

# Pay Guide - Dry Cleaning and Laundry Industry Award

## [MA000096]

Published 21 November 2025

**When do the rates in the pay guide apply from?** The first full pay period starting on or after 21 November 2025.

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

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

## Disclaimer

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

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

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

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

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

### Adult - Dry cleaning

#### Full-time & part-time

Table 1 of 3

| Classification                | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$922.70        | \$24.28         | \$30.35                                  | \$36.42                                 | \$60.70        | \$36.42                                       |
| Dry cleaning employee level 2 | \$948.00        | \$24.95         | \$31.19                                  | \$37.43                                 | \$62.38        | \$37.43                                       |
| Dry cleaning employee level 3 | \$961.10        | \$25.29         | \$31.61                                  | \$37.94                                 | \$63.23        | \$37.94                                       |
| Dry cleaning employee level 4 | \$1,014.70      | \$26.70         | \$33.38                                  | \$40.05                                 | \$66.75        | \$40.05                                       |
| Dry cleaning employee level 5 | \$1,068.40      | \$28.12         | \$35.15                                  | \$42.18                                 | \$70.30        | \$42.18                                       |

Table 2 of 3

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|----------------------------------|
| Dry cleaning employee level 1 | \$48.56                                       | \$48.56           | \$60.70                   | \$48.56                                | \$36.42                    | \$27.92                          |
| Dry cleaning employee level 2 | \$49.90                                       | \$49.90           | \$62.38                   | \$49.90                                | \$37.43                    | \$28.69                          |
| Dry cleaning employee level 3 | \$50.58                                       | \$50.58           | \$63.23                   | \$50.58                                | \$37.94                    | \$29.08                          |
| Dry cleaning employee level 4 | \$53.40                                       | \$53.40           | \$66.75                   | \$53.40                                | \$40.05                    | \$30.71                          |
| Dry cleaning employee level 5 | \$56.24                                       | \$56.24           | \$70.30                   | \$56.24                                | \$42.18                    | \$32.34                          |

Table 3 of 3

| Classification                | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|-------------------------------|------------------------------------|--------------------------------|--|--|--|
| Dry cleaning employee level 1 | \$27.92                            | \$27.92                        | \$31.56                                  | \$36.42  | \$48.56  |
| Dry cleaning employee level 2 | \$28.69                            | \$28.69                        | \$32.44                                  | \$37.43  | \$49.90  |
| Dry cleaning employee level 3 | \$29.08                            | \$29.08                        | \$32.88                                  | \$37.94  | \$50.58  |
| Dry cleaning employee level 4 | \$30.71                            | \$30.71                        | \$34.71                                  | \$40.05  | \$53.40  |
| Dry cleaning employee level 5 | \$32.34                            | \$32.34                        | \$36.56                                  | \$42.18  | \$56.24  |

## Casual

Table 1 of 3

| Classification                | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours |
|-------------------------------|-----------------|--|---|----------------|---|---|
| Dry cleaning employee level 1 | \$30.35         | \$36.42                                  | \$42.49                                 | \$66.77        | \$42.49                                       | \$54.63                                       |
| Dry cleaning employee level 2 | \$31.19         | \$37.43                                  | \$43.66                                 | \$68.61        | \$43.66                                       | \$56.14                                       |
| Dry cleaning employee level 3 | \$31.61         | \$37.94                                  | \$44.26                                 | \$69.55        | \$44.26                                       | \$56.90                                       |
| Dry cleaning employee level 4 | \$33.38         | \$40.05                                  | \$46.73                                 | \$73.43        | \$46.73                                       | \$60.08                                       |
| Dry cleaning employee level 5 | \$35.15         | \$42.18                                  | \$49.21                                 | \$77.33        | \$49.21                                       | \$63.27                                       |

Table 2 of 3

| Classification                | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday |
|-------------------------------|-------------------|---------------------------|--|----------------------------|----------------------------------|------------------------------------|
| Dry cleaning employee level 1 | \$54.63           | \$66.77                   | \$54.63                                | \$42.49                    | \$33.99                          | \$33.99                            |
| Dry cleaning employee level 2 | \$56.14           | \$68.61                   | \$56.14                                | \$43.66                    | \$34.93                          | \$34.93                            |
| Dry cleaning employee level 3 | \$56.90           | \$69.55                   | \$56.90                                | \$44.26                    | \$35.41                          | \$35.41                            |
| Dry cleaning employee level 4 | \$60.08           | \$73.43                   | \$60.08                                | \$46.73                    | \$37.38                          | \$37.38                            |
| Dry cleaning employee level 5 | \$63.27           | \$77.33                   | \$63.27                                | \$49.21                    | \$39.37                          | \$39.37                            |

Table 3 of 3

| Classification                | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|-------------------------------|--------------------------------|--|--|--|
| Dry cleaning employee level 1 | \$33.99                        | \$37.63                                  | \$42.49  | \$54.63  |
| Dry cleaning employee level 2 | \$34.93                        | \$38.67                                  | \$43.66  | \$56.14  |
| Dry cleaning employee level 3 | \$35.41                        | \$39.20                                  | \$44.26  | \$56.90  |
| Dry cleaning employee level 4 | \$37.38                        | \$41.39                                  | \$46.73  | \$60.08  |
| Dry cleaning employee level 5 | \$39.37                        | \$43.59                                  | \$49.21  | \$63.27  |

## Adult - Laundry

### Full-time & part-time

Table 1 of 3

| Classification           | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday |
|--------------------------|-----------------|-----------------|----------------|---|---|-------------------|
| Laundry employee level 1 | \$935.00        | \$24.61         | \$61.53        | \$36.92                                       | \$49.22                                       | \$49.22           |
| Laundry employee level 2 | \$967.00        | \$25.45         | \$63.63        | \$38.18                                       | \$50.90                                       | \$50.90           |
| Laundry employee level 3 | \$1,005.60      | \$26.46         | \$66.15        | \$39.69                                       | \$52.92                                       | \$52.92           |
| Laundry employee level 4 | \$1,031.30      | \$27.14         | \$67.85        | \$40.71                                       | \$54.28                                       | \$54.28           |

Table 2 of 3

| Classification           | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|--------------------------|---------------------------|--|----------------------------|----------------------------------|------------------------------------|--------------------------------|
| Laundry employee level 1 | \$61.53                   | \$49.22                                | \$36.92                    | \$28.30                          | \$28.30                            | \$28.30                        |
| Laundry employee level 2 | \$63.63                   | \$50.90                                | \$38.18                    | \$29.27                          | \$29.27                            | \$29.27                        |
| Laundry employee level 3 | \$66.15                   | \$52.92                                | \$39.69                    | \$30.43                          | \$30.43                            | \$30.43                        |
| Laundry employee level 4 | \$67.85                   | \$54.28                                | \$40.71                    | \$31.21                          | \$31.21                            | \$31.21                        |

Table 3 of 3

| Classification           | Permanent night shift - Monday to Friday | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - first 3 hours | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - after 3 hours | Saturday before 12 noon - shiftworkers | Saturday after 12 noon - shiftworkers | Sunday - shiftwork |
|--------------------------|--|--|--|--|---------------------------------------|--------------------|
| Laundry employee level 1 | \$31.99                                  | \$36.92  | \$49.22  | \$30.76                                | \$36.92                               | \$49.22            |
| Laundry employee level 2 | \$33.09                                  | \$38.18  | \$50.90  | \$31.81                                | \$38.18                               | \$50.90            |
| Laundry employee level 3 | \$34.40                                  | \$39.69  | \$52.92  | \$33.08                                | \$39.69                               | \$52.92            |
| Laundry employee level 4 | \$35.28                                  | \$40.71  | \$54.28  | \$33.93                                | \$40.71                               | \$54.28            |

## Casual

Table 1 of 3

| Classification           | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|--------------------------|-----------------|----------------|---|---|-------------------|---------------------------|
| Laundry employee level 1 | \$30.76         | \$67.68        | \$43.07                                       | \$55.37                                       | \$55.37           | \$67.68                   |
| Laundry employee level 2 | \$31.81         | \$69.99        | \$44.54                                       | \$57.26                                       | \$57.26           | \$69.99                   |
| Laundry employee level 3 | \$33.08         | \$72.77        | \$46.31                                       | \$59.54                                       | \$59.54           | \$72.77                   |
| Laundry employee level 4 | \$33.93         | \$74.64        | \$47.50                                       | \$61.07                                       | \$61.07           | \$74.64                   |

Table 2 of 3

| Classification           | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday |
|--------------------------|--|----------------------------|----------------------------------|------------------------------------|--------------------------------|--|
| Laundry employee level 1 | \$55.37                                | \$43.07                    | \$34.45                          | \$34.45                            | \$34.45                        | \$38.15                                  |
| Laundry employee level 2 | \$57.26                                | \$44.54                    | \$35.63                          | \$35.63                            | \$35.63                        | \$39.45                                  |
| Laundry employee level 3 | \$59.54                                | \$46.31                    | \$37.04                          | \$37.04                            | \$37.04                        | \$41.01                                  |
| Laundry employee level 4 | \$61.07                                | \$47.50                    | \$38.00                          | \$38.00                            | \$38.00                        | \$42.07                                  |

