday - continuous shiftworkers	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Apprentice - 1st year	$29.86	$29.86	$37.33	$22.40	$22.40
Apprentice - 2nd year	$35.84	$35.84	$44.80	$26.88	$26.88
Apprentice - 3rd year	$44.80	$44.80	$56.00	$33.60	$33.60
Apprentice - 4th year	$50.76	$50.76	$63.45	$38.07	$38.07

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Apprentice - 1st year	$615.95	$16.43	$24.65	$32.86	$41.08
Apprentice - 2nd year	$727.94	$19.41	$29.12	$38.82	$48.53
Apprentice - 3rd year	$839.93	$22.40	$33.60	$44.80	$56.00
Apprentice - 4th year	$951.92	$25.38	$38.07	$50.76	$63.45

Table 2 of 3

Classification	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours
Apprentice - 1st year	$19.06	$20.13	$21.36	$24.65	$32.86
Apprentice - 2nd year	$22.52	$23.78	$25.23	$29.12	$38.82
Apprentice - 3rd year	$25.98	$27.44	$29.12	$33.60	$44.80
Apprentice - 4th year	$29.44	$31.09	$32.99	$38.07	$50.76

Table 3 of 3

Classification	Overtime - Monday to Saturday - continuous shiftworkers	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Apprentice - 1st year	$32.86	$32.86	$41.08	$24.65	$24.65
Apprentice - 2nd year	$38.82	$38.82	$48.53	$29.12	$29.12
Apprentice - 3rd year	$44.80	$44.80	$56.00	$33.60	$33.60
Apprentice - 4th year	$50.76	$50.76	$63.45	$38.07	$38.07

Adult apprentice - Started after 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday
Apprentice - 1st year	$895.92	$23.89	$35.84	$47.78	$59.73
Apprentice - 2nd year	$1,004.90	$26.59	$39.89	$53.18	$66.48
Apprentice - 3rd year	$1,004.90	$26.59	$39.89	$53.18	$66.48
Apprentice - 4th year	$1,007.91	$26.88	$40.32	$53.76	$67.20

Table 2 of 3

Classification	Afternoon shift	Night shift	Permanent night shift	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours	Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours
Apprentice - 1st year	$27.71	$29.27	$31.06	$35.84	$47.78
Apprentice - 2nd year	$30.84	$32.57	$34.57	$39.89	$53.18
Apprentice - 3rd year	$30.84	$32.57	$34.57	$39.89	$53.18
Apprentice - 4th year	$31.18	$32.93	$34.94	$40.32	$53.76

Table 3 of 3

Classification	Overtime - Monday to Saturday - continuous shiftworkers	Overtime - Sunday	Overtime - public holiday	Working through a meal break - day worker	Delayed meal break - shiftworker
Apprentice - 1st year	$47.78	$47.78	$59.73	$35.84	$35.84
Apprentice - 2nd year	$53.18	$53.18	$66.48	$39.89	$39.89
Apprentice - 3rd year	$53.18	$53.18	$66.48	$39.89	$39.89
Apprentice - 4th year	$53.76	$53.76	$67.20	$40.32	$40.32

Allowances

Allowances	Rate
Apprentice training fees reimbursement	reimbursement of training fees for prescribed courses
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
Availability allowance - 1 in 5 or more weeks rostered on availability duty	$201.58 per week, or payable daily on a pro rata basis
Availability allowance - 1 in 4 or less weeks rostered on availability duty	$291.17 per week, or payable daily on a pro rata basis
Briquette factory allowance	$95.19 per week
Coal handling allowance - not payable when open cut brown coal mine allowance or briquette factory allowance are paid	$123.19 per week
First aid allowance	$21.28 per week
Meal allowance	$21.17 per meal
Meal allowance - call back	$21.17 per meal
Open cut brown coal mine allowance	$123.19 per week
Power station allowance - technical or operations employee	$78.39 per week
Power station allowance - professional, managerial, specialist or administrative employee	$22.96 per week
Tool allowance	$23.55 per week
Transmission line, plant or equipment work allowance.	$67.19 per week
Travel expenses allowance	an upfront payment of 80% of the expected cost of fares, meals, accommodation and incidental expenses and reimbursement of any additional costs
Travel time allowance	payment at the minimum hourly wage for time spent in travel
Vehicle allowance - motorcycle	$0.34 per km
Vehicle allowance - motor vehicle	$1.01 per km