Table 3 of 3

| Classification           | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - first 3 hours | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - after 3 hours | Saturday before 12 noon - shiftworkers | Saturday after 12 noon - shiftworkers | Sunday - shiftwork |
|--------------------------|--|--|--|---------------------------------------|--------------------|
| Laundry employee level 1 | \$43.07  | \$55.37  | \$36.92                                | \$43.07                               | \$55.37            |
| Laundry employee level 2 | \$44.54  | \$57.26  | \$38.18                                | \$44.54                               | \$57.26            |
| Laundry employee level 3 | \$46.31  | \$59.54  | \$39.69                                | \$46.31                               | \$59.54            |
| Laundry employee level 4 | \$47.50  | \$61.07  | \$40.71                                | \$47.50                               | \$61.07            |

## Junior - Dry cleaning

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

Table 1 of 2

| Classification                | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$461.35        | \$12.14         | \$15.18                                  | \$18.21                                 | \$30.35        | \$18.21                                       |
| Dry cleaning employee level 2 | \$474.00        | \$12.47         | \$15.59                                  | \$18.71                                 | \$31.18        | \$18.71                                       |
| Dry cleaning employee level 3 | \$480.55        | \$12.65         | \$15.81                                  | \$18.98                                 | \$31.63        | \$18.98                                       |
| Dry cleaning employee level 4 | \$507.35        | \$13.35         | \$16.69                                  | \$20.03                                 | \$33.38        | \$20.03                                       |
| Dry cleaning employee level 5 | \$534.20        | \$14.06         | \$17.58                                  | \$21.09                                 | \$35.15        | \$21.09                                       |

Table 2 of 2

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|
| Dry cleaning employee level 1 | \$24.28                                       | \$24.28           | \$30.35                   | \$24.28                                | \$18.21                    |
| Dry cleaning employee level 2 | \$24.94                                       | \$24.94           | \$31.18                   | \$24.94                                | \$18.71                    |
| Dry cleaning employee level 3 | \$25.30                                       | \$25.30           | \$31.63                   | \$25.30                                | \$18.98                    |
| Dry cleaning employee level 4 | \$26.70                                       | \$26.70           | \$33.38                   | \$26.70                                | \$20.03                    |
| Dry cleaning employee level 5 | \$28.12                                       | \$28.12           | \$35.15                   | \$28.12                                | \$21.09                    |

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

Table 1 of 2

| Classification                | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$507.49        | \$13.36         | \$16.70                                  | \$20.04                                 | \$33.40        | \$20.04                                       |
| Dry cleaning employee level 2 | \$521.40        | \$13.72         | \$17.15                                  | \$20.58                                 | \$34.30        | \$20.58                                       |
| Dry cleaning employee level 3 | \$528.61        | \$13.91         | \$17.39                                  | \$20.87                                 | \$34.78        | \$20.87                                       |
| Dry cleaning employee level 4 | \$558.09        | \$14.69         | \$18.36                                  | \$22.04                                 | \$36.73        | \$22.04                                       |
| Dry cleaning employee level 5 | \$587.62        | \$15.46         | \$19.33                                  | \$23.19                                 | \$38.65        | \$23.19                                       |

Table 2 of 2

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|
| Dry cleaning employee level 1 | \$26.72                                       | \$26.72           | \$33.40                   | \$26.72                                | \$20.04                    |
| Dry cleaning employee level 2 | \$27.44                                       | \$27.44           | \$34.30                   | \$27.44                                | \$20.58                    |
| Dry cleaning employee level 3 | \$27.82                                       | \$27.82           | \$34.78                   | \$27.82                                | \$20.87                    |
| Dry cleaning employee level 4 | \$29.38                                       | \$29.38           | \$36.73                   | \$29.38                                | \$22.04                    |
| Dry cleaning employee level 5 | \$30.92                                       | \$30.92           | \$38.65                   | \$30.92                                | \$23.19                    |

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

Table 1 of 2

| Classification                | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$599.76        | \$15.78         | \$19.73                                  | \$23.67                                 | \$39.45        | \$23.67                                       |
| Dry cleaning employee level 2 | \$616.20        | \$16.22         | \$20.28                                  | \$24.33                                 | \$40.55        | \$24.33                                       |
| Dry cleaning employee level 3 | \$624.72        | \$16.44         | \$20.55                                  | \$24.66                                 | \$41.10        | \$24.66                                       |
| Dry cleaning employee level 4 | \$659.56        | \$17.36         | \$21.70                                  | \$26.04                                 | \$43.40        | \$26.04                                       |
| Dry cleaning employee level 5 | \$694.46        | \$18.28         | \$22.85                                  | \$27.42                                 | \$45.70        | \$27.42                                       |

Table 2 of 2

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|
| Dry cleaning employee level 1 | \$31.56                                       | \$31.56           | \$39.45                   | \$31.56                                | \$23.67                    |
| Dry cleaning employee level 2 | \$32.44                                       | \$32.44           | \$40.55                   | \$32.44                                | \$24.33                    |
| Dry cleaning employee level 3 | \$32.88                                       | \$32.88           | \$41.10                   | \$32.88                                | \$24.66                    |
| Dry cleaning employee level 4 | \$34.72                                       | \$34.72           | \$43.40                   | \$34.72                                | \$26.04                    |
| Dry cleaning employee level 5 | \$36.56                                       | \$36.56           | \$45.70                   | \$36.56                                | \$27.42                    |

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

Table 1 of 3

| Classification                | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$692.03        | \$18.21         | \$22.76                                  | \$27.32                                 | \$45.53        | \$27.32                                       |
| Dry cleaning employee level 2 | \$711.00        | \$18.71         | \$23.39                                  | \$28.07                                 | \$46.78        | \$28.07                                       |
| Dry cleaning employee level 3 | \$720.83        | \$18.97         | \$23.71                                  | \$28.46                                 | \$47.43        | \$28.46                                       |
| Dry cleaning employee level 4 | \$761.03        | \$20.03         | \$25.04                                  | \$30.05                                 | \$50.08        | \$30.05                                       |
| Dry cleaning employee level 5 | \$801.30        | \$21.09         | \$26.36                                  | \$31.64                                 | \$52.73        | \$31.64                                       |

Table 2 of 3

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|----------------------------------|
| Dry cleaning employee level 1 | \$36.42                                       | \$36.42           | \$45.53                   | \$36.42                                | \$27.32                    | \$20.94                          |
| Dry cleaning employee level 2 | \$37.42                                       | \$37.42           | \$46.78                   | \$37.42                                | \$28.07                    | \$21.52                          |
| Dry cleaning employee level 3 | \$37.94                                       | \$37.94           | \$47.43                   | \$37.94                                | \$28.46                    | \$21.82                          |
| Dry cleaning employee level 4 | \$40.06                                       | \$40.06           | \$50.08                   | \$40.06                                | \$30.05                    | \$23.03                          |
| Dry cleaning employee level 5 | \$42.18                                       | \$42.18           | \$52.73                   | \$42.18                                | \$31.64                    | \$24.25                          |

Table 3 of 3

| Classification                | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|-------------------------------|------------------------------------|--------------------------------|--|--|--|
| Dry cleaning employee level 1 | \$20.94                            | \$20.94                        | \$23.67                                  | \$27.32  | \$36.42  |
| Dry cleaning employee level 2 | \$21.52                            | \$21.52                        | \$24.32                                  | \$28.07  | \$37.42  |
| Dry cleaning employee level 3 | \$21.82                            | \$21.82                        | \$24.66                                  | \$28.46  | \$37.94  |
| Dry cleaning employee level 4 | \$23.03                            | \$23.03                        | \$26.04                                  | \$30.05  | \$40.06  |
| Dry cleaning employee level 5 | \$24.25                            | \$24.25                        | \$27.42                                  | \$31.64  | \$42.18  |

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

Table 1 of 3

| Classification                | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$784.30        | \$20.64         | \$25.80                                  | \$30.96                                 | \$51.60        | \$30.96                                       |
| Dry cleaning employee level 2 | \$805.80        | \$21.21         | \$26.51                                  | \$31.82                                 | \$53.03        | \$31.82                                       |
| Dry cleaning employee level 3 | \$816.94        | \$21.50         | \$26.88                                  | \$32.25                                 | \$53.75        | \$32.25                                       |
| Dry cleaning employee level 4 | \$862.50        | \$22.70         | \$28.38                                  | \$34.05                                 | \$56.75        | \$34.05                                       |
| Dry cleaning employee level 5 | \$908.14        | \$23.90         | \$29.88                                  | \$35.85                                 | \$59.75        | \$35.85                                       |

Table 2 of 3

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|----------------------------------|
| Dry cleaning employee level 1 | \$41.28                                       | \$41.28           | \$51.60                   | \$41.28                                | \$30.96                    | \$23.74                          |
| Dry cleaning employee level 2 | \$42.42                                       | \$42.42           | \$53.03                   | \$42.42                                | \$31.82                    | \$24.39                          |
| Dry cleaning employee level 3 | \$43.00                                       | \$43.00           | \$53.75                   | \$43.00                                | \$32.25                    | \$24.73                          |
| Dry cleaning employee level 4 | \$45.40                                       | \$45.40           | \$56.75                   | \$45.40                                | \$34.05                    | \$26.11                          |
| Dry cleaning employee level 5 | \$47.80                                       | \$47.80           | \$59.75                   | \$47.80                                | \$35.85                    | \$27.49                          |

Table 3 of 3

| Classification                | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|-------------------------------|------------------------------------|--------------------------------|--|--|--|
| Dry cleaning employee level 1 | \$23.74                            | \$23.74                        | \$26.83                                  | \$30.96  | \$41.28  |
| Dry cleaning employee level 2 | \$24.39                            | \$24.39                        | \$27.57                                  | \$31.82  | \$42.42  |
| Dry cleaning employee level 3 | \$24.73                            | \$24.73                        | \$27.95                                  | \$32.25  | \$43.00  |
| Dry cleaning employee level 4 | \$26.11                            | \$26.11                        | \$29.51                                  | \$34.05  | \$45.40  |
| Dry cleaning employee level 5 | \$27.49                            | \$27.49                        | \$31.07                                  | \$35.85  | \$47.80  |

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

Table 1 of 3

| Classification                | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$858.11        | \$22.58         | \$28.23                                  | \$33.87                                 | \$56.45        | \$33.87                                       |
| Dry cleaning employee level 2 | \$881.64        | \$23.20         | \$29.00                                  | \$34.80                                 | \$58.00        | \$34.80                                       |
| Dry cleaning employee level 3 | \$893.82        | \$23.52         | \$29.40                                  | \$35.28                                 | \$58.80        | \$35.28                                       |
| Dry cleaning employee level 4 | \$943.67        | \$24.83         | \$31.04                                  | \$37.25                                 | \$62.08        | \$37.25                                       |
| Dry cleaning employee level 5 | \$993.61        | \$26.15         | \$32.69                                  | \$39.23                                 | \$65.38        | \$39.23                                       |

Table 2 of 3

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|----------------------------------|
| Dry cleaning employee level 1 | \$45.16                                       | \$45.16           | \$56.45                   | \$45.16                                | \$33.87                    | \$25.97                          |
| Dry cleaning employee level 2 | \$46.40                                       | \$46.40           | \$58.00                   | \$46.40                                | \$34.80                    | \$26.68                          |
| Dry cleaning employee level 3 | \$47.04                                       | \$47.04           | \$58.80                   | \$47.04                                | \$35.28                    | \$27.05                          |
| Dry cleaning employee level 4 | \$49.66                                       | \$49.66           | \$62.08                   | \$49.66                                | \$37.25                    | \$28.55                          |
| Dry cleaning employee level 5 | \$52.30                                       | \$52.30           | \$65.38                   | \$52.30                                | \$39.23                    | \$30.07                          |

Table 3 of 3

| Classification                | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|-------------------------------|------------------------------------|--------------------------------|--|--|--|
| Dry cleaning employee level 1 | \$25.97                            | \$25.97                        | \$29.35                                  | \$33.87  | \$45.16  |
| Dry cleaning employee level 2 | \$26.68                            | \$26.68                        | \$30.16                                  | \$34.80  | \$46.40  |
| Dry cleaning employee level 3 | \$27.05                            | \$27.05                        | \$30.58                                  | \$35.28  | \$47.04  |
| Dry cleaning employee level 4 | \$28.55                            | \$28.55                        | \$32.28                                  | \$37.25  | \$49.66  |
| Dry cleaning employee level 5 | \$30.07                            | \$30.07                        | \$34.00                                  | \$39.23  | \$52.30  |

## Casual - Under 16 years

Table 1 of 2

| Classification                | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$15.18         | \$18.21                                  | \$21.25                                 | \$33.39        | \$21.25                                       |
| Dry cleaning employee level 2 | \$15.59         | \$18.71                                  | \$21.82                                 | \$34.29        | \$21.82                                       |
| Dry cleaning employee level 3 | \$15.81         | \$18.98                                  | \$22.14                                 | \$34.79        | \$22.14                                       |
| Dry cleaning employee level 4 | \$16.69         | \$20.03                                  | \$23.36                                 | \$36.71        | \$23.36                                       |
| Dry cleaning employee level 5 | \$17.58         | \$21.09                                  | \$24.61                                 | \$38.67        | \$24.61                                       |

Table 2 of 2

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|
| Dry cleaning employee level 1 | \$27.32                                       | \$27.32           | \$33.39                   | \$27.32                                | \$21.25                    |
| Dry cleaning employee level 2 | \$28.06                                       | \$28.06           | \$34.29                   | \$28.06                                | \$21.82                    |
| Dry cleaning employee level 3 | \$28.46                                       | \$28.46           | \$34.79                   | \$28.46                                | \$22.14                    |
| Dry cleaning employee level 4 | \$30.04                                       | \$30.04           | \$36.71                   | \$30.04                                | \$23.36                    |
| Dry cleaning employee level 5 | \$31.64                                       | \$31.64           | \$38.67                   | \$31.64                                | \$24.61                    |

## Casual - 16 years

Table 1 of 2

| Classification                | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$16.70         | \$20.04                                  | \$23.38                                 | \$36.74        | \$23.38                                       |
| Dry cleaning employee level 2 | \$17.15         | \$20.58                                  | \$24.01                                 | \$37.73        | \$24.01                                       |
| Dry cleaning employee level 3 | \$17.39         | \$20.87                                  | \$24.34                                 | \$38.25        | \$24.34                                       |
| Dry cleaning employee level 4 | \$18.36         | \$22.04                                  | \$25.71                                 | \$40.40        | \$25.71                                       |
| Dry cleaning employee level 5 | \$19.33         | \$23.19                                  | \$27.06                                 | \$42.52        | \$27.06                                       |

Table 2 of 2

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|
| Dry cleaning employee level 1 | \$30.06                                       | \$30.06           | \$36.74                   | \$30.06                                | \$23.38                    |
| Dry cleaning employee level 2 | \$30.87                                       | \$30.87           | \$37.73                   | \$30.87                                | \$24.01                    |
| Dry cleaning employee level 3 | \$31.30                                       | \$31.30           | \$38.25                   | \$31.30                                | \$24.34                    |
| Dry cleaning employee level 4 | \$33.05                                       | \$33.05           | \$40.40                   | \$33.05                                | \$25.71                    |
| Dry cleaning employee level 5 | \$34.79                                       | \$34.79           | \$42.52                   | \$34.79                                | \$27.06                    |

## Casual - 17 years

Table 1 of 2

| Classification                | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$19.73         | \$23.67                                  | \$27.62                                 | \$43.40        | \$27.62                                       |
| Dry cleaning employee level 2 | \$20.28         | \$24.33                                  | \$28.39                                 | \$44.61        | \$28.39                                       |
| Dry cleaning employee level 3 | \$20.55         | \$24.66                                  | \$28.77                                 | \$45.21        | \$28.77                                       |
| Dry cleaning employee level 4 | \$21.70         | \$26.04                                  | \$30.38                                 | \$47.74        | \$30.38                                       |
| Dry cleaning employee level 5 | \$22.85         | \$27.42                                  | \$31.99                                 | \$50.27        | \$31.99                                       |

Table 2 of 2

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|
| Dry cleaning employee level 1 | \$35.51                                       | \$35.51           | \$43.40                   | \$35.51                                | \$27.62                    |
| Dry cleaning employee level 2 | \$36.50                                       | \$36.50           | \$44.61                   | \$36.50                                | \$28.39                    |
| Dry cleaning employee level 3 | \$36.99                                       | \$36.99           | \$45.21                   | \$36.99                                | \$28.77                    |
| Dry cleaning employee level 4 | \$39.06                                       | \$39.06           | \$47.74                   | \$39.06                                | \$30.38                    |
| Dry cleaning employee level 5 | \$41.13                                       | \$41.13           | \$50.27                   | \$41.13                                | \$31.99                    |

## Casual - 18 years

Table 1 of 3

| Classification                | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$22.76         | \$27.32                                  | \$31.87                                 | \$50.08        | \$31.87                                       |
| Dry cleaning employee level 2 | \$23.39         | \$28.07                                  | \$32.74                                 | \$51.45        | \$32.74                                       |
| Dry cleaning employee level 3 | \$23.71         | \$28.46                                  | \$33.20                                 | \$52.17        | \$33.20                                       |
| Dry cleaning employee level 4 | \$25.04         | \$30.05                                  | \$35.05                                 | \$55.08        | \$35.05                                       |
| Dry cleaning employee level 5 | \$26.36         | \$31.64                                  | \$36.91                                 | \$58.00        | \$36.91                                       |

Table 2 of 3

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|----------------------------------|
| Dry cleaning employee level 1 | \$40.97                                       | \$40.97           | \$50.08                   | \$40.97                                | \$31.87                    | \$25.49                          |
| Dry cleaning employee level 2 | \$42.10                                       | \$42.10           | \$51.45                   | \$42.10                                | \$32.74                    | \$26.19                          |
| Dry cleaning employee level 3 | \$42.68                                       | \$42.68           | \$52.17                   | \$42.68                                | \$33.20                    | \$26.56                          |
| Dry cleaning employee level 4 | \$45.07                                       | \$45.07           | \$55.08                   | \$45.07                                | \$35.05                    | \$28.04                          |
| Dry cleaning employee level 5 | \$47.45                                       | \$47.45           | \$58.00                   | \$47.45                                | \$36.91                    | \$29.53                          |

Table 3 of 3

| Classification                | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|-------------------------------|------------------------------------|--------------------------------|--|--|--|
| Dry cleaning employee level 1 | \$25.49                            | \$25.49                        | \$28.23                                  | \$31.87  | \$40.97  |
| Dry cleaning employee level 2 | \$26.19                            | \$26.19                        | \$29.00                                  | \$32.74  | \$42.10  |
| Dry cleaning employee level 3 | \$26.56                            | \$26.56                        | \$29.40                                  | \$33.20  | \$42.68  |
| Dry cleaning employee level 4 | \$28.04                            | \$28.04                        | \$31.05                                  | \$35.05  | \$45.07  |
| Dry cleaning employee level 5 | \$29.53                            | \$29.53                        | \$32.69                                  | \$36.91  | \$47.45  |

## Casual - 19 years

Table 1 of 3

| Classification                | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|-------------------------------|-----------------|--|---|----------------|---|
| Dry cleaning employee level 1 | \$25.80         | \$30.96                                  | \$36.12                                 | \$56.76        | \$36.12                                       |
| Dry cleaning employee level 2 | \$26.51         | \$31.82                                  | \$37.12                                 | \$58.33        | \$37.12                                       |
| Dry cleaning employee level 3 | \$26.88         | \$32.25                                  | \$37.63                                 | \$59.13        | \$37.63                                       |
| Dry cleaning employee level 4 | \$28.38         | \$34.05                                  | \$39.73                                 | \$62.43        | \$39.73                                       |
| Dry cleaning employee level 5 | \$29.88         | \$35.85                                  | \$41.83                                 | \$65.73        | \$41.83                                       |

Table 2 of 3

| Classification                | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|-------------------------------|---|-------------------|---------------------------|--|----------------------------|----------------------------------|
| Dry cleaning employee level 1 | \$46.44                                       | \$46.44           | \$56.76                   | \$46.44                                | \$36.12                    | \$28.90                          |
| Dry cleaning employee level 2 | \$47.72                                       | \$47.72           | \$58.33                   | \$47.72                                | \$37.12                    | \$29.69                          |
| Dry cleaning employee level 3 | \$48.38                                       | \$48.38           | \$59.13                   | \$48.38                                | \$37.63                    | \$30.10                          |
| Dry cleaning employee level 4 | \$51.08                                       | \$51.08           | \$62.43                   | \$51.08                                | \$39.73                    | \$31.78                          |
| Dry cleaning employee level 5 | \$53.78                                       | \$53.78           | \$65.73                   | \$53.78                                | \$41.83                    | \$33.46                          |

Table 3 of 3

| Classification                | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|-------------------------------|------------------------------------|--------------------------------|--|--|--|
| Dry cleaning employee level 1 | \$28.90                            | \$28.90                        | \$31.99                                  | \$36.12  | \$46.44  |
| Dry cleaning employee level 2 | \$29.69                            | \$29.69                        | \$32.88                                  | \$37.12  | \$47.72  |
| Dry cleaning employee level 3 | \$30.10                            | \$30.10                        | \$33.33                                  | \$37.63  | \$48.38  |
| Dry cleaning employee level 4 | \$31.78                            | \$31.78                        | \$35.19                                  | \$39.73  | \$51.08  |
| Dry cleaning employee level 5 | \$33.46                            | \$33.46                        | \$37.05                                  | \$41.83  | \$53.78  |

## Casual - 20 years

Table 1 of 3

| Classification                | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours |
|-------------------------------|-----------------|--|---|----------------|---|---|
| Dry cleaning employee level 1 | \$28.23         | \$33.87                                  | \$39.52                                 | \$62.10        | \$39.52                                       | \$50.81                                       |
| Dry cleaning employee level 2 | \$29.00         | \$34.80                                  | \$40.60                                 | \$63.80        | \$40.60                                       | \$52.20                                       |
| Dry cleaning employee level 3 | \$29.40         | \$35.28                                  | \$41.16                                 | \$64.68        | \$41.16                                       | \$52.92                                       |
| Dry cleaning employee level 4 | \$31.04         | \$37.25                                  | \$43.45                                 | \$68.28        | \$43.45                                       | \$55.87                                       |
| Dry cleaning employee level 5 | \$32.69         | \$39.23                                  | \$45.76                                 | \$71.91        | \$45.76                                       | \$58.84                                       |

Table 2 of 3

| Classification                | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|-------------------------------|-------------------|---------------------------|--|----------------------------|----------------------------------|
| Dry cleaning employee level 1 | \$50.81           | \$62.10                   | \$50.81                                | \$39.52                    | \$31.61                          |
| Dry cleaning employee level 2 | \$52.20           | \$63.80                   | \$52.20                                | \$40.60                    | \$32.48                          |
| Dry cleaning employee level 3 | \$52.92           | \$64.68                   | \$52.92                                | \$41.16                    | \$32.93                          |
| Dry cleaning employee level 4 | \$55.87           | \$68.28                   | \$55.87                                | \$43.45                    | \$34.76                          |
| Dry cleaning employee level 5 | \$58.84           | \$71.91                   | \$58.84                                | \$45.76                    | \$36.61                          |

Table 3 of 3

| Classification                | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|-------------------------------|------------------------------------|--------------------------------|--|--|--|
| Dry cleaning employee level 1 | \$31.61                            | \$31.61                        | \$35.00                                  | \$39.52  | \$50.81  |
| Dry cleaning employee level 2 | \$32.48                            | \$32.48                        | \$35.96                                  | \$40.60  | \$52.20  |
| Dry cleaning employee level 3 | \$32.93                            | \$32.93                        | \$36.46                                  | \$41.16  | \$52.92  |
| Dry cleaning employee level 4 | \$34.76                            | \$34.76                        | \$38.49                                  | \$43.45  | \$55.87  |
| Dry cleaning employee level 5 | \$36.61                            | \$36.61                        | \$40.53                                  | \$45.76  | \$58.84  |

## Junior - Laundry

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

Table 1 of 2

| Classification           | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours |
|--------------------------|-----------------|-----------------|----------------|---|---|
| Laundry employee level 1 | \$561.00        | \$14.76         | \$36.90        | \$22.14                                       | \$29.52                                       |
| Laundry employee level 2 | \$580.20        | \$15.27         | \$38.18        | \$22.91                                       | \$30.54                                       |
| Laundry employee level 3 | \$603.36        | \$15.88         | \$39.70        | \$23.82                                       | \$31.76                                       |
| Laundry employee level 4 | \$618.78        | \$16.28         | \$40.70        | \$24.42                                       | \$32.56                                       |

Table 2 of 2

| Classification           | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break |
|--------------------------|-------------------|---------------------------|--|----------------------------|
| Laundry employee level 1 | \$29.52           | \$36.90                   | \$29.52                                | \$22.14                    |
| Laundry employee level 2 | \$30.54           | \$38.18                   | \$30.54                                | \$22.91                    |
| Laundry employee level 3 | \$31.76           | \$39.70                   | \$31.76                                | \$23.82                    |
| Laundry employee level 4 | \$32.56           | \$40.70                   | \$32.56                                | \$24.42                    |

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

Table 1 of 3

| Classification           | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday |
|--------------------------|-----------------|-----------------|----------------|---|---|-------------------|
| Laundry employee level 1 | \$701.25        | \$18.45         | \$46.13        | \$27.68                                       | \$36.90                                       | \$36.90           |
| Laundry employee level 2 | \$725.25        | \$19.09         | \$47.73        | \$28.64                                       | \$38.18                                       | \$38.18           |
| Laundry employee level 3 | \$754.20        | \$19.85         | \$49.63        | \$29.78                                       | \$39.70                                       | \$39.70           |
| Laundry employee level 4 | \$773.48        | \$20.35         | \$50.88        | \$30.53                                       | \$40.70                                       | \$40.70           |

Table 2 of 3

| Classification           | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|--------------------------|---------------------------|--|----------------------------|----------------------------------|------------------------------------|--------------------------------|
| Laundry employee level 1 | \$46.13                   | \$36.90                                | \$27.68                    | \$21.22                          | \$21.22                            | \$21.22                        |
| Laundry employee level 2 | \$47.73                   | \$38.18                                | \$28.64                    | \$21.95                          | \$21.95                            | \$21.95                        |
| Laundry employee level 3 | \$49.63                   | \$39.70                                | \$29.78                    | \$22.83                          | \$22.83                            | \$22.83                        |
| Laundry employee level 4 | \$50.88                   | \$40.70                                | \$30.53                    | \$23.40                          | \$23.40                            | \$23.40                        |

Table 3 of 3

| Classification           | Permanent night shift - Monday to Friday | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - first 3 hours | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - after 3 hours | Saturday before 12 noon - shiftworkers | Saturday after 12 noon - shiftworkers | Sunday - shiftwork |
|--------------------------|--|--|--|--|---------------------------------------|--------------------|
| Laundry employee level 1 | \$23.99                                  | \$27.68  | \$36.90  | \$23.06                                | \$27.68                               | \$36.90            |
| Laundry employee level 2 | \$24.82                                  | \$28.64  | \$38.18  | \$23.86                                | \$28.64                               | \$38.18            |
| Laundry employee level 3 | \$25.81                                  | \$29.78  | \$39.70  | \$24.81                                | \$29.78                               | \$39.70            |
| Laundry employee level 4 | \$26.46                                  | \$30.53  | \$40.70  | \$25.44                                | \$30.53                               | \$40.70            |

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

Table 1 of 3

| Classification           | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday |
|--------------------------|-----------------|-----------------|----------------|---|---|-------------------|
| Laundry employee level 1 | \$841.50        | \$22.14         | \$55.35        | \$33.21                                       | \$44.28                                       | \$44.28           |
| Laundry employee level 2 | \$870.30        | \$22.90         | \$57.25        | \$34.35                                       | \$45.80                                       | \$45.80           |
| Laundry employee level 3 | \$905.04        | \$23.82         | \$59.55        | \$35.73                                       | \$47.64                                       | \$47.64           |
| Laundry employee level 4 | \$928.17        | \$24.43         | \$61.08        | \$36.65                                       | \$48.86                                       | \$48.86           |

Table 2 of 3

| Classification           | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|--------------------------|---------------------------|--|----------------------------|----------------------------------|------------------------------------|--------------------------------|
| Laundry employee level 1 | \$55.35                   | \$44.28                                | \$33.21                    | \$25.46                          | \$25.46                            | \$25.46                        |
| Laundry employee level 2 | \$57.25                   | \$45.80                                | \$34.35                    | \$26.34                          | \$26.34                            | \$26.34                        |
| Laundry employee level 3 | \$59.55                   | \$47.64                                | \$35.73                    | \$27.39                          | \$27.39                            | \$27.39                        |
| Laundry employee level 4 | \$61.08                   | \$48.86                                | \$36.65                    | \$28.09                          | \$28.09                            | \$28.09                        |

Table 3 of 3

| Classification           | Permanent night shift - Monday to Friday | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - first 3 hours | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - after 3 hours | Saturday before 12 noon - shiftworkers | Saturday after 12 noon - shiftworkers | Sunday - shiftwork |
|--------------------------|--|--|--|--|---------------------------------------|--------------------|
| Laundry employee level 1 | \$28.78                                  | \$33.21  | \$44.28  | \$27.68                                | \$33.21                               | \$44.28            |
| Laundry employee level 2 | \$29.77                                  | \$34.35  | \$45.80  | \$28.63                                | \$34.35                               | \$45.80            |
| Laundry employee level 3 | \$30.97                                  | \$35.73  | \$47.64  | \$29.78                                | \$35.73                               | \$47.64            |
| Laundry employee level 4 | \$31.76                                  | \$36.65  | \$48.86  | \$30.54                                | \$36.65                               | \$48.86            |

## Casual - Under 18 years

Table 1 of 2

| Classification           | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours |
|--------------------------|-----------------|----------------|---|---|
| Laundry employee level 1 | \$18.45         | \$40.59        | \$25.83                                       | \$33.21                                       |
| Laundry employee level 2 | \$19.09         | \$41.99        | \$26.72                                       | \$34.36                                       |
| Laundry employee level 3 | \$19.85         | \$43.67        | \$27.79                                       | \$35.73                                       |
| Laundry employee level 4 | \$20.35         | \$44.77        | \$28.49                                       | \$36.63                                       |

Table 2 of 2

| Classification           | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break |
|--------------------------|-------------------|---------------------------|--|----------------------------|
| Laundry employee level 1 | \$33.21           | \$40.59                   | \$33.21                                | \$25.83                    |
| Laundry employee level 2 | \$34.36           | \$41.99                   | \$34.36                                | \$26.72                    |
| Laundry employee level 3 | \$35.73           | \$43.67                   | \$35.73                                | \$27.79                    |
| Laundry employee level 4 | \$36.63           | \$44.77                   | \$36.63                                | \$28.49                    |

## Casual - 18 years

Table 1 of 3

| Classification           | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|--------------------------|-----------------|----------------|---|---|-------------------|---------------------------|
| Laundry employee level 1 | \$23.06         | \$50.74        | \$32.29                                       | \$41.51                                       | \$41.51           | \$50.74                   |
| Laundry employee level 2 | \$23.86         | \$52.50        | \$33.41                                       | \$42.95                                       | \$42.95           | \$52.50                   |
| Laundry employee level 3 | \$24.81         | \$54.59        | \$34.74                                       | \$44.66                                       | \$44.66           | \$54.59                   |
| Laundry employee level 4 | \$25.44         | \$55.96        | \$35.61                                       | \$45.79                                       | \$45.79           | \$55.96                   |

Table 2 of 3

| Classification           | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday |
|--------------------------|--|----------------------------|----------------------------------|------------------------------------|--------------------------------|--|
| Laundry employee level 1 | \$41.51                                | \$32.29                    | \$25.83                          | \$25.83                            | \$25.83                        | \$28.60                                  |
| Laundry employee level 2 | \$42.95                                | \$33.41                    | \$26.73                          | \$26.73                            | \$26.73                        | \$29.59                                  |
| Laundry employee level 3 | \$44.66                                | \$34.74                    | \$27.79                          | \$27.79                            | \$27.79                        | \$30.77                                  |
| Laundry employee level 4 | \$45.79                                | \$35.61                    | \$28.49                          | \$28.49                            | \$28.49                        | \$31.54                                  |

Table 3 of 3

| Classification           | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - first 3 hours | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - after 3 hours | Saturday before 12 noon - shiftworkers | Saturday after 12 noon - shiftworkers | Sunday - shiftwork |
|--------------------------|--|--|--|---------------------------------------|--------------------|
| Laundry employee level 1 | \$32.29  | \$41.51  | \$27.68                                | \$32.29                               | \$41.51            |
| Laundry employee level 2 | \$33.41  | \$42.95  | \$28.64                                | \$33.41                               | \$42.95            |
| Laundry employee level 3 | \$34.74  | \$44.66  | \$29.78                                | \$34.74                               | \$44.66            |
| Laundry employee level 4 | \$35.61  | \$45.79  | \$30.53                                | \$35.61                               | \$45.79            |

## Casual - 19 years

Table 1 of 3

| Classification           | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|--------------------------|-----------------|----------------|---|---|-------------------|---------------------------|
| Laundry employee level 1 | \$27.68         | \$60.89        | \$38.75                                       | \$49.82                                       | \$49.82           | \$60.89                   |
| Laundry employee level 2 | \$28.63         | \$62.98        | \$40.08                                       | \$51.53                                       | \$51.53           | \$62.98                   |
| Laundry employee level 3 | \$29.78         | \$65.51        | \$41.69                                       | \$53.60                                       | \$53.60           | \$65.51                   |
| Laundry employee level 4 | \$30.54         | \$67.18        | \$42.75                                       | \$54.97                                       | \$54.97           | \$67.18                   |

Table 2 of 3

| Classification           | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday |
|--------------------------|--|----------------------------|----------------------------------|------------------------------------|--------------------------------|--|
| Laundry employee level 1 | \$49.82                                | \$38.75                    | \$31.00                          | \$31.00                            | \$31.00                        | \$34.32                                  |
| Laundry employee level 2 | \$51.53                                | \$40.08                    | \$32.06                          | \$32.06                            | \$32.06                        | \$35.50                                  |
| Laundry employee level 3 | \$53.60                                | \$41.69                    | \$33.35                          | \$33.35                            | \$33.35                        | \$36.92                                  |
| Laundry employee level 4 | \$54.97                                | \$42.75                    | \$34.20                          | \$34.20                            | \$34.20                        | \$37.87                                  |

Table 3 of 3

| Classification           | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - first 3 hours | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - after 3 hours | Saturday before 12 noon - shiftworkers | Saturday after 12 noon - shiftworkers | Sunday - shiftwork |
|--------------------------|--|--|--|---------------------------------------|--------------------|
| Laundry employee level 1 | \$38.75  | \$49.82  | \$33.21                                | \$38.75                               | \$49.82            |
| Laundry employee level 2 | \$40.08  | \$51.53  | \$34.35                                | \$40.08                               | \$51.53            |
| Laundry employee level 3 | \$41.69  | \$53.60  | \$35.73                                | \$41.69                               | \$53.60            |
| Laundry employee level 4 | \$42.75  | \$54.97  | \$36.65                                | \$42.75                               | \$54.97            |

## Apprentice - Dry cleaning - Started before 1 Jan 2014

Note: Employees under the age of 18 years cannot work shiftwork.

**Table 1 of 3**

| Classification             | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|----------------------------|-----------------|-----------------|--|---|----------------|---|
| 1st year - first 6 months  | \$480.80        | \$12.65         | \$15.81                                  | \$18.98                                 | \$31.63        | \$18.98                                       |
| 1st year - second 6 months | \$534.20        | \$14.06         | \$17.58                                  | \$21.09                                 | \$35.15        | \$21.09                                       |
| 2nd year                   | \$641.05        | \$16.87         | \$21.09                                  | \$25.31                                 | \$42.18        | \$25.31                                       |
| 3rd year - first 6 months  | \$801.30        | \$21.09         | \$26.36                                  | \$31.64                                 | \$52.73        | \$31.64                                       |
| 3rd year - second 6 months | \$961.55        | \$25.30         | \$31.63                                  | \$37.95                                 | \$63.25        | \$37.95                                       |

**Table 2 of 3**

| Classification             | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|----------------------------|---|-------------------|---------------------------|--|----------------------------|----------------------------------|
| 1st year - first 6 months  | \$25.30                                       | \$25.30           | \$31.63                   | \$25.30                                | \$18.98                    | \$14.55                          |
| 1st year - second 6 months | \$28.12                                       | \$28.12           | \$35.15                   | \$28.12                                | \$21.09                    | \$16.17                          |
| 2nd year                   | \$33.74                                       | \$33.74           | \$42.18                   | \$33.74                                | \$25.31                    | \$19.40                          |
| 3rd year - first 6 months  | \$42.18                                       | \$42.18           | \$52.73                   | \$42.18                                | \$31.64                    | \$24.25                          |
| 3rd year - second 6 months | \$50.60                                       | \$50.60           | \$63.25                   | \$50.60                                | \$37.95                    | \$29.10                          |

**Table 3 of 3**

| Classification             | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|----------------------------|------------------------------------|--------------------------------|--|--|--|
| 1st year - first 6 months  | \$14.55                            | \$14.55                        | \$16.45                                  | \$18.98  | \$25.30  |
| 1st year - second 6 months | \$16.17                            | \$16.17                        | \$18.28                                  | \$21.09  | \$28.12  |
| 2nd year                   | \$19.40                            | \$19.40                        | \$21.93                                  | \$25.31  | \$33.74  |
| 3rd year - first 6 months  | \$24.25                            | \$24.25                        | \$27.42                                  | \$31.64  | \$42.18  |
| 3rd year - second 6 months | \$29.10                            | \$29.10                        | \$32.89                                  | \$37.95  | \$50.60  |

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

Note: Employees under the age of 18 years cannot work shiftwork.

**Table 1 of 3**

| Classification             | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|----------------------------|-----------------|-----------------|--|---|----------------|---|
| 1st year                   | \$534.20        | \$14.06         | \$17.58                                  | \$21.09                                 | \$35.15        | \$21.09                                       |
| 2nd year                   | \$641.05        | \$16.87         | \$21.09                                  | \$25.31                                 | \$42.18        | \$25.31                                       |
| 3rd year - first 6 months  | \$801.30        | \$21.09         | \$26.36                                  | \$31.64                                 | \$52.73        | \$31.64                                       |
| 3rd year - second 6 months | \$961.55        | \$25.30         | \$31.63                                  | \$37.95                                 | \$63.25        | \$37.95                                       |

**Table 2 of 3**

| Classification             | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|----------------------------|---|-------------------|---------------------------|--|----------------------------|----------------------------------|
| 1st year                   | \$28.12                                       | \$28.12           | \$35.15                   | \$28.12                                | \$21.09                    | \$16.17                          |
| 2nd year                   | \$33.74                                       | \$33.74           | \$42.18                   | \$33.74                                | \$25.31                    | \$19.40                          |
| 3rd year - first 6 months  | \$42.18                                       | \$42.18           | \$52.73                   | \$42.18                                | \$31.64                    | \$24.25                          |
| 3rd year - second 6 months | \$50.60                                       | \$50.60           | \$63.25                   | \$50.60                                | \$37.95                    | \$29.10                          |

**Table 3 of 3**

| Classification             | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|----------------------------|------------------------------------|--------------------------------|--|--|--|
| 1st year                   | \$16.17                            | \$16.17                        | \$18.28                                  | \$21.09  | \$28.12  |
| 2nd year                   | \$19.40                            | \$19.40                        | \$21.93                                  | \$25.31  | \$33.74  |
| 3rd year - first 6 months  | \$24.25                            | \$24.25                        | \$27.42                                  | \$31.64  | \$42.18  |
| 3rd year - second 6 months | \$29.10                            | \$29.10                        | \$32.89                                  | \$37.95  | \$50.60  |

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

Note: Employees under the age of 18 years cannot work shiftwork.

**Table 1 of 3**

| Classification             | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|----------------------------|-----------------|-----------------|--|---|----------------|---|
| 1st year                   | \$587.60        | \$15.46         | \$19.33                                  | \$23.19                                 | \$38.65        | \$23.19                                       |
| 2nd year                   | \$694.45        | \$18.28         | \$22.85                                  | \$27.42                                 | \$45.70        | \$27.42                                       |
| 3rd year - first 6 months  | \$801.30        | \$21.09         | \$26.36                                  | \$31.64                                 | \$52.73        | \$31.64                                       |
| 3rd year - second 6 months | \$961.55        | \$25.30         | \$31.63                                  | \$37.95                                 | \$63.25        | \$37.95                                       |

**Table 2 of 3**

| Classification             | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|----------------------------|---|-------------------|---------------------------|--|----------------------------|----------------------------------|
| 1st year                   | \$30.92                                       | \$30.92           | \$38.65                   | \$30.92                                | \$23.19                    | \$17.78                          |
| 2nd year                   | \$36.56                                       | \$36.56           | \$45.70                   | \$36.56                                | \$27.42                    | \$21.02                          |
| 3rd year - first 6 months  | \$42.18                                       | \$42.18           | \$52.73                   | \$42.18                                | \$31.64                    | \$24.25                          |
| 3rd year - second 6 months | \$50.60                                       | \$50.60           | \$63.25                   | \$50.60                                | \$37.95                    | \$29.10                          |

**Table 3 of 3**

| Classification             | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|----------------------------|------------------------------------|--------------------------------|--|--|--|
| 1st year                   | \$17.78                            | \$17.78                        | \$20.10                                  | \$23.19  | \$30.92  |
| 2nd year                   | \$21.02                            | \$21.02                        | \$23.76                                  | \$27.42  | \$36.56  |
| 3rd year - first 6 months  | \$24.25                            | \$24.25                        | \$27.42                                  | \$31.64  | \$42.18  |
| 3rd year - second 6 months | \$29.10                            | \$29.10                        | \$32.89                                  | \$37.95  | \$50.60  |

## Adult apprentice - Dry cleaning - Started before 1 Jan 2014

Table 1 of 3

| Classification             | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|----------------------------|-----------------|-----------------|--|---|----------------|---|
| 1st year - first 6 months  | \$480.80        | \$12.65         | \$15.81                                  | \$18.98                                 | \$31.63        | \$18.98                                       |
| 1st year - second 6 months | \$534.20        | \$14.06         | \$17.58                                  | \$21.09                                 | \$35.15        | \$21.09                                       |
| 2nd year                   | \$641.05        | \$16.87         | \$21.09                                  | \$25.31                                 | \$42.18        | \$25.31                                       |
| 3rd year - first 6 months  | \$801.30        | \$21.09         | \$26.36                                  | \$31.64                                 | \$52.73        | \$31.64                                       |
| 3rd year - second 6 months | \$961.55        | \$25.30         | \$31.63                                  | \$37.95                                 | \$63.25        | \$37.95                                       |

Table 2 of 3

| Classification             | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|----------------------------|---|-------------------|---------------------------|--|----------------------------|----------------------------------|
| 1st year - first 6 months  | \$25.30                                       | \$25.30           | \$31.63                   | \$25.30                                | \$18.98                    | \$14.55                          |
| 1st year - second 6 months | \$28.12                                       | \$28.12           | \$35.15                   | \$28.12                                | \$21.09                    | \$16.17                          |
| 2nd year                   | \$33.74                                       | \$33.74           | \$42.18                   | \$33.74                                | \$25.31                    | \$19.40                          |
| 3rd year - first 6 months  | \$42.18                                       | \$42.18           | \$52.73                   | \$42.18                                | \$31.64                    | \$24.25                          |
| 3rd year - second 6 months | \$50.60                                       | \$50.60           | \$63.25                   | \$50.60                                | \$37.95                    | \$29.10                          |

Table 3 of 3

| Classification             | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|----------------------------|------------------------------------|--------------------------------|--|--|--|
| 1st year - first 6 months  | \$14.55                            | \$14.55                        | \$16.45                                  | \$18.98  | \$25.30  |
| 1st year - second 6 months | \$16.17                            | \$16.17                        | \$18.28                                  | \$21.09  | \$28.12  |
| 2nd year                   | \$19.40                            | \$19.40                        | \$21.93                                  | \$25.31  | \$33.74  |
| 3rd year - first 6 months  | \$24.25                            | \$24.25                        | \$27.42                                  | \$31.64  | \$42.18  |
| 3rd year - second 6 months | \$29.10                            | \$29.10                        | \$32.89                                  | \$37.95  | \$50.60  |

## Adult apprentice - Dry cleaning - Started after 1 Jan 2014

Table 1 of 3

| Classification             | Weekly pay rate | Hourly pay rate | Saturday - ordinary hours before 12 noon | Saturday - ordinary hours after 12 noon | Public holiday | Overtime - Monday to Saturday - first 3 hours |
|----------------------------|-----------------|-----------------|--|---|----------------|---|
| 1st year                   | \$854.72        | \$22.49         | \$28.11                                  | \$33.74                                 | \$56.23        | \$33.74                                       |
| 2nd year                   | \$922.70        | \$24.28         | \$30.35                                  | \$36.42                                 | \$60.70        | \$36.42                                       |
| 3rd year - first 6 months  | \$922.70        | \$24.28         | \$30.35                                  | \$36.42                                 | \$60.70        | \$36.42                                       |
| 3rd year - second 6 months | \$961.55        | \$25.30         | \$31.63                                  | \$37.95                                 | \$63.25        | \$37.95                                       |

Table 2 of 3

| Classification             | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday |
|----------------------------|---|-------------------|---------------------------|--|----------------------------|----------------------------------|
| 1st year                   | \$44.98                                       | \$44.98           | \$56.23                   | \$44.98                                | \$33.74                    | \$25.86                          |
| 2nd year                   | \$48.56                                       | \$48.56           | \$60.70                   | \$48.56                                | \$36.42                    | \$27.92                          |
| 3rd year - first 6 months  | \$48.56                                       | \$48.56           | \$60.70                   | \$48.56                                | \$36.42                    | \$27.92                          |
| 3rd year - second 6 months | \$50.60                                       | \$50.60           | \$63.25                   | \$50.60                                | \$37.95                    | \$29.10                          |

Table 3 of 3

| Classification             | Afternoon shift - Monday to Friday | Night shift - Monday to Friday | Permanent night shift - Monday to Friday | Shiftwork - less than 3 successive shifts - Monday to Friday - first 3 hours | Shiftwork - less than 3 successive shifts - Monday to Friday - after 3 hours |
|----------------------------|------------------------------------|--------------------------------|--|--|--|
| 1st year                   | \$25.86                            | \$25.86                        | \$29.24                                  | \$33.74  | \$44.98  |
| 2nd year                   | \$27.92                            | \$27.92                        | \$31.56                                  | \$36.42  | \$48.56  |
| 3rd year - first 6 months  | \$27.92                            | \$27.92                        | \$31.56                                  | \$36.42  | \$48.56  |
| 3rd year - second 6 months | \$29.10                            | \$29.10                        | \$32.89                                  | \$37.95  | \$50.60  |

## Apprentice - Laundry - Started before 1 Jan 2014

Note: Employees under the age of 18 years cannot work shiftwork.

Table 1 of 3

| Classification             | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday |
|----------------------------|-----------------|-----------------|----------------|---|---|-------------------|
| 1st year - first 6 months  | \$480.80        | \$12.65         | \$31.63        | \$18.98                                       | \$25.30                                       | \$25.30           |
| 1st year - second 6 months | \$534.20        | \$14.06         | \$35.15        | \$21.09                                       | \$28.12                                       | \$28.12           |
| 2nd year                   | \$641.05        | \$16.87         | \$42.18        | \$25.31                                       | \$33.74                                       | \$33.74           |
| 3rd year - first 6 months  | \$801.30        | \$21.09         | \$52.73        | \$31.64                                       | \$42.18                                       | \$42.18           |
| 3rd year - second 6 months | \$961.55        | \$25.30         | \$63.25        | \$37.95                                       | \$50.60                                       | \$50.60           |

Table 2 of 3

| Classification             | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|----------------------------|---------------------------|--|----------------------------|----------------------------------|------------------------------------|--------------------------------|
| 1st year - first 6 months  | \$31.63                   | \$25.30                                | \$18.98                    | \$14.55                          | \$14.55                            | \$14.55                        |
| 1st year - second 6 months | \$35.15                   | \$28.12                                | \$21.09                    | \$16.17                          | \$16.17                            | \$16.17                        |
| 2nd year                   | \$42.18                   | \$33.74                                | \$25.31                    | \$19.40                          | \$19.40                            | \$19.40                        |
| 3rd year - first 6 months  | \$52.73                   | \$42.18                                | \$31.64                    | \$24.25                          | \$24.25                            | \$24.25                        |
| 3rd year - second 6 months | \$63.25                   | \$50.60                                | \$37.95                    | \$29.10                          | \$29.10                            | \$29.10                        |

Table 3 of 3

| Classification             | Permanent night shift - Monday to Friday | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - first 3 hours | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - after 3 hours | Saturday before 12 noon - shiftworkers | Saturday after 12 noon - shiftworkers | Sunday - shiftwork |
|----------------------------|--|--|--|--|---------------------------------------|--------------------|
| 1st year - first 6 months  | \$16.45                                  | \$18.98  | \$25.30  | \$15.81                                | \$18.98                               | \$25.30            |
| 1st year - second 6 months | \$18.28                                  | \$21.09  | \$28.12  | \$17.58                                | \$21.09                               | \$28.12            |
| 2nd year                   | \$21.93                                  | \$25.31  | \$33.74  | \$21.09                                | \$25.31                               | \$33.74            |
| 3rd year - first 6 months  | \$27.42                                  | \$31.64  | \$42.18  | \$26.36                                | \$31.64                               | \$42.18            |
| 3rd year - second 6 months | \$32.89                                  | \$37.95  | \$50.60  | \$31.63                                | \$37.95                               | \$50.60            |

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

Note: Employees under the age of 18 years cannot work shiftwork.

**Table 1 of 3**

| Classification             | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday |
|----------------------------|-----------------|-----------------|----------------|---|---|-------------------|
| 1st year                   | \$534.20        | \$14.06         | \$35.15        | \$21.09                                       | \$28.12                                       | \$28.12           |
| 2nd year                   | \$641.05        | \$16.87         | \$42.18        | \$25.31                                       | \$33.74                                       | \$33.74           |
| 3rd year - first 6 months  | \$801.30        | \$21.09         | \$52.73        | \$31.64                                       | \$42.18                                       | \$42.18           |
| 3rd year - second 6 months | \$961.55        | \$25.30         | \$63.25        | \$37.95                                       | \$50.60                                       | \$50.60           |

**Table 2 of 3**

| Classification             | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|----------------------------|---------------------------|--|----------------------------|----------------------------------|------------------------------------|--------------------------------|
| 1st year                   | \$35.15                   | \$28.12                                | \$21.09                    | \$16.17                          | \$16.17                            | \$16.17                        |
| 2nd year                   | \$42.18                   | \$33.74                                | \$25.31                    | \$19.40                          | \$19.40                            | \$19.40                        |
| 3rd year - first 6 months  | \$52.73                   | \$42.18                                | \$31.64                    | \$24.25                          | \$24.25                            | \$24.25                        |
| 3rd year - second 6 months | \$63.25                   | \$50.60                                | \$37.95                    | \$29.10                          | \$29.10                            | \$29.10                        |

**Table 3 of 3**

| Classification             | Permanent night shift - Monday to Friday | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - first 3 hours | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - after 3 hours | Saturday before 12 noon - shiftworkers | Saturday after 12 noon - shiftworkers | Sunday - shiftwork |
|----------------------------|--|--|--|--|---------------------------------------|--------------------|
| 1st year                   | \$18.28                                  | \$21.09  | \$28.12  | \$17.58                                | \$21.09                               | \$28.12            |
| 2nd year                   | \$21.93                                  | \$25.31  | \$33.74  | \$21.09                                | \$25.31                               | \$33.74            |
| 3rd year - first 6 months  | \$27.42                                  | \$31.64  | \$42.18  | \$26.36                                | \$31.64                               | \$42.18            |
| 3rd year - second 6 months | \$32.89                                  | \$37.95  | \$50.60  | \$31.63                                | \$37.95                               | \$50.60            |

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

Note: Employees under the age of 18 years cannot work shiftwork.

**Table 1 of 3**

| Classification             | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday |
|----------------------------|-----------------|-----------------|----------------|---|---|-------------------|
| 1st year                   | \$587.60        | \$15.46         | \$38.65        | \$23.19                                       | \$30.92                                       | \$30.92           |
| 2nd year                   | \$694.45        | \$18.28         | \$45.70        | \$27.42                                       | \$36.56                                       | \$36.56           |
| 3rd year - first 6 months  | \$801.30        | \$21.09         | \$52.73        | \$31.64                                       | \$42.18                                       | \$42.18           |
| 3rd year - second 6 months | \$961.55        | \$25.30         | \$63.25        | \$37.95                                       | \$50.60                                       | \$50.60           |

**Table 2 of 3**

| Classification             | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|----------------------------|---------------------------|--|----------------------------|----------------------------------|------------------------------------|--------------------------------|
| 1st year                   | \$38.65                   | \$30.92                                | \$23.19                    | \$17.78                          | \$17.78                            | \$17.78                        |
| 2nd year                   | \$45.70                   | \$36.56                                | \$27.42                    | \$21.02                          | \$21.02                            | \$21.02                        |
| 3rd year - first 6 months  | \$52.73                   | \$42.18                                | \$31.64                    | \$24.25                          | \$24.25                            | \$24.25                        |
| 3rd year - second 6 months | \$63.25                   | \$50.60                                | \$37.95                    | \$29.10                          | \$29.10                            | \$29.10                        |

**Table 3 of 3**

| Classification             | Permanent night shift - Monday to Friday | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - first 3 hours | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - after 3 hours | Saturday before 12 noon - shiftworkers | Saturday after 12 noon - shiftworkers | Sunday - shiftwork |
|----------------------------|--|--|--|--|---------------------------------------|--------------------|
| 1st year                   | \$20.10                                  | \$23.19  | \$30.92  | \$19.33                                | \$23.19                               | \$30.92            |
| 2nd year                   | \$23.76                                  | \$27.42  | \$36.56  | \$22.85                                | \$27.42                               | \$36.56            |
| 3rd year - first 6 months  | \$27.42                                  | \$31.64  | \$42.18  | \$26.36                                | \$31.64                               | \$42.18            |
| 3rd year - second 6 months | \$32.89                                  | \$37.95  | \$50.60  | \$31.63                                | \$37.95                               | \$50.60            |

## Adult apprentice - Laundry - Started before 1 Jan 2014

Table 1 of 3

| Classification             | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday |
|----------------------------|-----------------|-----------------|----------------|---|---|-------------------|
| 1st year - first 6 months  | \$480.80        | \$12.65         | \$31.63        | \$18.98                                       | \$25.30                                       | \$25.30           |
| 1st year - second 6 months | \$534.20        | \$14.06         | \$35.15        | \$21.09                                       | \$28.12                                       | \$28.12           |
| 2nd year                   | \$641.05        | \$16.87         | \$42.18        | \$25.31                                       | \$33.74                                       | \$33.74           |
| 3rd year - first 6 months  | \$801.30        | \$21.09         | \$52.73        | \$31.64                                       | \$42.18                                       | \$42.18           |
| 3rd year - second 6 months | \$961.55        | \$25.30         | \$63.25        | \$37.95                                       | \$50.60                                       | \$50.60           |

Table 2 of 3

| Classification             | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|----------------------------|---------------------------|--|----------------------------|----------------------------------|------------------------------------|--------------------------------|
| 1st year - first 6 months  | \$31.63                   | \$25.30                                | \$18.98                    | \$14.55                          | \$14.55                            | \$14.55                        |
| 1st year - second 6 months | \$35.15                   | \$28.12                                | \$21.09                    | \$16.17                          | \$16.17                            | \$16.17                        |
| 2nd year                   | \$42.18                   | \$33.74                                | \$25.31                    | \$19.40                          | \$19.40                            | \$19.40                        |
| 3rd year - first 6 months  | \$52.73                   | \$42.18                                | \$31.64                    | \$24.25                          | \$24.25                            | \$24.25                        |
| 3rd year - second 6 months | \$63.25                   | \$50.60                                | \$37.95                    | \$29.10                          | \$29.10                            | \$29.10                        |

Table 3 of 3

| Classification             | Permanent night shift - Monday to Friday | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - first 3 hours | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - after 3 hours | Saturday before 12 noon - shiftworkers | Saturday after 12 noon - shiftworkers | Sunday - shiftwork |
|----------------------------|--|--|--|--|---------------------------------------|--------------------|
| 1st year - first 6 months  | \$16.45                                  | \$18.98  | \$25.30  | \$15.81                                | \$18.98                               | \$25.30            |
| 1st year - second 6 months | \$18.28                                  | \$21.09  | \$28.12  | \$17.58                                | \$21.09                               | \$28.12            |
| 2nd year                   | \$21.93                                  | \$25.31  | \$33.74  | \$21.09                                | \$25.31                               | \$33.74            |
| 3rd year - first 6 months  | \$27.42                                  | \$31.64  | \$42.18  | \$26.36                                | \$31.64                               | \$42.18            |
| 3rd year - second 6 months | \$32.89                                  | \$37.95  | \$50.60  | \$31.63                                | \$37.95                               | \$50.60            |

## Adult apprentice - Laundry - Started after 1 Jan 2014

Table 1 of 3

| Classification             | Weekly pay rate | Hourly pay rate | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday |
|----------------------------|-----------------|-----------------|----------------|---|---|-------------------|
| 1st year                   | \$854.72        | \$22.49         | \$56.23        | \$33.74                                       | \$44.98                                       | \$44.98           |
| 2nd year                   | \$922.70        | \$24.28         | \$60.70        | \$36.42                                       | \$48.56                                       | \$48.56           |
| 3rd year - first 6 months  | \$922.70        | \$24.28         | \$60.70        | \$36.42                                       | \$48.56                                       | \$48.56           |
| 3rd year - second 6 months | \$961.55        | \$25.30         | \$63.25        | \$37.95                                       | \$50.60                                       | \$50.60           |

Table 2 of 3

| Classification             | Overtime - public holiday | Less than 10 hour break between shifts | Working through meal break | Morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|----------------------------|---------------------------|--|----------------------------|----------------------------------|------------------------------------|--------------------------------|
| 1st year                   | \$56.23                   | \$44.98                                | \$33.74                    | \$25.86                          | \$25.86                            | \$25.86                        |
| 2nd year                   | \$60.70                   | \$48.56                                | \$36.42                    | \$27.92                          | \$27.92                            | \$27.92                        |
| 3rd year - first 6 months  | \$60.70                   | \$48.56                                | \$36.42                    | \$27.92                          | \$27.92                            | \$27.92                        |
| 3rd year - second 6 months | \$63.25                   | \$50.60                                | \$37.95                    | \$29.10                          | \$29.10                            | \$29.10                        |

Table 3 of 3

| Classification             | Permanent night shift - Monday to Friday | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - first 3 hours | Shiftwork - less than 5 successive shifts (6 in six day workshop) - Monday to Friday - after 3 hours | Saturday before 12 noon - shiftworkers | Saturday after 12 noon - shiftworkers | Sunday - shiftwork |
|----------------------------|--|--|--|--|---------------------------------------|--------------------|
| 1st year                   | \$29.24                                  | \$33.74  | \$44.98  | \$28.11                                | \$33.74                               | \$44.98            |
| 2nd year                   | \$31.56                                  | \$36.42  | \$48.56  | \$30.35                                | \$36.42                               | \$48.56            |
| 3rd year - first 6 months  | \$31.56                                  | \$36.42  | \$48.56  | \$30.35                                | \$36.42                               | \$48.56            |
| 3rd year - second 6 months | \$32.89                                  | \$37.95  | \$50.60  | \$31.63                                | \$37.95                               | \$50.60            |

## 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 |
| Disability / Foul laundry allowance                       | \$20.94 per week   |
| First aid allowance                                       | \$21.37 per week   |
| Meal allowance  | reimbursement for the purchase of a meal or \$13.13 for a meal   |
| Waterproof or protective clothing reimbursement           | reimbursement for the cost of purchasing any protective clothing required  |
| Uniform reimbursement                                     | reimbursement for the cost of purchasing any uniforms required   |
| Laundry reimbursement                                     | reimbursement for the demonstrated cost of laundering uniforms   |
| Tool reimbursement  | reimbursement for the cost of purchasing any tools required  |